



# **Workforce Race Equality Standard (WRES)**

## **2019/20**

## Background

The NHS is founded on a core set of principles and values (set out within the NHS Constitution) that bind together the diverse communities and people it serves as well as the staff that work in it. NHS England and the NHS Equality and Diversity Council commissioned the development of the Workforce Race Equality Standards; a set of nine equality indicators. The WRES was implemented in 2015, however August 2019 was the first time CCGs were required to report nationally against the indicators. This is therefore the second return for the CCG.

NHS England and NHS Improvement advised that for the 2019/20 data collection, they will not be collecting data from the staff survey indicators 5, 6, 7 and 8. Therefore only workforce data for indicators 1 – 4 will be collected as well as indicator 9 which focuses on BME representation on Boards.

(Note the WRES is separate and different to the Equality Delivery System 2, but both support the ongoing development of an inclusive workplace.)

## CCG Role for WRES

CCGs have two roles in relation to the WRES as commissioners of NHS Services (providing assurance to NHS England that Providers are reporting against the WRES) and as employers (now completing the annual return). The key statutory requirements are policy drivers include:

- The NHS Constitution;
- The Equality Act 2010 and the public sector Equality Duty;
- The NHS Standard Contract and associated documents;
- The CCG Improvement and Assessment Framework.

## CCG Actions to complete mandatory WRES Reporting

There are four key actions the CCG should undertake in planning for the data submission as follows:

Collect data on their workforce	Data is collected via the ESR and recruitment systems (Trac and NHS Jobs) to record data on the workforce and the inclusion profile of the CCG recruitment process.
Carry out data analysis	Data is analysed as part of the WRES return. Further analysis of the local equality and diversity profile in comparison to that of the CCG and how the CCG performs in recruitment and treatment of staff is analysed in preparation of the CCG Equality Strategy.
Produce an annual report and action plan	Our equality data is reported within the CCG Annual Report. The action plan and progress against the actions for the previous year is included below.
Publish the annual report and action plan	Our equality data is reported within the CCG Annual Report. The CCG Equality Strategy will include an action plan on the CCGs continued improvements against the WRES indicators.

## **WRES submission**

The WRES report was successfully submitted to the NHS Strategic Data Collection Service in line with the national deadline of 31<sup>st</sup> August 2020. The data has been reported to and approved by the Remuneration and Workforce Committee on 20<sup>th</sup> August 2020 and Board on 27<sup>th</sup> August 2020.

Data from the WRES report was transferred into the national template report for presentation to the Board and to be published on the CCG website by September 2020.

## **Outcome of WRES report**

The WRES report shows that the CCG has an appropriately diverse workforce (and Board) and that the CCG is performing well against the WRES indicators.

1. As a result of the CCG having small staff numbers, the WRES report does not breakdown BME statistics for each of the Agenda for Change bandings (although this data is available, it is not reported because such small staff numbers would result in individuals within the CCG being identifiable). The CCG has a workforce BME rate of 24.6% which is higher than the local population BME rate of 15.2% (as reported by the Local Authority).
2. The likelihood of BME staff being appointed from shortlisting across all posts is lower in 2019/20 than the previous year.
3. There had been no staff (white or BME) entering the formal disciplinary process in the last two years.
4. The likelihood of BME staff accessing non-mandatory training and CPD has increased significantly compared to last year, again demonstrating good performance in this area and evidencing the CCGs support of the BAME stepping up programme.
5. The percentage of staff experiencing harassment, bullying or abuse from patients, relatively or the public in the last 12 months was not reported this year.
6. The percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months was not reported this year.
7. The percentage of staff believing that the CCG provides equal opportunities for career progression or promotion was not reported this year.
8. Discrimination at work was not reported this year.
9. The ratio of BME on the CCG Board compared to CCG staff showed that there is a higher proportion of BME and consequently lower proportion of white members on the CCG Board.

## **Completeness and reliability of data in the WRES report**

The WRES report was prepared on the basis of data recorded within the Electronic Staff Record (ESR) system as at 31<sup>st</sup> March 2020. The data reported had been verified.

The data in the report relies on staff voluntary disclosure of ethnicity and other personal data and therefore the completeness of the data is limited to those staff disclosures, which cannot be fully quantified.

A staff survey was not undertaken or mandated by NHS England and NHS Improvement.



## Action Plan

Recommendation / Action	Responsible Officer	Deadline
1. Undertake detailed programme of work to better understand workforce race equality across mid and south Essex.	AD of Corporate Governance (Company Secretary)	December 2020
2. Undertake staff survey to inform the WRES indicators not reported on for 2019/20.	AD of Corporate Governance (Company Secretary)	December 2020
3. Commission more detailed review of equality in recruitment processes to account for the decline in BME being successful at interview.	ArdenGemCSU	October 2020

## Follow-up of previous year recommendations

Recommendation / Action	Status update
1. Complete more detailed analysis of WRES and associated data to inform revisions and updating of the CCG Equality, Diversity and Inclusion Strategy.	Complete
2. Complete new Inclusion Action Plan, following completion of the Strategy.	Superseded by current year work programme.
3. Review and report on Staff Survey Results.	Complete
4. Complete ESR verification exercise relating to WRES data.	Complete
5. Discuss WRES report at Remuneration & Workforce Committee / Audit Committee and CCG Board to determine any further actions.	Complete
6. Continue to promote training according to needs identified at appraisals.	Complete
7. Continue to support BAME stepping up programme.	Complete