

KMPT Combined Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) Action Plan 2024-2026

Theme	Action	Lead(s)	Target completion date	WRES Action Yes/No	WDES Action Yes/No	Link to indicator/metrics	Link to wider actions
Increase staff diversity data	<p>Ensure staff understand why KMPT ask for equality data, who sees it and why. What KMPT does with the information and what the impact is on staff, the organisation and patients.</p> <p>ESR initiative – launch the ‘update your personal details’ on ESR Self-Service portal. Develop staff easy to follow guidance on how to update their details including equality details. Send out why we collect data to all staff.</p>	EDI Manager EDI Practitioner (Workforce Lead) Workforce Information Manager Power BI team	January 2025	Yes	Yes	WRES Indicator 1 WDES Metric 1	EDI Plan Priority Area 3 Staff Survey

Recruitment	<p>Improve BAME appointments into KMPT, reduce the likelihood from 2.58 in line with national average of 1.59</p> <p>Specific targeted actions in recruitment process to:</p> <ul style="list-style-type: none"> All recruiting managers/panels to attend Resourcing and Selection Training. Re-introduce inclusion ambassadors onto recruitment panels. 	<p>Head of Resourcing</p> <p>EDI Manager</p> <p>EDI Practitioner (Workforce lead)</p> <p>Recruitment Manager</p> <p>BAME Network</p>	July 2025	Yes	Yes	WRES Indicator 2	<p>High Impact Action 2</p> <p>Staff Survey</p>
Learning and Development	<p>Embed a learning culture around people management with lessons learned from internal and external cases, taking on board the actions or initiatives explored from the 'too hot to handle' report, launch of the Restorative Just</p>	<p>Deputy Chief of People – ER</p> <p>EDI Manager</p> <p>HRBPs</p> <p>Central Investigations Team</p>	December 2024	Yes	Yes	<p>WRES Indicator 3</p> <p>WDES Metric 3</p>	<p>EDI Plan, Focus Area, 2, 3, 4</p> <p>Strategic Object 2.1</p>

	and Learning Culture questions, to support decision-making in investigations.	DAWN and BAME Network					High Impact Action 4
Staff Experience	<p>Reduce violence and aggression towards staff from patients currently for BAME.</p> <p>V&A incidents is at 17.1% for verbal abuse. Physical violence incidents in 2022 was 24.6% and in 2023 26%, an increase of 2.6% data from 23/24 staff survey. Reporting is anticipated to increase as Safety Culture Bundles are rolled out across inpatient wards.</p>	<p>Chief of Nurse</p> <p>HRBP – Acute</p> <p>HRBP – Forensic</p> <p>V&A Strategic group & sub group</p> <p>EDI Manager</p>	April 2026	Yes	Yes	<p>WRES Indicators 5 & 6</p> <p>WDES Metric 4a-4c</p>	<p>EDI Plan Focus Area 1</p> <p>Strategic Objective 2.1</p> <p>High Impact Action 4 & 6</p>
Staff Experience	19.6% of staff with disabilities say they have experienced pressure	Disability and Wellness Network	May 2025	No	Yes	WDES Metric 6	EDI Plan Focus Area 2, 3, 4, 5

	<p>from their manager to attend work, compared with 11.4% of staff without disabilities.</p> <p>Create a culture where our people feel safe, equal and can thrive. Value people as individuals and treat others as we would like to be treated.</p>	<p>EDI Team</p> <p>Culture, Identity and Staff Experience Strategic Group</p> <p>Comms Team</p>					<p>Strategic Objective 2.1</p> <p>High Impact Action 4</p>
Staff Experience & Development	<p>47.3% of BAME staff stated that they believe the Trust provide equal opportunities for career progression or promotion.</p> <p>KMPT's BAME Band 7 and above Talent development and success strategy is currently in development with strategies including coaching and mentoring,</p>	<p>EDI Manager</p> <p>Deputy Chief of People – OD and Resourcing</p> <p>Head of OD</p>	March 2025	Yes	No	WRES Indicator 7	<p>EDI Plan, Focus Area 2 and 3</p> <p>Strategic Objective 2.2</p>

	assessment centre, address of work with days.						
Staff Experience	<p>Only 41.2% of staff with disabilities are satisfied with the extent to which the organisation values their work, compared with 51.5% of staff without disabilities.</p> <p>Create a better inclusive work environment.</p> <p>Insights gained to inform Culture programme and to develop initiatives to promote an inclusive work environment i.e. sunflower campaign, celebrate purple day</p>	<p>Disability and Wellness Network</p> <p>EDI Team</p> <p>Comms Team</p>	March 2025	No	Yes	WDES metric 7	<p>EDI Plan Focus Area 2, 3, 4, 5</p> <p>Strategic Object 2.1</p> <p>High Impact Action 4</p>
Staff Experience & Accountability	<p>13.7% of BAME staff stated that they had personally experienced discrimination. The 2023 staff survey indicates that this is an increased for our</p>	<p>BAME Network</p> <p>HRBPs</p>	March 2026	Yes	No	WRES Indicator 8	<p>EDI Plan, Focus Area 4</p> <p>Strategic Objective 2.1</p>

	<p>BAME staff from 2022 which was 10.8%.</p> <p>Accountability for fostering an inclusive workplace culture, includes regular reviews of efforts to combat discrimination in conjunction with the 6 priority areas of the EDI plan to enable the Trust to work towards creating a more inclusive and equitable work environment for all staff.</p>	<p>EDI Team</p> <p>OD Team</p> <p>Culture, Identity and Staff Experience Strategic Group</p> <p>Comms Team</p>					<p>High Impact Action 4 & 6</p>