

Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)



Template for completion

Name of organisation

Date of report: month/year

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Name and title of Board lead for the Workforce Race Equality Standard

Name and contact details of lead manager compiling this report

Names of commissioners this report has been sent to (complete as applicable)

Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)

Unique URL link on which this Report and associated Action Plan will be found

This report has been signed off by on behalf of the Board on (insert name and date)

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

b. Any matters relating to reliability of comparisons with previous years

2. Total numbers of staff

a. Employed within this organisation at the date of the report

b. Proportion of BME staff employed within this organisation at the date of the report

Report on the WRES indicators, continued

3. Self reporting

a. The proportion of total staff who have self-reported their ethnicity

b. Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity

c. Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity

4. Workforce data

a. What period does the organisation's workforce data refer to?

Report on the WRES indicators, continued

5. Workforce Race Equality Indicators

Please note that only high level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES Action Plans.

	Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	For each of these four workforce indicators, compare the data for White and BME staff				
1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.				
2	Relative likelihood of staff being appointed from shortlisting across all posts.				
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.				
4	Relative likelihood of staff accessing non-mandatory training and CPD.				

Report on the WRES indicators, continued

	Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, <u>compare the outcomes of the responses for White and BME staff.</u>				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White BME	White BME		
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White BME	White BME		
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White BME	White BME		
8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	White BME	White BME		
	Board representation indicator For this indicator, <u>compare the difference for White and BME staff.</u>				
9	Percentage difference between the organisations' Board voting membership and its overall workforce.				

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

Note 2. Please refer to the WRES Technical Guidance for clarification on the precise means for implementing each indicator.

Report on the WRES indicators, continued

6. Are there any other factors or data which should be taken into consideration in assessing progress?

7. Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.

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Workforce Race Equality Standard (WRES) Improvement Action Plan 2019-20

Produced in partnership with the BME Network at the BME Annual Conference on 25th September 2019.

Indicator	Action(s)	When	Owner	Update/Outcome	Position
Workforce Diversity & Representation	<p>Establish Diversity Recruitment Steering Group to achieve greater diversity and improve workforce equality at all levels of the organisation.</p> <p>Introduction of BME Inclusion target of 15% BME representation in each of the AfC paybands across the Trust.</p> <p>Actions identified by two workshops:</p> <ol style="list-style-type: none"> 1) Disruption of the interview panel with inclusion advocates; 2) Non-traditional interview process to meet diverse needs; 3) Adapting external and internal advertisement of posts to reach out to the local community. 	<p>First meeting: 17/10/19.</p> <p>Second meeting scheduled for 12/11/19.</p>	<p>Diversity Recruitment Action Steering Group:</p> <p>Suki Khatkar (Chair) Claire Wright (Executive Sponsor) Sandra Bennett Hannah Burton Sara Boulton Harinder Dhaliwal Clare Meredith Nicola Myronko Amanda Rawlings Rubina Reza Sharon Rumin Bal Singh Nadine Thomas David Tucker</p>	<p>Diversity Recruitment Steering Group to report to ELT (IM email 26/9/19).</p> <p>Update as of 17/10/19: Steering Group had inaugural meeting on 17/10/19 and agreed key actions, including introducing 'inclusion advocates' into the recruitment process for shortlisting and interviewing for (initially) Band 7 and above.</p>	Ongoing
Career Development Opportunities	<ol style="list-style-type: none"> 1) Masterclasses from April 2020 to support people to progress in the organisation, to include support with job applications and interview skills. 	Report to Equality Forum quarterly	<p>Faith Sango</p> <p>With support from EDI Service</p>		Ongoing

	<p>Career coaching in appraisals, even for those who are not sure if they would like to progress.</p> <p>2) Promotion of development opportunities: Managers and leaders need to know what is available for staff, to include shadowing and secondments to learn about and gain access to other services.</p> <p>3) Streamline Training Needs Analysis process. Managers need to be asked more disruptive questions before they refuse an application, and must give a reason why it has been refused.</p>	on progress.	and BME Network		
All	<p>1) Reverse Mentoring for Equality, Diversity and Inclusion (ReMEDI) programme: To be rolled out to wider Trust, especially senior leaders at Band 7 and above, mentored by a second cohort of colleagues from a BME background.</p> <p>2) WRES Experts Programme, designed to support the organisation to embed best practice with regards to race</p>	Oct 19-Jun 20	<p>ReMEDI Steering Group:</p> <p>Ifti Majid Claire Wright Amanda Rawlings Bal Singh Surinder Khakh Tray Davidson Harinder Dhaliwal</p> <p>Rubina Reza</p>	<p>ReMEDI mentors and mentees identified. To be paired and trained in November 2019.</p> <p>Programme launched on 9th October 2019.</p>	Ongoing

	equality. 3) Review WRES National Report for learning what works in other organisations with improving scores.	When released on WRES England website.	EDI Service		
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