

WRES Action Plan – September 2023

Area & Objective	Action	Lead	Timescales	Outcome & Impact	Progress
Inclusive Culture	Ensure that belonging and inclusion is integrated into the appraisal of all staff, with specific objectives for the Board and Executive Team.	KAS	Mar 2024	A compassionate and caring workforce where all staff feel a sense of belonging and inclusion.	
	Belonging and inclusion to be embedded within all Job Descriptions and Person Specifications.	CW/BH	Feb 2024	Our communities can see themselves represented in the workforce of HPFT, which makes us feel more able to access, care and support. All staff are aware of their personal responsibility for embedding our belonging and inclusion culture.	
Diverse Workforce	Expand the Inclusion Ambassador programme	BH	Dec 2023	Equality in relation to likelihood of appointment.	
	Ensure staff are fully supported to achieve informal resolution of grievances and throughout all formal HR processes for both the initiator and responder parties.	COR/BH	Jan 2024	Equality in likelihood of entry to formal disciplinary processes.	
	Implement evidence-based actions in relation to achieving equity for BAME staff relating to entry into the formal disciplinary process.	COR/BH	Dec 2023		



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	Review the development offer to staff ensuring equity of access and outcomes.	NK	Jan 2024	Equality in relation to development.	
	Establish a belonging and inclusion dashboard to monitor performance.	BH	Dec 2023	Increased representation at all levels of the Trust.	
	Expand the reverse mentoring programme for all senior leaders and all underrepresented groups.	BH	Dec 2023		
Eliminate Discrimination	Implement a comprehensive approach to address racism experienced by staff from service users or their carers.	BH/MN	Apr 2024	Eliminate discrimination, bullying and harassment at work.	
	Ensure that Trust policies and procedures are in line with the new Belonging and Inclusion strategy objectives.	MG/BH	Feb 2024	Our partners see HPFT always advocating for anti-racism and the elimination of discrimination in all that they do.	
	Embed our inclusive culture to create an environment where everyone feels heard, valued and respected in line with our values.	BH	Aug 2024		
	Educate leaders on being consciously inclusive to support the eradication of racism and microaggressions in the workplace, including insensitive and inappropriate 'banter'.	NK	May 2024	People feel safe to call out discrimination whenever they see or hear it as part of our Freedom to Speak Up commitment.	
	Sign up to the Unison Anti-racism Charter	BH	Nov 2023		

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Review the BAME Staff Network	Implement the NHS Staff Network best practices to review, refresh and reinvigorate the network, including accessibility to all different cultural heritages.	BH	Jan 2024	The BAME staff network provides effective support to staff.	
	Increase network membership with effective and expanded allyship.	BH	Jan 2024	The BAME staff network effectively progresses a comprehensive programme of work.	
	Develop a comprehensive plan of work for the network.	BH	Jan 2024	BAME staff have a strong voice within the Trust.	