

County Durham & Darlington NHS Foundation Trust
WDES Action Plan 2021

Objective	Measure	Timescale
Working across WF & OD directorate set up a working party to look at developing an inclusive recruitment programme, targeting underrepresented groups by engaging directly with our local community	Increase of applicants from under-represented groups and to be more representative of our local community	March 2022
Development of an inclusive succession planning and talent management strategy (include Coaching, Mentoring, National Leadership programmes etc.)	Improve the career development and opportunities for under-represented groups	March 2022
Review of recruitment training and the introduction of a new training programme to focus on the development of Equality and Inclusion representatives who will sit on all recruitment and promotion panels	Increase of appointments from under-represented groups	March 2022
Development of a training session to support internal candidates for promotion interviews and include career conversations	Increase of applications and appointments to more senior bands from under-represented groups	March 2022
Exploring potential of recording on ESR 'ready now' status to identify those eligible for acting up/stretch projects/ career development	Improved process in identifying staff ready for appointments to more senior bands from under-represented groups and to prepare staff for promotion	March 2022