

**Board of Directors Meeting in Public**

<b>Subject:</b>	Workforce Race Equality Standard Report	<b>Date:</b> 4 <sup>th</sup> June 2020		
<b>Prepared By:</b>	Rajdeep Basra-Mann – HR Business Partner			
<b>Approved By:</b>	Clare Teeney - Director of People			
<b>Presented By:</b>	Clare Teeney - Director of People			
<b>Purpose</b>				
This document provides an overview of work undertaken associated with the Trusts requirements under the Workforce Race Equality Standard (WRES) 2019 and 2020.		<b>Approval</b>		
		<b>Assurance</b>	X	
		<b>Update</b>		
		<b>Consider</b>		
<b>Strategic Objectives</b>				
<b>To provide outstanding care</b>	<b>To promote and support health and wellbeing</b>	<b>To maximise the potential of our workforce</b>	<b>To continuously learn and improve</b>	<b>To achieve better value</b>
X	X	X	X	X
<b>Overall Level of Assurance</b>				
	<b>Significant</b>	<b>Sufficient</b>	<b>Limited</b>	<b>None</b>
		X		
<b>Risks/Issues</b>				
<b>Financial</b>	Improving productivity and workforce utilisation and impact			
<b>Patient Impact</b>	Maintain safe staffing levels and a good patient experience			
<b>Staff Impact</b>	Improve working lives			
<b>Services</b>	Staffing levels impact service and bed availability			
<b>Reputational</b>	SFH recommended as a great place to work			
<b>Committees/groups where this item has been presented before</b>				
None				
<b>Executive Summary</b>				
<p>This report presents the Board with an overview of work undertaken associated with the Trusts requirements under the Workforce Race Equality Standard (WRES) 2019 and 2020.</p> <p>The WRES is mandatory and all NHS organisations are required to demonstrate progress against nine indicators; four workforce data metrics, four staff survey findings regarding White and BME experiences, and one Board metric to address low levels of BME representation.</p> <p>The enclosed Workforce Race Equality Standard (WRES) 2019 Action Plan provides the Board with an update on the 2019 action plan that was published in 2019 and the progress made.</p> <p>Key achievements have included:</p> <ul style="list-style-type: none"> <li>• Development of a local BAME leadership course, Stepping Up Programme, with Nottinghamshire ICS Partners which commenced in December 2019.</li> <li>• A focus on BAME awareness for staff including celebrating Black History Month in October 2019.</li> </ul>				

- Worked with our BAME staff network to strengthen the network and support for staff and continue to do so.

The WRES for 2020 was due for submission in July this year, however due to COVID-19 NHS England/NHS Improvement announced in April 2020 that the WRES and WDES were being suspended for this year.

As COVID-19 has highlighted the critical importance of workforce equality, NHS England Improvement have therefore decided that the WRES and WDES implementation, including data collections, will continue as usual this year, however at a later date than usual in the Summer of 2020.

We will therefore submit our data collection for this year based on the above once a finalised date from NHS England / Improvement.

### **Recommendation**

The board are asked to take assurance from the document and the progress made across 2019 WRES submission and note the delay of the 2020 submission due to the COVID-19 outbreak.