

## TRUST BOARD

28th July 2016

<b>Title of paper</b>	<b>Workforce Race Equality Standard (WRES)</b>	
<b>Sensitivity of this paper :</b>		
Confidential?	N	
Suitable for public access?	Y	
<b>Strategic objective(s):</b>		
Best outcomes	√	
Excellent experience	√	
Skilled & motivated teams	√	
Top productivity	√	
<b>ASPH value(s):</b>		
Patients first	√	
Personal responsibility	√	
Passion for excellence	√	
Pride in our team	√	
<b>Executive summary</b>	<p>The annual publication of the WRES is a requirement of all NHS Trusts as part of the standard NHS Contract. The WRES highlights any differences between the experience and treatment of White staff and BME staff in the NHS with a view to closing those gaps through the development and implementation of action plans focused upon continuous improvement over time.</p> <p>The first WRES was published in 2015 so progress against last year's plan can be measured.</p> <p>The main points to note are:</p> <ul style="list-style-type: none"> <li>• There is still an under-representation of BME staff at the higher pay bands, excluding medical staff.</li> <li>• BME staff are still less likely than white staff to be involved in formal disciplinary processes, this is goes against national trends and is a positive result.</li> <li>• In line with national trends, the % of staff believing that the trust provides equal opportunities for career progression or promotion continues to show the most significant difference (10%) between perceptions of White and BME staff</li> </ul> <p>The WRES has been discussed at the E&amp;D Steering Group and WOD Committee and is now submitted to the Trust Board for final approval before publication.</p>	
<b>Recommendation</b>	The Trust Board is asked to approve the WRES	
<b>Specific issues checklist :</b>		
Quality and safety issues?		
Patient impact issues?		
Employee issues?	√	As described in the report
Other stakeholder issues?	√	The CQC's Key Lines of Enquiry assess whether care is safe, effective, caring, responsive, and well-led.
Equality & diversity issues?	√	

Finance issues?	X	
Legal issues?	√	
Risk issues? Link to relevant BAF item number if so	√	
<b>Author name/role</b>	Phil Spivey, Deputy Director of HR	
<b>Presented by director name/role</b>	Phil Spivey, Deputy Director of HR on behalf of Louise McKenzie, Director of Workforce Transformation & OD	
<b>Date</b>	21 <sup>st</sup> July 2016	
<b>Trust Board action</b>	Approve	

## **1. Background**

The NHS Workforce Race Equality Standard (WRES) was introduced by NHS England and made available to the NHS from April 2015. The main purpose of the WRES is to help local, and national, NHS organisations to review their data against the nine WRES indicators, to produce action plans to close the gaps in workplace experience between White and Black and Ethnic Minority (BME) staff, and to improve BME representation at the Board level of the organisation.

Since April 2015, the WRES has been included in the NHS standard contract for providers. The contract requires almost all providers of NHS services (other than primary care) to address the issue of workforce race inequality by implementing and using the WRES. From April 2016 onwards, progress on the WRES will be considered as part of the “well led” domain in CQC’s inspection programme for all NHS trusts and independent healthcare providers contractual obliged to carry out the WRES.

There are nine WRES indicators. Four of the indicators focus on workforce data, four are based on data from the national NHS Staff Survey questions, and one indicator focuses upon BME representation on Boards. The WRES highlights any differences between the experience and treatment of White staff and BME staff in the NHS with a view to closing those gaps through the development and implementation of action plans focused upon continuous improvement over time.

The WRES and the action plan have been discussed and agreed at Equality & Diversity Steering Group on 23 May and the Workforce and OD Committee on 24 May.

## **2. Timetable for Implementation**

There have been a number of implementation milestones associated with the WRES for NHS organisations:

- April 2015 – Prepare baseline data for comparison with April 2016
- July 1st 2015 – Deadline for publication of baseline data including identification of any essential shortcomings (published as required).
- April 2015-March 2016 – Work to start to address any data shortcomings and to understand and address shortfalls identified by the WRES indicators (no particular data shortfalls were identified).
- April 2016 – Baseline data for comparison with April 2015 to be completed including steps underway to address key shortcomings in data, or significant gaps between the treatment and experience of white and BME staff.
- August 2016 - deadline for publication of WRES and subsequent action plan.

## **3. Review of WRES performance**

Our performance as at April 2016 is presented in detail in Appendix 1 and includes data for comparison from our submission from April 2015.

There are no other significant issues with our data and our self-reporting of ethnicity is at 1005 which is a significant achievement. .

There has been one area of difficulty in terms of data collation. Indicator 4 relates to the relative likelihood of staff accessing non-mandatory training and CPD. At present the Trust does not have a system to capture this information so a key action is to address this.

With regards to each of the indicators, very few of the movements in scores have been significant. The key points to note are:

- There is still an under-representation of BME staff at the higher pay bands, excluding medical staff.
- BME staff are still less likely than white staff to be involved in formal disciplinary processes, this goes against national trends and is a positive result.
- Indicator 7 reports on the % of staff believing that the trust provides equal opportunities for career progression or promotion. In line with national trends, out of all indicators, this continues to show the most significant difference (10%) between perceptions of White and BME staff

#### **4. Benchmarking with other Trusts**

In May 2016 NHS England published the first WRES annual report, which provided analysis and an overview of the data returns from NHS trusts relating to staff experience indicators. These were derived from the national NHS Staff Survey (WRES indicators 4-8).

The report published comparative data by trust type on the four staff experience indicators. The Trust performed favourably in two of the four indicators compared with other acute providers:

- Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
- Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

Performance in the other two indicators was in line with the region.

#### **6. Summary and Next Steps**

The WRES provides useful focus on an important topic and this is enabled by not making the areas of consideration too many or too complex. Whilst we have improved on a number of indicators, results suggest that we need to focus on key issues concerning career opportunities.

An action plan has been developed which addresses the issues raised within the WRES and expands into other areas of Workforce Equality Objectives. This is detailed at Appendix 2.

#### **3. Recommendation**

The Trust Board is asked to approve the 2016 WRES and action plan for publication.

**Workforce Equality Objectives, including WRES action plan**

<b>Objective</b>	<b>Action</b>	<b>Responsible</b>	<b>Accountable</b>	<b>Consulted</b>	<b>Informed</b>
Increase representation of BME staff from Band 7 and above (WRES)	<ol style="list-style-type: none"> <li>1. Investigate and seek to address the under-representation of BME staff in senior posts and identify if there are barriers in place to progression.</li> <li>2. To seek out positive examples to share and learn from</li> </ol>	Deputy Director of HR	Director of WOD	E&D Steering Group	Chief Executive
Introduce equality monitoring of access to non-mandatory training and CPD (WRES)	<ol style="list-style-type: none"> <li>1. Implement system of recording of equality data of applicants</li> <li>2. Monitor and review data</li> </ol>	Learning and Development Manager	Director of WOD	E&D Steering Group	Chief Executive
Demonstrate an improvement in staff experiences of working for the Trust through improving staff knowledge and skills in how to identify and respond to the individual needs of others	<ol style="list-style-type: none"> <li>1. Launch Unconscious Bias training module</li> <li>2. Review numbers of staff accessing the module</li> </ol>	Deputy Director of HR	Director of WOD	E&D Steering Group	Chief Executive
Ensure compliance with statutory requirements	Implementation and monitoring of the WRES	Deputy Director of HR	Director of WOD	E&D Steering Group	Chief Executive