

Appendix 2

NHS Workforce Race Equality Standard Action Plan: 2019-22

Area of focus	Action	Lead responsibility
<p>Self-reporting within the organisation</p> <p><i>At the end of the reporting period (31 March 2019) there was a 91.39% declaration rate.</i></p>	<p>Proposed Actions:</p> <ol style="list-style-type: none"> 1. Set an organisational target of 95% declaration rate to be reached by the next reporting period. 2. Communicate and engage with staff members by promoting the benefits of declaration and how this can help the organisation to continue to make improvements for staff experiences. 	<p>TBC</p> <p>TBC</p>
<p>Underrepresentation of BAME staff at senior levels</p>	<p>Proposed Actions:</p> <ol style="list-style-type: none"> 1. Review development opportunities available to BAME staff, which would support career progression into more senior roles. 2. Put in place training and processes to minimise unconscious bias. 3. Review the full recruitment process and implement improvements from any outcomes, including a more robust process for recording feedback for unsuccessful appointments. 4. Develop and define a BAME talent pool of 	<p>TBC</p> <p>TBC</p> <p>TBC</p> <p>TBC</p>

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	<p>staff that would benefit from developmental support and mentoring to be able to compete for future roles within the organisation.</p>	
<p>Low uptake of non-mandatory training and CPD by the overall workforce</p>	<p>Proposed Actions:</p> <ol style="list-style-type: none"> 1. Review the process for collating data on staff accessing non-mandatory training and CPD to ensure it is robust and thorough. 2. Explore further ways in which NW London can promote the available training programmes/events and introduce bespoke training if needed. 	<p>TBC</p> <p>TBC</p>
<p>Low participation in the annual staff survey</p>	<p>Proposed Actions:</p> <ol style="list-style-type: none"> 1. Wide advertising of the Staff Survey in all locations, via emails, Collabor8, posters, staff meetings, Mark's Mail etc. 2. Communications to include benefits of what could happen – to use examples from previous staff survey. 	<p>TBC</p> <p>TBC</p>