WRES ACTION PLAN 2018 - Progress report against this year's submission

Indicator No.	Indicator	RAG Status	Progress
1	**Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce**		• Reporting on job evaluations is now being undertaken, so that the changes can be monitored. • All band 2 Support Workers in Luton and Bedfordshire have been uplifted from Band 2 to Band 3. • A significant number of Band 5, 6 and 7 development programmes have been run, as well as other development programmes like the 'Springboard Development Programme' for women. • Apprentices are being supported by the Careers and Redeployment Advisor role to try and secure permanent employment. • In-depth analysis undertaken across all protected groupings is part of the Gender Pay Gap Reporting.

2	**Relative likelihood of staff being appointed from shortlisting across all posts**		• Working on more targeted adverts to attract under-represented sections of the community.
			
			• Implemented a Functional Skills Facilitator post from 1st September 2018 to support the following groups with maths and English.
			
			  - Candidates;
			  - Staff;
			  - Bank Workers;
			  - Apprentices;
			  - Service Users via Recovery Colleges.
			
			• On-going pilot of the Careers and Redeployment post to maximise individuals' chances of securing a position. Running interview skills and CV workshops in-house.

		🟧	• Implemented a Staff Transfer scheme for nurses – to enable staff to move around the Trust without the need for a formal recruitment process.
3	**Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation** **Note: This indicator will be based on data from a two year rolling average of the current year and the previous year**	🟩	• Rolling out 'fair treatment' panels to triage disciplinary cases. • Rolling out service users reviewing cases where staff involved have mental health issues. • Procured an electronic ER Case Tracker system to improve reporting and monitoring and to create KPI data from September 2018. This will also help with managing consistency across the localities and the timeliness of cases. • Trialling involving service users in the JSC Policy sub-committees, to have service user input into HR policies and procedures. • We have invested in training 12 accredited mediators.
4	**Relative likelihood of staff accessing non-mandatory training and CPD**	🟥	• Since making the WRES submission, it has come to light that there is a significant number of development programmes managed locally, but this data was not centrally stored, and as such, was not reflected in submission figures. The aim is to centralise this information going forward. • The L&D function has been expanded by 10 WTE in order to centralise some L&D activity, so we can improve the L&D offering, as well as to monitor the take up and effectiveness of this training.
5	**KF25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months**	🟩	• Trust wide discussions, in terms of Bullying & Harassment, and more broadly looking at Respect at Work, to address cultural and behavioural issues. • Expanding the Trust's OD provision. An Associate Director of Organisational Development post has been created and is currently being recruited to. • The OD function also now comes under the remit of the Chief Executive Officer. • 20 teams are currently going through the QI Enjoying Work project.

			• A new Trust strategy and Workforce strategy have been implemented, with the overarching aim to improve staff experience.
6	**KF26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months**		• As per indicator 5. • The Trust Appraisal Process amended to include the expected behaviours.
7	**KF21. Percentage believing that trust provides equal opportunities for career progression or promotion**		• After protracted negotiations with Staffside, in relation to a Secondment and Acting up Policy – this is about to be ratified at the JSC in October. This will help to bring about transparency in terms of acting up and secondment arrangements. • It is intended that all secondments are put through the candidate management system, TRAC, going forward. The Recruitment & Selection Policy has been updated to reflect this.
8	**Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues**		• As per indicators 5 and 6.
9	**Percentage difference between the organisations' Board voting membership and its overall workforce**		• Since the last submission, we have appointed another voting member of BME origin. In addition we have also appointed a non-voting BME member.