

Supporting the NHS
People Plan pillar



while making our
People Promise



using ESR to deliver
the future of **NHS**
human resources
and organisational
development vision



| Future of NHS HR & OD Report Action | Recommended Action |
|---|---|
| Review recruitment and promotion practices to make sure that staffing reflects the diversity of the community, and regional and national labour markets. | Ensure that employee equality and diversity data is up to date to support local reporting about the demographics of the workforce in order to make informed local and regional recruitment decisions. |
| Discuss equality, diversity and inclusion as part of the health and wellbeing conversations. | Health and wellbeing conversations should be recorded in ESR. This can be using the national template or with the creation of a bespoke local template. |
| Publish progress against the Model Employer goals to ensure that the workforce leadership is representative of the overall BAME workforce. | Empower employees using Self Service to record equality and diversity data on their ESR record. Use the BI Reports to identify the BAME representation within the workforce. |
| 51 per cent of organisations to have eliminated the ethnicity gap when entering into a formal disciplinary process. | Utilise the ESR Employee Relations functionality to record disciplinaries to provide accurate reporting in ESR BI. (ESR can also interface with 3rd party Case Management systems). |
| Support organisations to achieve the above goal, including establishing robust decision-tree checklists for managers, post-action audits on disciplinary decisions, and pre-formal action checks. | Use the ESR BI reports for current and historic Employee Relation cases to identify trends or areas of concerns. |