

OUR VOICE MATTERS

aim to have a **thriving network**

B.A.M.E+

Support regional & national groups & networks

We are measured on our



9 WRES

WORKFORCE RACE EQUALITY STANDARDS

Freedom To Speak up Ambassadors x3 (SO FAR!!)

Organisation tap into talent already here

INFLUENCE

Decisions

support talent mgt & career progression

Board member NON-BAME ALLY SPONSOR

Board member BAME CHAMPION



Board supports diverse leadership

Reach out to all staff + LISTEN

INFLUENCE



POLICY MAKERS



EMOTIONS COUNT
They are important sources of valid data!!!

BAME staff take some responsibility ourselves, & hold Board to account



Not the single BAME conscience for the org, but will ↑ understanding & make fairer for ALL



BAME LEAD
Badge of Honour
NO FEAR OF REPRISAL



CWP

1. We understand our workforce profile
2. Recruitment is inclusive + fair

3. We understand who enters disciplinary process

4. We know who gets non mandatory training

5. We know how many people experience bullying + abuse from pts + public

6. We know how many people experience bullying + abuse from manager and/or other staff

7. We know how many people progress their career

8. We know how many people experience discrimination

9. We know our Board profile in comparison to our staff

USE THE DATA TO INFLUENCE CHANGE

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