

Board of Directors Meeting in Public - Cover Sheet

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| Subject: | Workplace Race Equality Standard (WRES) Report | Date: 1 st September 2022 | | |
| Prepared By: | Ali Pearson, People Equality, Diversity, and Inclusion Lead | | | |
| Approved By: | Rob Simcox, Director of People | | | |
| Presented By: | Rob Simcox, Director of People | | | |
| Purpose | | | | |
| To provide Trust Board with the data and narrative from our 2020/2021 WRES submission to NHS England. | | | Approval | |
| | | | Assurance | X |
| | | | Update | |
| | | | Consider | |
| Strategic Objectives | | | | |
| To provide outstanding care | To promote and support health and wellbeing | To maximise the potential of our workforce | To continuously learn and improve | To achieve better value |
| X | X | X | X | X |
| Identify which principal risk this report relates to: | | | | |
| PR1 | Significant deterioration in standards of safety and care | | | X |
| PR2 | Demand that overwhelms capacity | | | |
| PR3 | Critical shortage of workforce capacity and capability | | | X |
| PR4 | Failure to achieve the Trust's financial strategy | | | |
| PR5 | Inability to initiate and implement evidence-based Improvement and innovation | | | |
| PR6 | Working more closely with local health and care partners does not fully deliver the required benefits | | | |
| PR7 | Major disruptive incident | | | |
| PR8 | Failure to deliver sustainable reductions in the Trust's impact on climate change | | | |
| Committees/groups where this item has been presented before | | | | |
| People Diversity & Inclusivity Sub cabinet People and Inclusion Cabinet | | | | |
| Executive Summary | | | | |
| Background | | | | |
| <p>The Workforce Race Equality Standard (WRES) is a mandatory annual report.</p> <p>All NHS organisations are required to demonstrate progress against indicators from workforce data metrics and staff survey results regarding BME colleagues experiences</p> <p>The reports also require us to provide data for our Board to receive levels of disabled representation.</p> <p>The report enclosed provides detailed year on year comparisons and narrative.</p> | | | | |

Summary of Findings

9 indicators

| No. of indicators where data has improved compared to last year | No. of indicators where data has declined compared to last year | No. of indicators where the data change is minimal |
|---|---|--|
| 1/9 | 3/9 | 5/9 |

Highlights:

- 3.2% increase in BME colleagues in the organisation notably at Band 7 and 8A (non-clinical) and Bands 5 and 6 for clinical. The increase in BME colleagues in Band 6 clinical roles is an action achieved from 2020/21 Action Plan.
- Organisation continues to maintain its performance for Indicator 4 (non-mandatory training and CPD), an area where we were named as the only Trust in the Midlands maintaining performance in this area in the National WRES report (2021).
- The Trust is performing well in appointing BME staff following the shortlisting process; BME applicants are as likely as White applicants to be appointed. Nationally, White applicants are more likely to be appointed so we are pleased to be maintaining our results in this area.
- We continue to maintain positive results regarding formal disciplinarys where our BME staff are less likely to enter into the formal process than White staff; this is testament to our application of Just Culture principles.

Actions identified:

- Continue to embed the Anti-Racism strategy within the Trust to improve staff survey results in regard to bullying, harassment and discrimination.
- Further develop partnerships with local organisations (public, private and voluntary sectors) to tackle violence, aggression and hate crime in our communities locally.
- Work with Ethnic Minority staff network colleagues and ICS Partners in the development and delivery of an Anti-Racism action plan.
- Review 6 High Impact Actions action plan to ensure delivery of race equality objectives.
- Provide recruitment and selection training for staff network members to increase the diversity on recruitment panels.
- Ensure revised Appraisal process enables equity of opportunity for personal training and development in support of aspirational BME colleagues.

In addition to the above actions, we have relaunched our staff networks in Sherwood (July-September) and will continue to promote them to increase membership and engagement for them to thrive and influence improvements.

The Board are asked to note the findings in this year's individual WRES report which is due to be published by 31st October 2022.

We recognise that there is still work to do to improve our results and are committed to doing this through our People strategies and by working with our staff network members.

The onward detailed actions and work associated with our reports will be overseen by the People Culture and Improvement Committee and a more detailed update provided at the October Committee.