

Anti-Racism Action Plan Year 1



Outcomes

This action plan has been drafted based on extensive data analysis and consultation with BSB people through surveys and meetings. The Anti-Racist Strategy has been informed by the six principles recommended by the Chartered Institute of Personnel and Development (CIPD)¹ to help us achieve six outcomes for creating a racially inclusive workplace.



1: The Chartered Institute of Personnel and Development (CIPD) is an association for human resource management professionals. As such, the non profit registered charity is incorporated with the Royal Charter and is listed as an awarding body and learning provider of professional qualification which is officially recognized by the government of United Kingdom's Ofqual, CCEA and Qualification Wales. CIPD was founded in 1913 and its purpose is to champion better work and working lives. People's experiences of work differ. Not everyone can access good work. And we recognise the need, within our own community, to create a more inclusive people profession by eliminating barriers to entry and progression. More about CIPD can be read here: <https://www.cipd.org/uk/about/>.

The BSB welcomes, respects and ensures everyone, including ethnically and culturally diverse communities, has a sense of belonging to the organisation.

No.	Action	Impact
1.1	Develop Inclusive Language guidance	BSB people speak with greater confidence, using appropriate inclusive terms to describe different types of diversity. BSB people from diverse backgrounds feel more valued and recognised.
1.2	Introduce Compulsory Race Relations training	BSB people from diverse backgrounds feel more valued and recognised. BSB people are better informed and aware of the dynamics of race and impact of racism.
1.3	Develop and promote Anti- Racism Resources Hub on intranet	BSB people feel confident and competent, learning more about the impact of racism and race.
1.4	Design Inclusion and Wellbeing Calendar	BSB people are provided with more opportunities to increase their knowledge on different cultures, experiences and beliefs through in person events to support inclusion and wellbeing.
1.5	Review onboarding system	A more explicitly inclusive process of onboarding that values and supports new recruits. New starters feel appropriately inducted and welcomed.
1.6	Review exit interview process	The exit interview process has a greater focus on race issues and captures rich data that aids in understanding the experiences of those from different backgrounds at the BSB.

Inclusive Culture

The BSB consistently provides visible and vocal leadership on anti-racism and Equality Diversity Inclusion (EDI). The BSB has good practice governance structures and processes in place which deliver effectively on anti-racism and EDI. There is regular communication between leaders and BSB people, key to enabling the organisation to listen to and act on any issues or concerns.

No.	Action	Impact
2.1	Establish an Anti-Racist Implementation Group	The actions on the Anti-Racist Strategy Action Plan make significant progress as they are monitored by the group.
2.2	Build robust EDI communications plan	Communication is planned and streamlined, creating greater clarity, transparency and accessibility for BSB people.
2.3	Develop and distribute EDI activity report.	Progress on EDI activity is celebrated and communicated to SLT, Board and BSB people.
2.4	Review use of all staff objectives on creating an inclusive organisation	All BSB people actively demonstrate through the performance management process how they contribute to improved organisational culture.
2.5	Development of SLT and Board objective on race equality	Senior Leadership Team (SLT) and Board demonstrate more visible leadership in anti-racism.

Visible Leadership & Effective Governance

BSB people fully represent the diversity of the national and local populations and are supported to thrive. The diversity of Management and Board members, and the talent pathways better reflect the wider population.

No.	Action	Impact
3.1	Undertake review of Performance Management and implement necessary improvements	Performance management system is more effective for colleagues of all backgrounds.
3.2	Data analysis of job progression by ethnicity at the BSB	Build a richer picture of progression at the BSB. Consider agreeing specific targets for future years.
3.3	Data analysis of learning and development opportunities uptake by ethnicity	Build a richer picture of equity in uptake of opportunities. Consider agreeing specific targets for future years.
3.4	Determine where further underrepresentation exists through comprehensive data analysis	Data analysis demonstrates the current picture at the BSB. Consider agreeing specific targets for future years.
3.5	Review recruitment process	Recruitment process is more effective at promoting equity and inclusion.
3.6	Investigate progression opportunities internal and external e.g. Informal mentoring, job shadowing	BSB people feel more supported in their progression.

Diverse Workforce & Management Diversity

The BSB manages internal incidents of racism effectively with effective support systems, transparent reporting and disciplinary procedures and have built trust, so people are confident to report incidents.

No.	Action	Impact
4.1	Review current provisions for reporting incidents of racism	Review will lead to actions that will create a robust and accessible process where BSB people have more confidence in and are better supported to report instances of racism.

Incidents of Racism Managed Effectively