

NHS Frimley Integrated Care Board

Workforce Race Equality Standard Action Plan 2022-2024

Our WRES Action Plan considered workforce data available at the time, and had input from the Black, Asian & Minority Ethnicity (B.A.M.E.) Staff Network alongside the Equality, Diversity and Inclusion Working Group. The plan was reviewed and approved by the Senior Leadership Team.

Our WRES Action Plan is currently working on the following key goals:

Recruitment

- Review of recruitment and selection policies and procedures
- Put diverse recruitment panels in place
- Produce a method which reports on the interview process
- Create consistent wording for recruiting to vacancies
- Develop recruitment and selection training for line managers
- Improve the exit interview process
- Campaign to improve reporting and data capturing of ethnicity

Career Progression

- Implement focused career conversations with BAME Staff
- Increase representation of BAME Staff at Bands 6, 8a and above
- Deliver specific actions for BAME Staff, e.g. development programmes for Bands 4, 5 and 8a
- Capturing non-mandatory training and continuing professional development for all staff members.