

### MKUH ED&I Action Plan: October 2024

This action plan has been developed to capture all actions identified as an outcome of the Trust's 2024 compliance reporting, including the Workforce Race Equality Standard (WRES), Workforce Disability Equality Standard (WDES), Annual ED&I Report, and Gender Pay Gap Report submissions for 2024.

Action	Deadline	How will we measure success?
Continue to raise awareness of WRES and WDES metrics by creating and distributing infographic posters to be shared with staff networks, staff side representatives, and with staff in their departments.	Oct-24	Increased awareness of the Trust's position
Implement a staff network for international nurses to support those who have recently moved to the UK to commence employment.	Mar-25	Network to be up and running with elected leadership
Continue to roll out cultural awareness training to identified areas to educate employees on diversity and inclusion, discrimination, unconscious bias, microaggressions and empathy.	Ongoing	Attendance at sessions. Reduction in employee relations cases related to discrimination in these areas
Review Trust equality impact assessments to ensure documents are fit for purpose, regularly reviewed and managers are appropriately trained.	Mar-25	EQI template reviewed & updated Training rolled out on how to complete robust & accurate EQIs
Development and roll-out of a communications and education campaign on the subject of allyship.	Dec-24	Improved awareness of issues faced by underrepresented groups and how to support them
Development of Behaviours Policy and Procedure to incorporate the Trust's Behaviours Framework in addition to outlining the responsibilities of all employees to challenge poor behaviour and specific statements re racism, homophobia, transphobia, sexism, ableism etc.	Dec-24	Reduction in discrimination, bullying, harassment against BAME colleagues. Increase in incidents being reported
Implement values-based recruitment practices and develop detailed recruitment training covering recruitment best practice and bias in the recruitment process to provide managers with a 'license to recruit'.	Dec-24	Improved shortlisting of BAME colleagues. Improved staff survey scores in questions related to discrimination.
Review of senior role job adverts, ensuring gender decoder utilised and flexible working promoted on all adverts	Oct-24	Increased applications by Women for more senior positions

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Implement a Fair and Just Culture panel to assess the need, independently and consistently, for formal disciplinary action, pushing for matters to be dealt with informally where appropriate, ensuring an ED&I team representative sits on the panel.	Dec-24	Reduction in formal disciplinary cases. Consistent and proportionate outcomes for instances of misconduct
Implement a new Talent Management Programme as part of The MKWay, ensuring visibility and access for BAME colleagues.	Mar-25	Increased BAME representation in senior bands/roles. Improved CPD metrics. Improved Staff Survey score on equal opportunities for development
Roll out workplace adjustment training for line managers to ensure they are equipped to identify and implement reasonable adjustments for their teams.	Jan-25	Improved staff survey score regarding reasonable adjustments.
Undertake a review of appraisal paperwork to ensure that it is accessible and fit for purpose for employees with disabilities	Dec-24	Improvement in staff survey results around appraisals.
Continue to undertake initiatives that build leadership portfolio to apply for and gain Disability Confident Leader Status	Mar-27	Successful application for leadership Status.
Undertake a deep dive into gender pay gap data, reviewing each band/grade and staff group, utilising this data to co-produce an action plan with the Women's Network incorporating the Mend the Gap themes/recommendations	Oct-24	Development and delivery of action plan. Improvement of GPG metrics.
Produce an ethnicity pay gap report to explore the impact of inequalities and lack of representation at senior levels	Oct-24	Review of GPG ethnicity data. Increase of BAME colleagues within senior bands
Create a talent management pathway for women, which offers coaching and mentoring, including reverse mentoring opportunities.	Mar-25	Increased representation of women within senior bands
Implement a Sexual Safety at Work Policy to address and prevent further challenges for females at work.	Dec-24	Published policy Reduction in sexual harassment cases
Share gender pay gap data with departments to ensure this is considered and helps form objectives and priorities in workforce and succession planning.	Oct-24	Robust workforce plans that include career development and succession plans for staff