



# **The NHS Workforce Race Equality Standard**

**- the defined metrics**

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## **The NHS Workforce Race Equality Standard**

### **Introduction**

This document contains the final version of the metrics to be used for the Workforce Race Equality Standard.

The Equality and Diversity Council (EDC) agreed that a Workforce Race Equality Standard (WRES) for the NHS be consulted on, with a view to it being included in the NHS standard contract 2015/16. Over three months of extensive consultation has taken place with key stakeholders regarding the WRES. We are pleased to say the WRES has been warmly welcomed as a positive step forward to deliver our responsibilities under the equality agenda. Therefore, the WRES has now been included in the 2015/16 NHS standard contract. The WRES forms the first phase in a programme of work addressing workforce equality issues.

The WRES will, for the first time, require organisations employing almost all of the 1.4 million NHS workforce, to demonstrate progress against a number of indicators of workforce equality, including a specific indicator to address the low levels of Black and Minority Ethnic (BME) Board representation. All providers, as holders of the NHS standard contract 2015/16, except 'small providers', will be expected to implement the WRES from April 2015. An annual report will be required to be submitted to the Co-ordinating Commissioner outlining progress on the WRES.

### **The metrics**

There are nine metrics. Four of the metrics are specifically on workforce data and four of the metrics are based on data derived from the national NHS Staff Survey indicators. The latter will highlight any differences between the experience and treatment of White staff and BME staff in the NHS, with a view to closing the gaps highlighted by those metrics. The final metric requires provider organisations to ensure that their Boards are broadly representative of the communities they serve.

The following table outlines the agreed metrics. Further detailed guidance will be issued in March 2015.

## The NHS Workforce Race Equality Standard for implementation from April 2015

<b>NHS Workforce Race Equality Standard Indicators</b>	
	<p><b>Workforce metrics</b> For each of these three workforce indicators, the Standard compares the metrics for white and BME staff.</p>
1.	Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce
2.	Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.
3.	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation*  *Note: this indicator will be based on data from a two year rolling average of the current year and the previous year.
4.	Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff
	<p><b>National NHS Staff Survey findings</b> For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff.</p>
5.	KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6.	KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7.	KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion
8.	Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues
	<p><b>Boards</b> Does the Board meet the requirement on Board membership in 9?</p>
9.	Boards are expected to be broadly representative of the population they serve.