

8a+ BAME Action Plan

Executive Summary

1. Trust to publish plans for how the Board and senior managers will in percentage terms at least match the black and minority ethnic composition of its workforce or local community
2. Due to the size of the patient population that the Trust serves, it has been agreed to use Liverpool City Region Census Data as a benchmark and classify senior managers as any manager at 8a or above.
3. Therefore, the target percentage for senior BAME managerial staff is 7.93% against the current percentage of 6.7%

Current Position

4. The Trust Board is above the target for BAME representation; however, it is noted that this is due to representations in non-executive director membership. By increasing BAME representation in the senior manager category we are more likely to increase representation at executive director level in future.
5. Our commitment to being anti-racist has been reinforced in a recently published anti-racism statement on the Trust website.
6. We monitor and publish our Workforce Race Equality Standard reports annually and actions are tracked via the EDI Action Plan, presented at both our EDI Steering Group and Health Inequalities and Inclusion Committee.
7. Ongoing EDI Solutions project with South, Central and West Commissioning Unit (SCW) to review processes and policies in relation to staff journey with an EDI lens following external review undertaken at the end of 2022.

Actions

8. Introduction of Trac recruitment tool which will allow for changes to equality monitoring forms currently used during recruitment and allow for more accurate and inclusive data capture.
9. Trust to consider positive action to widen the pool of talent at interview by introducing a 'guaranteed interview' scheme for BAME applicants, similarly to the Disability Confident scheme, ensuring BAME applicants who meet the specified criteria for the job are offered an interview.
10. Trust to consider positive action in considering protected characteristics that are underrepresented in the workforce in cases where, at the end of a stringent and objective recruitment process, recruiting managers find that two or more applicants are of equal merit and could do the job equally well.
11. Increase visibility of job opportunities by advertising via local and community job boards – opportunities to be explored via Race Equality Hub and links with Liverpool City Region and Liverpool Citizens.

12. Ensure equality and diversity information and staff stories are easily available on our Trust website and recruitment pages to promote a welcoming and inclusive culture online to any prospective applicants.
13. Include a statement in relation to welcoming applications from minority groups in standardised wording for job adverts.

Recommendation

14. To discuss and agree plan for publishing.

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