

BAF Risk 6	If issues affecting staff experience are not effectively addressed, this will adversely impact on staff motivation, engagement and satisfaction								
Strategic Priority	Improved staff experience	Risk Score 2021/2022							
Review Date	13 February 2022	Residual	Apr/May	Jun/Jul	Aug/Sept	Oct/ Nov	Dec/ Jan	Feb	Target
Executive Lead	Chief People Officer	16	16	16	n/a	16	16	16	9
Lead Committee	Appointments & Remuneration Committee		↔	↔		↔	↔	↔	
Context					Gaps in Control or Assurance				
<p>Equalities:</p> <ul style="list-style-type: none"> Progressing to the next phase of becoming an anti-racist organisation. Trustwide DMT on 7 Oct 2021. BDS took place in Dec 2021 6 nominees coming to the end of the White Allies programme 2 Executives coming to the end of the WRES Experts programme Commenced work on equalities plan refresh to support a refreshed People Plan and Trust strategy Trust has finalised the Equality Delivery System 2 (EDS 2) submission Quality/wellbeing events being planned for 2022 following delay to operational issues <p>Staffside:</p> <ul style="list-style-type: none"> Continue to have positive working relationships with staff side. Many London trusts have reported that relations with staff side are challenging Discussions include closer partnership working; formal request for facilities time for staff side secretary. 					<ul style="list-style-type: none"> External review of new starters Reviewed our ER processes and continue to work with staff side Soft Facilities Management contract has been re-procured and the winner will be announced shortly following the 'standstill' period A proposal for an equalities team discussed at the Executive meeting and is being progressed A detailed equality plan has been drafted summarising the work to date and a plan outlining the next steps in the context of Race and Privilege RSM Audits 				
Progress									
What's going well inc future opportunities			What are the current challenges inc future risks			How are these challenges being managed			
<p>Sub-contractors:</p> <ul style="list-style-type: none"> Reached agreement with G4S to pay staff the London Living Wage or Real Living Wage on top of their contractual enhancements and are reviewing the impact of any unintended consequences that the uplifts may have caused <p>WRES/WDES:</p> <ul style="list-style-type: none"> WRES and WDES data collection process for 2021 has been concluded and there are improvements in many indicators Revised action plans and updated infographics have been published on the Trust website 			<p>Staff:</p> <ul style="list-style-type: none"> An increase in Employee Relations cases, Freedom to Speak Up concerns and Employment Tribunal cases Focusing on triangulating data by place 			<ul style="list-style-type: none"> Reviewed our ER processes and continue to work with staff side Soft facilities management contract awarded to OCS Equalities lead post out to ad A detailed equality plan has been drafted summarising the work to date and a plan outlining the next steps in the context of Race and Privilege Vitamin D project #MoreSunshineInYourPocket is launched in December 2021 			