

Ten steps NHS staff could consider taking to support the NHS Workforce Race Equality Standard (WRES)

1. Check that your own employer has completed and published its WRES baseline audit for 1 July 2015 and download a copy. Has the audit been shared with all staff? Are you clear what the data is telling you?
2. Find out what involvement Black and Minority Ethnic (BME) staff and your local social partnership body have had with any issues arising from the audit including what action your employer proposes to take to close the gap between White and BME staff treatment, experience and opportunities in the workplace.
3. Check that the conclusions drawn, and actions proposed, actually reflect the data published. Refer to the WRES Technical Guidance for advice: www.england.nhs.uk/ourwork/gov/equality-hub/equality-standard
4. Is there a Board member responsible for WRES and the Equality Delivery System (EDS2) implementation in your organisation? Ask for a discussion between that Board member, or the senior person leading on these initiatives, with local staff groups including the BME networks.
5. For each of the WRES indicators where there is a significant gap between the experience, treatment and opportunities for BME and White staff, ask what course of action has been chosen, and what good practice for each indicator has been considered e.g. BME members on staff appointment panels, root cause analysis of disciplinary actions, unconscious bias training etc.
6. Is there a formal arrangement for the BME staff group to meet with organisation's HR team regularly (for example for the last half hour of any regular meeting)?
7. What steps is your employer taking to ensure that the levels of self-reporting on ethnicity are not lower than 95 percent?
8. What steps is your employer taking to ensure that the proportion of BME staff responding to the next staff survey is as high as the levels of White staff responses?
9. If a CQC inspection is due in the next 12 months what steps is your employer taking to ensure that concerns of BME staff are heard by the Inspection Team?
10. Have arrangements been made to link employers with one another within your region to provide peer support to each other on these matters?

The Workforce Race Equality Standard indicators

Workforce indicators

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
4. Relative likelihood of BME staff accessing non mandatory training and CPD as compared to white staff

National NHS Staff Survey findings

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. **Q 23.** In the last 12 months have you personally experienced discrimination at work from any of the following?
b) Manager/team leader or other colleagues

NHS Board leadership

9. Boards are expected to be broadly representative of the population they serve

Further information on the WRES, including the WRES Technical Guidance, can be found on the NHS England website: www.england.nhs.uk/ourwork/gov/equality-hub/equality-standard/