



Workforce Race Equality Standard (WRES) Action Plan To 31 August 2022

Introduction

Yorkshire Ambulance Service NHS Trust is committed to meeting the requirements of the Workforce Race Equality Standard for NHS Trusts and this is our fifth publication against this standard.

The Trust submitted its workforce data against the standard, to the national WRES team, on the 26 August 2021, as per our contractual obligation.

Having considered the 2019/20 data, alongside data from previous years, this year's action plan will contain fewer, yet more focussed, objectives than in previous action plans. This is to ensure that focussed attention is given on a key number of indicators which, if addressed in detail and positively, will have the biggest impact. In doing this, it is anticipated that this will bring about positive change across the Trust resulting in an improvement in all WRES indicators. This action plan covers 18 months with completion of actions expected by 31 August 2022. The action plan has been co-produced with stakeholders including Staff Network Chairs, Service Leads and Staff Side.

Monitoring and Evaluation

The action plan will be monitored by the Diversity and Inclusion Steering Group (DISG) on a bi-monthly basis, then through the Trust Management Group and Quality Committee for end of year assessment and evaluation

Workforce Race Equality Standard Action Plan – 31st August 2022 (data as at 31st March 2021)

No.	Action	Aim	Metric/Objective	Data 2020	Data 2021	By When	Action Owner	
1	Implement the Inclusive Recruitment and Selection Action Plan *Workforce headcount for the purpose of the WRES dataset is inclusive of permanent, fixed term and temporary employees. The figures are not inclusive of staff on bank contracts or volunteers.	To increase overall BAME representation in the workforce to 8% by 31 August 2022	Metric 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.	*Workforce headcount	5361	5736	August 2022	Recruitment Manager / Head of D&I
				% declared BME	5.3%	6.1%		
				BME headcount	284	348		
				White headcount	5059	5373		
				Not stated	18	15		
		To have parity of shortlisting between BAME and White staff (1.0)	Metric 2 - Relative likelihood of white staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts <i>(The target here is 1.0 where BAME and White staff have equal likelihood of being appointed.)</i>	2.43	2.04	August 2022	Recruitment Manager / Head of D&I	
		To increase the number of staff believing that Trust provides equal opportunities for career progression or promotion.	Metric 7 - Percentage of staff believing that Trust provides equal opportunities for career progression or promotion.	White	71.6%	77.9%	March 2022	Recruitment Manager and Head of D&I
				BME	56.0%	63.9%		

No.	Action	Aim	Metric/Objective	Data 2020	Data 2021	By When	Action Owner	
2	For D&I team to participate in a review of the Employee Relations Review Process for disciplinary cases and an audit to take place on a 6 monthly basis of sample cases	To have parity between BAME and White staff of entering the formal disciplinary process (1.0)	<p>Metric 3 - Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff, as measured by entry into a formal disciplinary investigation.</p> <p><i>(The target here is 1.0 where BAME and White staff have equal likelihood of entering the disciplinary process.)</i></p>	1.01 ↓	1.98 ↑	March 2022	Head of Employee Relations / Head of D&I	
3	To undertake a deep dive into the data in order to understand the potential barriers that are resulting in the difference in up-take between different groups of staff	To have parity between BAME and White staff accessing non-mandatory training and CPD	<p>Metric 4 - Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME</p> <p><i>(The target here is 1.0 where BAME and White staff have equal likelihood of accessing training.)</i></p>	1.13 ↓	1.51 ↑	December 2021	Head of D&I	
4	Continue to support in raising awareness with the wider public through social media and tying into national communications about treating staff with kindness, dignity and respect.	Reduce the number of staff experiencing harassment, bullying or abuse from patients, relatives or the public	Metric 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White	42.7 %	40.1%	On-going	Head of Corporate Comms / Head of D&I
5	Target areas of concern identified through the Body Worn Cameras Pilot			BME	40.3 % ↑	34.6% ↓		
6	Target areas of concern identified through the	Reduce the number of staff	Metric 6 - Percentage staff experiencing harassment,	White	21.9 %	24.1%	August 2022	

No.	Action	Aim	Metric/Objective		Data 2020	Data 2021	By When	Action Owner
	Culture Review work to undergo the “Say Yes to Respect” training through Investment Days and specific SYTR workshops by 31 August 2022.	experiencing harassment, bullying or abuse from staff in last 12 months.	bullying or abuse from staff in last 12 months.	BME	28.6% ↑	37.5% ↑		Head of OD + Head of D&I
		Reduce the number of people that have experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	Metric 8 - In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	White	7.0%	7.4%	August 2022	Recruitment Manager / Head of D&I
				BME	20.3% ↑	16.8% ↓		
7	Work in collaboration with Corporate Affairs on future Board appointments ensuring positive action approaches are implemented such as JD, Advert, Networks	Increase BME representation at Board level	Metric 9 - Percentage difference between the organisations’ board membership and its overall workforce disaggregated:	White	100%	93.3%	On-going	Head of Corporate Affairs
				BME	0% ↔	7.1% ↑		