

Board of Directors' Meeting Report – 5 December 2017

Agenda item 96i/17

Title	Workforce Race Equality Standard Submission and Action Plan 2017
Sponsoring Director	Cathy O'Driscoll, HR Director, Southend University Hospital NHS Foundation Trust
Author(s)	Louise McIver, Equality Diversity and Inclusion Advisor
Purpose	<p>Our commitment to ensuring Equality Diversity and Inclusion within our workforce is essential to the Trust to ensure we deliver safe, caring and excellent services in line with our Trust values.</p> <p>Implementing the Workforce Race Equality Standard is part of our commitment to meeting the Equality Delivery Standards, which is now a required component of the standard NHS contract.</p> <p>The WRES focuses on meeting requirements around ethnicity and particularly hinges around 9 Race Equality Indicators. These indicators are reported to NHSE on a yearly basis via a uniform reporting template with data taken at 31 March or for the full 12 month period to 31 March where appropriate.</p> <p>It is expected that Trusts will use the data to improve their position within the year in time for reporting and monitoring the following year.</p>
Executive Summary	
<p>The report provides an update on the Workforce Race Equality Standard (WRES) data submission to NHS England on 1 August 2017. It provides the data, narrative and an action plan to address the issues arising from the data.</p> <p>The WRES metrics and action plan have been reviewed and approved by both EDIC (Equality Diversity & Inclusion Committee) and QAC (Quality Assurance Committee)</p>	
Date Reviewed by EDIC	16 th October 2017
Related Trust Objective	Failure to meet CQC standards – Standard 18 Staffing Engaged and Valued Staff
Related Risk	Risk 8 - Failing to meet CQC Health & Social Care regulations
Legal implications / regulatory requirements	To meet statutory regulations we are required to monitor equality data, failure to do this will be in breach of the standard NHS contract rules
Quality impact assessment	The WRES data forms part of the annual provider information return and in addition has been requested prior to the visit by the CQC

Equality impact assessment	As far as can be ascertained this paper has no detrimental impact for the 9 protected characteristics under the Equality Act 2010.
Recommendations: The Board is asked to receive assurance from the report.	

1. Introduction

The Workforce Race Equality Standard (WRES) provides a framework for NHS Trusts to report, demonstrate and monitor progress against a number of indicators of workforce equality, and to ensure that employees from black and ethnic minority (BME) backgrounds receive fair treatment in the workplace and have equal access to career opportunities.

The requirement to have signed up to the Workforce Race Equality Standard (WRES) has been included in the NHS standard contract since 2016. It focuses on meeting requirements around ethnicity and hinges on 9 Race Equality Indicators as part of the Equality Delivery System. These indicators are a combination of workforce data and results from the National Staff Survey.

Trusts are required to publish their data at yearly intervals to show progress from the previous year. It is therefore mandatory that Southend University Hospital NHS Foundation Trust is signed up to the WRES and can track progress or otherwise against the previous year's position.

2. 2017 WRES Metrics

The attached table (Appendix 1) provides our position at 31 March 2017 as reported to NHS England on 1 August 2017. The data was taken at 31 March 2017 and compared to the equivalent data of the previous year. Indicators 5 to 8 are staff survey indicators and therefore relate to the staff survey held the previous year for which results were received in that year (for example, the 2016 survey results were published in 2017).

3. Data Narrative

The data for each WRES indicator shows that:

The percentage of BME staff in bands 8-9 and VSM compared with the percentage of BME staff in the overall workforce have remained the same for 2016/17.

In 2017 the gap between the experiences of white staff to BME staff in terms of being recruited has reduced therefore this shows an improvement.

The relative likelihood of BME staff entering the formal disciplinary process compared to white staff is about the same year on year.

The relative likelihood of BME staff accessing non-mandatory training and CPD training compared to white staff has improved significantly in 2017.

The Percentage of staff experiencing bullying/harassment from patients/relatives/the public has worsened for BME staff over the last 12 months, although this is a relatively small increase, (3%) however it still needs to be addressed.

The percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months has shown no change.

The amount of BME staff that feels the Trust does provide equal opportunities for career progression or promotion has increased by 7%.

In the last 12 months staff personally experiencing discrimination at work from Manager/team leader or other colleagues has remained the same.

The percentage of BME board voting members to the overall workforce decreased, however this is based on low numbers of board members and one BME member left the Board.

4. Action Plan

The data indicates an improvement in some areas for BME staff. However, there is still a need to further develop all areas, and therefore the action plan has been refreshed in order to address each of the WRES metrics with a view to improve next year's results.

The action plan will be monitored by the EDIC, and it will be a standing agenda item to report on progress on the actions.

5. Monitoring

The EDIC will be charged with monitoring the implementation of the WRES action plan within the Trust and ensuring that progress is being made in the required areas.

6. Conclusion

Though the Trust demonstrates compliance with the law, there is still proactive action that can be taken around gathering data, monitoring trends and implementing actions where interventions are required in line with our staffing needs. The WRES action plan will take us a step further in taking proactive action in promoting our Equality and Diversity and Inclusion agenda.