**APPENDIX 3 - NATIONAL WORKFORCE RACE EQUALITY STANDARD (WRES)**

**Purpose of the National WRES**

The WRES was devised by NHS England and the NHS Equality and Diversity Council to enable NHS staff from Black Minority Ethnicities (BME) to have equal access to career opportunities and fair treatment within the NHS workplace. This was in response to research indicating potentially less favourable treatment of BME groups within the NHS.

Included in the NHS standard contract for NHS providers from 1 July 2015, the Trust has been required to annually demonstrate progress against 9 indicators of workforce race equality. The indicators focus on Board level representation and differences between the experience or treatment of White and BME NHS staff.

# The NHS 9 Workforce Race Equality Standard Indicators (April 2016)

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| **Indicators** 1-4 - data for White / BME staff is compared for these 4 indicators: |
| **Indicator 1 -** Percentage of staff in each of the AfC Bands 1-9 and VSM (incl. executive Board members) compared with the percentage of staff in the overall workforce. Note: Calculated separately for non-clinical and for clinical staff |
| **Indicator 2 -** Relative likelihood of staff being appointed from short-listing across all posts |
| **Indicator 3 -** Relative likelihood of staff entering the formal disciplinary process, (by entry into a formal disciplinary investigation). This indicator is based on data from a 2 year rolling average of the current and the previous year |
| **Indicator 4** - Relative likelihood of staff accessing non-mandatory training / CPD |
| **Indicators 5-8 –** arefrom the National NHS Staff Survey and for each indicator, the outcomes of the responses for White /BME staff are compared: |
| **Indicator 5 (**KF 25) – Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months |
| **Indicator 6 (**KF 26) - Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months |
| **Indicator 7 (**KF 21) - Percentage believing that the Trust provides equal opportunities for career progression or promotion |
| **Indicator 8 (**Q217) - In the last 12 months staff that have personally experienced discrimination at work from any of the following- Manager, team leader or colleagues |
| **Board representation –** indicator 9compares the difference for White and BME staff |
| **Indicator 9** - Percentage difference between the Trusts Board membership and its overall workforce |

Annually, each Trust submits data against the 9 Indicators intended to:

* Lead to evidence based action
* Show the degree of BME representation at senior management and board level
* Highlight differences in experiences of BME and White staff in the NHS
* Show where we are, where we need to be and how we can get there

**Learning and Benchmarking –** Initial results in 2015 were a learning stage for initial discussion and inquiry within the Trust and to encourage good practice.

**NHS National Report on WRES data submissions**

Trusts submit data on an NHS data base designed to help in a National Progress Report and comparison.

Also from the National Report and access to National data, the Trust can benchmark nationally and regionally (e.g. Midlands and East of England); with other Acute Trust Services, and with other more diverse peers.

Data comparison and publication is intended to assist peer support between Trusts, lead to inquiry into the causes of issues or trends and to assist the national WRES Team to identify progress and share good practices.

**Robust Action Plans –** The Trust is required to understand the data and have robust action plans for continuous improvements as essential steps towards helping the workplace to be free from discrimination.

**Commitment** to promoting equality and diversity in the workforce, along with inclusive leadership is crucially associated with increased patient-centred care, innovation, staff morale and access to a wider talent pool.

**The Care Quality Commission’s Role -** Pre April 2016, CQC piloted its approach to considering EDHR and the WRES in some of their live full inspections. The Trust participated in this pilot in January 2016.

Since April 2016 progress on the WRES has been part of the “well led” domain in the CQC inspection programme for NHS organisations. It includes analysis of the organisations’ WRES Report and action plan and how they were addressing any issues arising from their WRES data as part of the evidence used in the inspections. CQC inspectors are trained in the WRES inspection process, with WRES specialist advisors on the inspection team who brief on the Trust being inspected and advise.

# The WRES and the Equality Delivery System (EDS2) – EDS2 helps NHS Trusts, in discussion with their stakeholders, to review and improve their performance for patients, communities and staff for characteristics protected by the Equality Act 2010. The WRES covers just the characteristic of Race with focus on the less favourable treatment and experience of BME staff in the NHS.

# However, the data and analyses for the WRES indicators will assist organisations when implementing EDS2, in particular with EDS outcomes under Goals 3 and 4:

### Goal 3: A representative and supported workforce – EDS2 outcomes:

* + 3.1 – Fair NHS recruitment and selection processes lead to a more representative workforce at all levels
  + 3.3 – Training and development opportunities are taken up and positively evaluated by all staff
  + 3.4 – When at work, staff are free from abuse, harassment, bullying and violence from any source
  + 3.6 – Staff report positive experience of their membership of the workforce

### Goal 4: Inclusive leadership – notably EDS2 outcomes:

* + 4.1 – Boards and senior leaders routinely demonstrate their commitment to promoting equality within and beyond their organisations
  + 4.3 – Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free from discrimination

**The Trusts WRES Reports and Action Plans** can be found on the Trust’s website under – Corporate - Equality and Diversity - Annual Reports.