

Taking action

ORGANISATIONS



Create an anti-racism strategy where racism is not tolerated. Respond quickly to complaints.



Tell your story. Explain why workforce race equality is so important for staff and patients.



Appoint a board lead for WRES and focus on equality of outcome.



Board lead to actively engage with staff groups such as BME networks.



Use positive action measures to encourage diverse shortlisting and diverse appointment panels.



Commit to developing leaders from under-represented groups and link your discussions with your regional talent boards.



Create an independent panel to review all disciplinary cases beyond a first written warning before processing.

INDIVIDUALS



Speak up and challenge inappropriate behaviours via HR, your manager, equality lead, or freedom to speak up guardians.



Improve understanding of unconscious bias, white privilege and diversity of thought.



Attend internal training on equality, diversity and inclusion.



Challenge leaders for transparency around WRES action plans.



Add race equality, diversity and inclusion issues to meeting agendas.



Request the WRES data for your department, compare it to the wider organisation and other NHS trusts in your organisation.



Participate in a reverse mentoring programme.



Be curious and ask questions.

Access further information

[NHS Workforce Race Equality Standard 2020 annual report](#)

[NHS Workforce Race Equality Standard resources](#)

[Join the BME Leadership Network](#)