

Workforce Race Equality Standard (WRES) Action Plan – 2024-25

WWL recognises the need to make significant improvements to improve the working experience of our staff with Black, Asian and Minority Ethnic colleagues and are committed to progressing an action plan which drives forward cultural improvements that will support improvements across all indicators. WWL will elevate the voice of Black, Asian and Minority Ethnic colleagues by measuring progress in a variety of ways but with absolute involvement of our FAME Staff Network. This plan is supported by the organisation’s implementation of the NHS England EDI Improvement Plan, and the six high impact actions contained within that.

Ref	Improvement Themes / Areas of Focus	Action	Lead Workstream	Completion Date	Success Criteria
1	NW Anti-Racist Framework	<ul style="list-style-type: none"> Gain Bronze status of the NW Anti-Racist Organisation Framework 	Anti-Racism and Civility and Respect	April 2025	<ul style="list-style-type: none"> Bronze status accreditation evidencing improvements regarding culture and decreasing health inequalities
2	Discrimination at work (WRES Indicator 8) and Bullying and harassment (Indicator 6)	<ul style="list-style-type: none"> Implement Civility and Respect Response Framework to support internal routes and processes related to civility, respect, bullying, harassment and dignity at work Develop and implement leadership strategy to empower our leaders to become confidently inclusive Continue to roll out Active Bystander Training for clinical leaders Continue to roll out Anti-Racism communications campaign Develop a supportive and compassionate programme of work to support and enhance the experience of our global majority nursing colleagues. 	Anti-Racism and Civility and Respect Supporting global majority colleagues	March 2025	<ul style="list-style-type: none"> Reduce the levels of reported discrimination, bullying and harassment across the Trust Improved support for staff having experienced incivility, bullying or discrimination Decrease in formal grievances Higher staff engagement and morale Improve the retention rate of Global Majority staff after their 3 year contract is complete.

3	Inclusive Recruitment and career opportunities (WRES Indicator 2 and 7)	<ul style="list-style-type: none"> • Implementing inclusive recruitment processes for all roles including acting up, secondments and developmental opportunities • Review and roll-out of inclusive recruitment training and guidance for managers and panels • Increase the diversity of interview panels • Promote career development opportunities (internal and external) • Encourage managers to hold career development conversations with staff 	Inclusive Recruitment	August 2025	<ul style="list-style-type: none"> • Increase relative likelihood of ethnic minority staff being appointed from shortlisting across all posts. • Improvement in ethnic minorities stating the Trust provides equal opportunities • Year on year improvement in ethnic minority representation at Band 8+
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