

County Durham & Darlington NHS Foundation Trust
WRES Action Plan
September 2019

Objective	Measure	Timescale
Workforce Data Submission 2019	Requirements met	2019
Develop an equality & diversity calendar to promote key equality and religious events	Raised awareness across the Trust of equality, diversity & Inclusion	March 2020
Promote equality, diversity and inclusion through the use and development of staff networks	Improved staff survey responses and outcomes	March 2020
Ensure ED&I is included in all internal training courses and to develop a specific awareness training package around disability, reasonable adjustments, culture, religion and belief – similar to the LGBT+ Awareness training – also to include a section on unconscious bias	Raised awareness across the Trust of equality, diversity & Inclusion	March 2020
Continue to ensure we have career pathways for all protected characteristics to ensure there are no barriers to staff who wish to progress their careers (Talent Management Strategy, Appraisal process, NELA Leadership programmes etc.)	Improved staff survey responses and outcomes	March 2020
Continue to develop and promote the #100 Faces campaign using the power of these messages to further promote our inclusivity and encourage further engagement of our staff	Improved staff survey responses and outcomes	March 2020
Support a positive change through promotion of the North East H8 campaign and the development of a zero-tolerance project across the Trust to demonstrate that as a Trust we have a zero tolerance of racism, homophobia etc.	Improved staff survey responses and outcomes	March 2020