



Workforce Race Equality Standard (WRES) Update

September 2015

OFFICIAL

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Directorate

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Author	Yvonne Coghill and Roger Kline
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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
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Additional Circulation List

Description	Trades Unions, Regulators - CQC, Monitor, NTDA, Health Education England, Third Sector Partners, Royal Medical Colleges
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Cross Reference	WRES Technical Guidance, WRES FAQ, WRES EqIA; NHS Standard Contract 2015/16, NHS Five Year Forward View.
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Superseded Docs (if applicable)	N/A
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Action Required	N/A
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Timing / Deadlines (if applicable)	N/A
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Contact Details for further information	Habib Naqvi Commissioning Strategy Skipton House London SE1 6LH 0113 8253636 http://www.england.nhs.uk/ourwork/gov/equality-hub/equality-standard/
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Document Status

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Prepared by: Yvonne Coghill and Roger Kline

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Following the inclusion of WRES use within the NHS standard contract in April 2015, a substantial amount of work has been undertaken during the summer period to support local NHS organisations in implementing the WRES, including support in meeting the milestone for NHS provider organisations returning baseline WRES data. Going forward, a programme of work is scheduled to help ensure that organisations are fully supported to meet their contractual obligations and show continuous improvements against the WRES metrics. Some of the planned activity is outlined below.

1 WRES appointments

Joint Directors of the WRES, Yvonne Coghill and Roger Kline, are in the process of recruiting a national team to support the implementation of the WRES across the NHS. This process is underway and in the interim Dr Habib Naqvi from the NHS England Equality and Health Inequalities Unit is helping to support the work.

2 WRES baseline data

We realise that people are waiting to hear the outcome of the baseline WRES reports that were submitted on July 1st 2015. Organisations continue to submit their reports and to date we have received many more reports, but not all. We are aiming to collate the data and be able to share the information and conclusions by the late autumn. A WRES Report Template has been produced to help capture this data and can be found at: <http://www.england.nhs.uk/ourwork/gov/equality-hub/equality-standard/>

3 Regional Workshops

We are planning to carry out a series of eleven regional WRES workshops during the autumn. The purpose of the workshops is to help support NHS organisations in implementing and using the WRES within their organisation. Led by the WRES Implementation Team, the workshops will focus on the introduction of the WRES and the initial findings. Delegates will be able to share learning regarding implementation and use, and will be able to focus upon preparation for spring 2016. Further information, including details for registering on the workshops, can be found here: <http://www.events.england.nhs.uk/#clients=58&month=&mode=filter>

4 Developing the WRES Strategy

In developing the strategy for WRES implementation we are engaging with a range of key stakeholders, this will include seeking the advice of senior BME leaders within the health care sector. We will be holding a seminar in early October in order to obtain the

views, thoughts and ideas of senior BME leaders with a view to incorporating their ideas into the wider engagement on the WRES strategy.

5 WRES leaflets

We have developed two WRES leaflets which will be available by October that will help organisations implement the WRES successfully. One of the leaflets is entitled 'Ten steps NHS staff should consider taking to support the NHS WRES'. The second leaflet is designed to give NHS Boards, and senior leaders, key information on why the WRES is so important for today's NHS.

6 Further information

If you have any questions or queries regarding the WRES please check the WRES web page on the NHS England website at:

<http://www.england.nhs.uk/ourwork/gov/equality-hub/equality-standard/>

or email us at: england.wres@nhs.net