

BSOL Workforce Race Equality Standard 2017/18 Action Plan

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	Recommendation	Actions	Deadline	Lead
1)	Undertake an audit of recruitment and selection training (incorporating unconscious bias) with a follow up action plan to ensure 100% of recruiting managers have completed their recruitment and selection training.	I. Run four training sessions on Recruitment and Selection (incorporating unconscious bias) across the BSOL sites.	December 2017	HR
2)	Improve equity of access to non-mandatory learning and development opportunities for all staff including the introduction of an approval and verification process for high value non-mandatory learning and development opportunities monitored by SMT	I. We will scope out proposals to review of how non-mandatory learning opportunities are managed by BSOL II. We will scope out proposals to build equality considerations into BSOL PDR processes	June 2018 June 2018	HR / OD HR/ Equality
3)	Establish a scheme of wellbeing initiatives for BSOL staff.	I. Develop an informal staff working group of interested staff to pull together a pool of ideas for wellbeing II. Develop and publicise on the CCG web pages a calendar of wellbeing activities III. Consider how wellbeing can be supported within the new BSOL organisation	December 2017 December 2017 March 2018	Equality / Comms & Engagement /
4)	Introduce a mandatory Bullying and Harassment e-learning training module for staff and managers.	I. Scope a mandatory Bullying and Harassment e-learning module for staff and managers	July 2018	HR

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	Review support for staff experiencing harassment, bullying or abuse from patients, relatives or the public	<ul style="list-style-type: none"> II. The HR team will continue to support managers and monitor staff feedback to ensure that any concerns can be addressed. 		
5)	Review the BSOL wide approach for a Staff Equality Survey (incorporating the mandatory WRES questions)	<ul style="list-style-type: none"> I. Communicate the results of the Staff Equality Survey to staff II. Carry out a review of staff survey / equality survey approach across BSOL and develop a single BSOL approach 	September 2017 May 2018	Comms & Engagement / Equality
6)	To increase the percentage of self-reporting of ethnicity across BSOL staff via ESR	<ul style="list-style-type: none"> I. To maintain awareness raising through messages to staff 	June 2018	Comms & Engagement / HR