



WRES Action Plan
August 2019

WRES INDICATOR	ACTION	TIMESCALE
All	Communicate the WRES action plan across the organisation.	October 2019
All	<p>Continue to deliver 'Bullying and Harassment Prevention' training to all staff, supported by the Executive Team, to include the following:</p> <ul style="list-style-type: none"> • What is bullying and how to recognise it • What is harassment and how to recognise it • Equality and Diversity and the protected characteristics • Processes and Procedures • Informal and Formal resolution. <p>Reviewing the effectiveness of the training, making improvements to ensure it is as reflective and interactive as possible to achieve the best possible learning outcomes from the sessions.</p>	September 2020
Indicator 1 & 2	<p>Ensure that Values Based Recruitment (VBR) Techniques are embedded within the organisation:</p> <ul style="list-style-type: none"> • Actively promoting VBR as part of HR training sessions where appropriate • Ensure the VBR guide is shared with all recruiting managers at the point of shortlisting • Support managers with interview processes including VBR techniques as required 	September 2020
Indicator 1 & 2	Continue to deliver recruitment and selection training that is mandatory for recruiting managers to attend. This training will include:	September 2020

	<ul style="list-style-type: none"> • Fair recruitment and selection processes in line with legislation and organisational policy • Safe recruitment • Values Based Recruitment • Equality and Diversity 	
Indicator 3,4 & 7	Continue to deliver 'Line Management Essentials' training.	September 2020
Indicator 8	Ensure that any concerns raised with regard to equality and diversity are managed and addressed appropriately, fairly and effectively.	September 2020