



NHS Workforce Race Equality Standard (WRES) Update

April 2016

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Publications Gateway Reference: 05066

Document Purpose	Guidance
Document Name	NHS Workforce Race Equality Standard Update - April 2016
Author	National WRES Implementation Team
Publication Date	12 April 2016
Target Audience	CCG Clinical Leaders, CCG Accountable Officers, CSU Managing Directors, Care Trust CEs, Foundation Trust CEs , Medical Directors, Directors of PH, Directors of Nursing, Local Authority CEs, Directors of Adult SSs, NHS Trust Board Chairs, NHS England Regional Directors, NHS England Directors of Commissioning Operations, All NHS England Employees, Directors of HR, Directors of Finance, Allied Health Professionals, GPs, Communications Leads, Emergency Care Leads, Directors of Children's Services, NHS Trust CEs
Additional Circulation List	National healthcare bodies, Trades Unions and Royal Colleges, Third Sector Strategic Partners
Description	This document presents the latest WRES information and updates. It is intended to help support WRES implementation and use across the NHS. Further information on the work of the national WRES Implementation Team can be found at: https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/
Cross Reference	WRES Technical Guidance, WRES Equality Analysis, WRES Reporting Template
Superseded Docs (if applicable)	
Action Required	N/A
Timing / Deadlines (if applicable)	N/A
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Document Status

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Version number: 4

First published: January 2015

Updated: April 2016 version

Prepared by: National WRES Implementation Team, NHS England

Classification: OFFICIAL

Other formats of this document are available on request. Please send your request to england.wres@nhs.net

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1 WRES Baseline Data Analysis Report

For the first time, NHS organisations published and or submitted their 2015 WRES data last summer. This data presented each organisation's response to each of the nine WRES indicators and constitutes their WRES baseline. Alongside their WRES baseline data, organisations also developed their WRES Action Plans that outline the practical approach needed to continuously improve their respective organisation with regard to workforce race equality.

The 2015 WRES baseline data for all NHS trusts has been brought together by the national WRES Implementation Team and the data for WRES indicators 5-8 (i.e. those four indicators that are taken from the NHS Staff Survey questions) have been analysed. The analyses are presented for each organisation, by trust type (acute, ambulance, community healthcare, and mental health/learning disability) and by region (North of England, Midlands & East of England, South of England, and London).

In addition to the presentation of the WRES data for these indicators, replicable good practice and key learning points are also highlighted. The report is available on the WRES webpage at: <https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/>

2 WRES data return and action plans for 2016

The WRES is 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. The milestone date for organisations to report on their WRES data this year is 1st July 2016.

NHS trusts will be required to submit their WRES data via the UNIFY 2 system. This system is being developed to help reduce the burden on NHS trusts with regard to data returns and will facilitate timely returns that contain good quality data – e.g. the UNIFY 2

system will be able to automatically calculate rates and odds ratios once organisations input their raw data. In addition, data for some WRES indicators will be centrally pre-populated and made available within the UNIFY 2 system so that organisations will merely verify the accuracy of the data before submission.

The UNIFY 2 system will be piloted with a spread of NHS trusts during April 2016, and will be made available to the NHS, i.e. “go live”, from mid-June onwards, giving organisations early and ample opportunity to submit their WRES returns.

The WRES Report Template has been revised and some of the text box expandability issues experienced by some organisations last year have been resolved. In addition, the 2016 version of the template will be universally compatible with all versions of Adobe Reader. In addition to their UNIFY 2 submission, NHS organisations will want to publish their WRES return online too, perhaps as a contribution to their response towards the public sector Equality Duty. Commissioning organisations (CCGs and CSUs) and national healthcare bodies will be fully reliant upon the WRES Reporting Template for their respective WRES data publication.

Organisations should not overlook the critical importance to develop and publish (and refresh annually) their WRES Action Plans, which should be fully informed by their most recent WRES data. The WRES data provide direction, but it is each organisation’s delivery of their associated action plans that will determine the extent to which continuous improvements can be made on workforce race equality.

3 Revised WRES Technical Guidance

The WRES Technical Guidance has been revised. The revisions are in line with engagement with the NHS and other colleagues, and based upon feedback from organisations that had submitted the baseline WRES data last year.

In particular, the revisions to the guidance include and focus upon:

- Slimmer and more focused content.
- Up-to-date and latest developments – e.g. in relation to NHS providers, commissioners, the role of the CQC etc., as well as the 2016/17 NHS standard contract and the new CCG Assessment and Improvement Framework.

- Key considerations for implementation are presented, including local and wider reporting of the WRES.
- Slight amendments to WRES indicators 1 and 9 are presented and explained – re: wording in line with feedback from NHS colleagues and analysts – and particularly with regard to forthcoming UNIFY 2 alignment.
- Each WRES indicator is presented in its own table – giving a simple way to understand the indicators and the approach to implementing the indicators.
- Milestones and key dates for implementation are updated.
- References and sources for support are revised.

The revised WRES Technical Guidance (2016) is available on the WRES webpage at: <https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/>

4 Other WRES support materials

All other WRES supporting materials have been refreshed in line with the recent changes as highlighted in Section 3 above. We are also delighted to report that two WRES videos are in production. These will help local NHS organisations to implement and use the WRES. The first is a short animation video that explains what the WRES is and outlines how it should be implemented. The second is a ‘call-to-action’ (YouTube) video on the WRES that outlines the leadership commitment given to the WRES.

Both videos will feature on the WRES webpage at:

<https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/> and will be available for NHS organisations to use at their own meetings, events, workshops and conferences.

5 Care Quality Commission and the WRES

From April 2016 onwards, progress on the WRES will be considered as part of the “well led” domain in CQC’s inspection programme for all NHS trusts and independent healthcare providers contractual obliged to carry out the WRES. In 2015-16 the CQC piloted its approach to using the WRES in a number of their comprehensive inspections of NHS Trusts and independent healthcare providers. In particular, the

organisation's completed WRES Reporting Template and accompanying action plan were analysed as part of the evidence used in the inspections. Providers inspected are also asked how they were addressing any issues arising from their respective WRES data and a variety of methods were tested to engage BME staff – so the data is 'triangulated' by qualitative findings from both providers and employees.

The following initiatives are underway to support the CQCs use of the WRES as part of the inspection process:

- Recruitment of Equality and Diversity 'specialist advisors' who can assist with the assessment of the WRES and other equality and diversity issues for patients or staff, as part of the CQC inspection team during inspection visits.
- Production of short pre-inspection WRES briefings based upon the WRES data, and other relevant workforce race equality evidence, for the trusts being inspected. The briefings will aid CQC inspectors and be a useful source of reference during their inspection visits.
- Ongoing training and development for CQC inspectors and the recruited Equality and Diversity 'specialist advisors' – providing the necessary guidance, skills and knowledge required to undertake the WRES related element of the 'well-led' domain assessment.

6 WRES conference and NHS Windrush Celebration event

The national WRES conference is scheduled to take place on Monday 20th June 2016, in Central London. The conference will be an opportunity to hear from system leaders on the importance of workforce race equality, to learn more about the latest updates on the WRES and to learn from replicable good practice on WRES use from across the country.

Following the WRES conference on 20th June, at the same venue, we will be holding the second NHS Windrush Celebration event. The event celebrates the arrival of the SS Windrush from the Caribbean in 1948, the majority of the passengers came to work in the newly establishes NHS. The event also celebrates the diversity of the NHS workforce that we have today.

Registration for both events will open shortly and details regarding this will be provided via email. Please do ensure that you are on our mailing list. Email us at:

england.wres@nhs.net

7 National WRES Implementation Team

The national WRES Implementation at NHS England has now been fully recruited. Alongside the WRES programme co-directors, Yvonne Coghill OBE and Roger Kline, Dr Habib Naqvi has been recruited to the role of Policy & Strategy Lead, Wendy Irwin will be taking up the Communications Lead role, Saba Razaq was recruited in the Senior Analytical Manager position, Carly Stockport is recruited to the role of Business Manager, and Shantelle Niles is the Team Administrator.

8 Further information

If you have queries regarding the WRES programme please check the WRES web page at: <http://www.england.nhs.uk/ourwork/gov/equality-hub/equality-standard/> or email us at: england.wres@nhs.net