

The Rotherham Foundation Trust Combined Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) Action Plan October 2023

Action reference number	Theme	Action	Action Owner (role)	Target completion date	WRES Action?	WDES Action?	List any metrics this action links to
2023/01	Voice - staff networks	Ensure that each staff network has an assigned Non Executive and Executive sponsor and that supporting and advocating on behalf of the network forms part of their role	Chair Chief Executive	31/03/2024	Yes	Yes	All metrics
2023/02	Voice - staff networks	Divisions to support and promote attendance to colleagues. To work with staff network chairs to improve active membership and discuss divisional contribution regularly at divisional SLT meetings	Divisional General Managers	31/03/2024	Yes	Yes	All metrics
2023/03	Development - recruitment	Work with EDI group to conduct end-to-end of analysis of candidate journey and organisational policy and practice throughout attraction and recruitment via an inclusion lens and use findings to improve recruitment (Agenda for Change and VSM)	EDI lead Recruitment lead	31/09/2024	Yes	Yes	WRES Metric 1, 2, 7 WDES Metric 1,2,5, 10
2023/04	Development - recruitment	Develop improved information to support disabled candidates and disabled staff	EDI lead	31/12/2023	No	Yes	WDES Metric 1&2
2023/05	Development - recruitment	Work with services to increase the promotion of jobs with local communities at all levels including apprenticeship provision	Recruitment Lead and Learning and Development Lead	30/09/2024	Yes	Yes	WRES Metric 1 WRES Metric 1
2023/06	Development - Staff experience	Develop and standardise induction of International Medical Graduates	Medical Director	31/03/2024	Yes	No	WRES Metric 3
2023/07	Development - Staff experience	Apply for the National Pastoral Care Quality Award. Showcase a cultural celebration event - a chance to network, dance, sing and eat together. All Internationally Educated Nurses who have progressed their career at TRFT will be awarded a certificate	Chief Nurse	31/12/2023 31/10/2023	Yes	No	WRES Metrics 1
2023/08	Development - staff experience	Discrimination to be a standing agenda item for violence and aggression group	Deputy Chief Executive	31/12/2023	Yes	Yes	WRES metric 5, WDES metric 4(a)i
2023/09	Development - staff experience	Consider how to bring greater transparency to how the Trust support colleagues requiring reasonable adjustments, including consideration of a single budget for this	Director of People / Director of Finance	31/03/2024	No	Yes	WDES Metric 1
2023/10	Development - learning	Develop an approach to reverse / mutual mentoring based on completion of cohort 1	EDI lead	31/03/2024	Yes	Yes	All metrics
2023/11	Development - learning	EDI team to continue to develop and deliver targeted training, working with divisions and corporate areas to focus on areas and subjects where need is greatest based on WRES and WDES data and insight	EDI Lead	31/03/2025	Yes	Yes	All metrics
2023/12	Development - learning	Embed a learning culture around people management, ensuring that lessons are learned and embedded from external and internal cases and reviews - e.g. Michelle Cox ET case	Director of People	31/03/2024	Yes	Yes	All metrics
2023/13	Accountability	Board of Directors to consider recommendations from new NHSE Equality Diversity and Inclusion plan and recommendations from National NHS Disabled Directors' Network. Refresh and develop this action plan in Q1 2024/25	Chair / Director of People / Director of Corporate Affairs	31/03/2024 30/06/2024	Yes	Yes	All metrics
2023/14	Accountability	Ensure that the Chief Executive and all Non Executive Directors have EDI objectives that are specific, measurable, achievable, relevant, and timebound (SMART) and are assessed against these as part of their annual appraisal process	Chair / Director of People / Director of Corporate Affairs	30/06/2024	Yes	Yes	All metrics

2023/15	Accountability	Ensure that all Executive Team members and Divisional leadership teams have EDI objectives that are specific, measurable, achievable, relevant, and timebound (SMART), related to WRES and WDES metrics and are assessed against these as part of their annual appraisal process	Chief Executive, COO	30/06/2024	Yes	Yes	All metrics
2023/16	Accountability	Work with EDI team to develop and deliver divisional/directorate EDI commitments, taking into account WRES, WDES, staff survey and other relevant data on the refreshed action plan	Directorate/divisiona I leads	30/06/2024	Yes	Yes	All metrics