

2016 WRES Report and Action Plan

Trust Board	Item: 14b
Date: 28th September 2016	Enclosure: K
Purpose of the Report: To obtain approval for the 2016 WRES Report and Action Plan	
For: Information <input type="checkbox"/> Assurance <input type="checkbox"/> Discussion and input <input checked="" type="checkbox"/> Decision/approval <input checked="" type="checkbox"/>	
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Risk Implications – Link to Assurance Framework or Corporate Risk Register:	
Legal / Regulatory / Reputation Implications:	
Link to Relevant CQC Domain: Safe <input checked="" type="checkbox"/> Effective <input checked="" type="checkbox"/> Caring <input checked="" type="checkbox"/> Responsive <input checked="" type="checkbox"/> Well Led <input checked="" type="checkbox"/>	
Link to Relevant Corporate Objective:	Objective 2 – to have a committed , skilled and highly engaged workforce who feel valued, supported and developed and who work together to care for patients.
Document Previously Considered By:	Executive Management Committee
Recommendations: The Board is asked to: a) Note the contents of the report; and b) Agree the actions detailed in point 4.	

2016 WRES Report and Action Plan

1. Purpose of Paper

- 1.1. The purpose of this paper is to obtain approval for the 2016 WRES Report and Action Plan.

2. Introduction

- 2.1. In 2015 all NHS organisations were required to complete on an annual basis the NHS Workforce Race Equality Standard (WRES) which provided a response to each of the nine WRES indicators and constituted their WRES baseline. Alongside their WRES baseline data, organisations were also required to develop their WRES Action Plans that outlined the practical approach needed to continuously improve their respective organisation with regard to workforce race equality.
- 2.2. The WRES is now included in the 2016/17 NHS standard contract for NHS provider organisations and it also features in the new 2016/17 CCG Assessment and Improvement Framework.
- 2.3. For the 2016 submission, the Trust was required to:
- 2.3.1. Submit its 2016 WRES data by 1st August 2016. This was achieved (details of the data submitted can be found at Appendix 1).
- 2.3.2. By 1st October 2016 approve and submit its final WRES Report and action plan on how the Trust will improve workforce race equality.
- 2.3.3. A draft WRES Report has now been produced which is attached at appendix 2 which provides a summary of the implications of the data that has been analysed and any additional background including action taken to date. A draft WRES Action plan is attached at Appendix 3 which outlines proposed actions to be undertaken over the coming year.

3. 2016 WRES Highlights

Following provides key highlights from the 2016 WRES data:-

3.1 Improved areas:

- 3.1.1. 1% improvements on the collection of staff ethnicity data since last year. The implementation of TRAC (online recruitment system) has helped with improvement of data collected as well as the scheduled data cleanse.
- 3.1.2. Significant reduction in the likelihood of BAME staff entering the disciplinary process.
- 3.1.3. Slight improvement in BAME representation at band 8a & 8b in the last 12 months however this is not represented at the higher grades with there being either no change/deterioration in figure.
- 3.1.4. Although BAME staff still report high levels of harassment, bullying or abuse from patients there was however significant decrease to this pattern.

3.2 Areas to be addressed:

- 3.2.1. BAME representation at 8c and above either no change/deterioration in figure in the last 12 months.

3.2.2 BAME staff continue to be less likely than White staff to be shortlisted/appointed to roles at the Trust

3.2.3 Slight improvement from the previous year for both BAME and White staff "believing that the Trust provides equal opportunities for career progression or promotion"

3.2.4 There is now no BAME representation this year on the Board

4 Recommendation

4.1 The Trust Board is asked to agree actions to be put in place to address under representation at VSM level.

4.1 The Trust Board is asked to approve the draft WRES report and WRES action plan and agree for its implementation.

Trust Board

Workforce Race Equality Standard (WRES) 2016 Report & Action Plan

Why are we doing it?

- All NHS Trusts are required to submit a (WRES) report and Action Plan on a yearly basis. This requirement has been in place since 2015.
- Is a requirement as part of the 2016/17 NHS standard contract for NHS provider organisations and the 2016/17 CCG Assessment and Improvement Framework.

Has this been approved by other Committees

- E&D Committee on the 09/08/16 approved the data that was submitted – see appendix 1 - data submission and agreed for the report and action plan to be drafted and submitted to the Workforce Committee for approval for document to go to Trust Board on 28/09/16
- Workforce Committee on 13/09/16 reviewed Appendix 1 - Data Submission, 2 WRES Report and 3 – WRES Action Plan and agreed for approval to be sought from Executive Committee for the document to go to Trust Board on 28/09/16 for approval
- Executive Committee on 21/09/16 reviewed Appendix 1 - Data Submission, 2 WRES Report and agreed to prioritise 4 key areas to be undertaken during 2016/17 (see Appendix 3 – WRES Action Plan) as follows:-
 - Self reporting of ethnicity - The proportion of staff who have self-reported their ethnicity
 - Representation of BAME staff at band 7 and above – (see WRES Indicator 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)
 - Disciplinary proceedings (see – WRES Indicator 3 - Relative likelihood of staff entering the formal disciplinary process)
 - Staff experience of bullying/harassment/abuse from patients or staff (see WRES Indicator 5 KF 25: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months and WRES indicator 6 - KF 26: Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months)

When is it required to be published by?

- The 2016 WRES report and Action Plan is required to be submitted to the NHS England National WRES Implementation Team by the 1st October 2016 and be published on the Trust's internet by this date also.

What actions do we need from the Trust Board

- Approve WRES Report and WRES Action Plan and give approval for the document to be submitted to the NHS England National WRES Implementation Team by the 1st October 2016 and be published on the Trust's internet by this date also.