

WRES ACTION PLAN

Key Equality & Quality Priorities	Actions	Target Dates	Relating WRES Indicator
Create an environment and culture that supports our staff and patients alike	To represent the Equality Agenda on the Health and Wellbeing Committee	December 2017	7
	Agree on an Executive Director to support Equality and Diversity sustainability	October 2017 – Completed, Shelagh Meldrum	9
Support all our staff to access opportunities for progression and growth within the organisation and to foster new ideas that improve care delivery	Develop an Objective Structured Clinical Examination (OSCE) programme to support our internal and external internationally trained nurses	September 2017 - Completed	5.7
	Develop and implement a Leadership Programme for all potential and existing leaders	May 2017 – Completed with delivery ongoing	5.7
	Increased apprentice access, including degree level for all staff	April 2017 ongoing	5.7
	Develop and implement support programmes for Talent Management (specifically linked to Nursing and BAME groups)	February 2018 ongoing	5.7
	Staff retention and wellbeing: develop a robust approach to staff retention across all staff groups with a focus on celebrating excellence in practice, promotion of wellbeing support and activities and opportunities for career progression and development within Somerset and across all providers	Ongoing	5.
	Support the growth of protected characteristic groups within our senior teams, including training to increase knowledge and skills	September 2019	5.
To support staff networks for and on behalf of the nine protected characteristics, who will also advocate patient equality and inclusion where appropriate	Develop and support sustainable staff networks based around the nine protected characteristics	June 2018	5.
	Collaborate regionally with public sector colleagues and engaging with wider networks, developing network impact on the community	September 2018	7.