

WRES Action Plan – October 2017

WRES Indicator	Action	Lead	Timescales	RAG	Progress
All	Communicate the WRES action plan across the organisation	Sarah Mackenzie-Cooper and Tazeem Hanif	November 2017		
All	Undertake a HR data validation exercise across the organisation	Sarah Mackenzie-Cooper, Tazeem Hanif and Anna Lewandowska	March 2018		
Indicator 1 & 2	Review the recruitment and selection policy and process, including job descriptions, advertising, internal/external recruitment, interview panels and monitoring. Identify and address any potential opportunities or barriers to diverse recruitment.	Tazeem Hanif, Sarah Mackenzie-Cooper and Anna Lewandowska	May 2018		
Indicator 1 & 2	Deliver recruitment and selection training ensuring robust equality input.	Tazeem Hanif, Sarah Mackenzie-Cooper and Anna Lewandowska	June 2018		
Indicator 4	OD/HR/E&D to develop a proforma to capture and monitor all learning & developmental activities	Rebekah Drury, Sarah Mackenzie-Cooper and Tazeem Hanif	March 2018		

RAG Rating Scales	
RED	Overdue
AMBER	Implementation progressing
GREEN	Action completed