

**WRES action Plan 2016**

	<b>Action</b>	<b>Milestone</b>	<b>Responsible</b>	<b>Timescale</b>	<b>Notes</b>
1	Continue to monitor the results of the NHS staff survey to establish whether there is any difference in the experience of BME staff	Statement in staff bulletin to encourage participation in staff survey	Salford CCG Communications team	1.8.2016	
		Statement in staff bulletin to encourage staff to record demographics in the staff survey	Salford CCG Communications team	1.8.2016	
		Monitor results and input in 2017 WRES	GMSS	March 2017	
		Encourage line managers via 1-to-1s and staff bulletin to attend Key Skills for Manager Training	Salford CCG Executive Team, Salford CCG communications team	Ongoing	Modules include recruitment, non-discriminatory management practice and valuing diversity
2	Continue to monitor the workforce ethnicity	Regular checks to ensure data is up to date	GMSS	30.9.2016 and every 6 months	
		Further data-cleanse exercise if necessary	GMSS	31.3.17	
3	Monitor BME recruitment data	Input 2015/16 data in WRES template when available	GMSS	TBC	
		Regular checks to ensure data is up to date	GMSS	30.9.2016	For inclusion in Annual Equality Report 31.1.2017
		Require recruiting managers to attend Key Skills for Manager Training	Salford CCG Executive Team	30.9.2016	
4	Publish WRES indicators 5-8 of provider submissions for assurance purposes	Monitor and collate provider WRES information on indicators 5-8	GMSS	30.11.2016	
		Publish provider performance in annual equality publication	GMSS	31.1.2017	For inclusion in Annual Equality Report 31.1.2017