Workforce Race Equality Strategy (WRES) 2023

We foster a sense of belonging in everything we do, which is why we collaborated with colleagues to create our NECS Workforce Race Equality Strategy (WRES) 2023.

Prevention & Support

Zero-tolerance to bullying and harassment
- Extensive communications, engagement sessions and resources (physical and online).

Safe Space conversations
- Co-produce and hold Safe Space forums.

Inclusion Network
- To collaborate on the agendas / experiences of protected characteristic groups in NECS
- Feed back into NECS culture to promote inclusivity, for both our people and our policy.

✔ Success Measures
- Bullying, Harassment and Abuse (BHA) reporting
- Staff Survey
- WRES Colleague Experience Data
- Engagement with Safe Spaces
- Engagement with Network
- Colleague 'culture' feedback

Recruitment & Retention

Develop NECS' data analysis process
- Identify trends, patterns and areas for development from data sets e.g. National Staff Survey. Identify opportunities to improve diversity and inclusivity within NECS.

Refresh & develop recruitment literature
- Collaboratively review the current recruitment literature, providing inclusive practice recommendations and updates for policies and procedure.

Develop recruitment strategy and branding
- Targeted recruitment and resources to support inclusion & diversity in NECS.

✔ Success Measures
- Staff Survey: Colleague Experiences
- Recruitment and vacancy statistics
- ESR data (including outlining protected group characteristics)

Training & Development

ED&I training for leadership roles
- Executive & senior teams to attend ED&I Leadership training, to promote a 'top down' approach to inclusion within NECS, role modelling inclusive practices and behaviours.

Extended ED&I training for managers
- Collaboratively review current model of CPD for new managers. Include additional modules e.g. Unconscious Bias, Intent versus Impact.

Review ED&I training
- Collaboratively review the induction training for all colleagues; engagement from stakeholders at all levels of the organisation.

✔ Success Measures
- WRES Indicator scores
- ED&I agenda promotion in senior level meetings
- Staff Survey: Colleague Experience
- ESR Data: Protected Groups
- Recruitment & Retention statistics