

# Workforce Race Equality Standard (WRES) Strategic Advisory Group

MINUTES

12 JULY 2016

10:00-12:00

BMA HOUSE, LONDON

<b>MEETING CALLED BY</b>	WRES Strategic Advisory Group (Sir Keith Pearson, Chair)
<b>ATTENDEES</b>	See annex
<b>APOLOGIES</b>	See annex
<b>NOTE TAKER</b>	Yvonne Coghill
<b>WELCOME &amp; INTRODUCTIONS</b>	Sir Keith Pearson

## Agenda topics

CHAIR PERSON

SIR KEITH PEARSON

<b>DISCUSSION/ CONCLUSIONS</b>	<p>Sir Keith Pearson welcomed and thanked members of the Strategic Advisory Group for their attendance; It was noted that Kathryn Riddel and Rajan Madhok had both resigned from the group.</p> <p>Sir Keith outlined for the group how pleased he was with the attendance at the WRES session at NHS Confederation conference as well as the attendance at the WRES conference and Windrush event on July 20th. He thanked the WRES team for their hard work in making the conferences a success and stated that he believed that the WRES work was gaining traction in the system. Sir Keith highlighted the importance of partnership working and the need for a call-to-action for ALBs to contribute towards this programme of work, he pointed out that HEE had contributed to the programme by allocating £150k for evaluation of the project. This point was fully supported by members of the SAG.</p> <p>Sir Keith thanked Michelle Drage and the LondonWide LMC for use of their boardroom for the meeting.</p> <p>Minutes of the previous meeting of the group were agreed as a full and true record of the meeting and accepted. Progress on the actions was noted.</p>
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WRES UPDATE

YVONNE COGHILL AND  
ROGER KLINE

<b>DISCUSSION/D CONCLUSIONS</b>	<p><b>1.</b> Yvonne and Roger gave a full update of the work programme to date. The WRES baseline report was published in June. The publication successfully highlighted to Trust Boards key aspects of some of the 2015 metrics. A joint letter from Jim Mackey and David enabled us to address the minority of Trusts for whom we had no evidence they had completed a 2015 report.</p> <p><b>WRES reporting cycle 2016-17.</b></p> <p>We expect the July 2016 reports to be comprehensive in terms of Trust coverage, in part due to the use of Unify2 which, after being piloted, is the means of collecting the data. We also expect the quality of workforce metric reporting to be more comprehensive and accurate. We will start analysing the data in August. We are in advanced discussions about benchmarking the 2016 data. The subsequent publication of the July</p>
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	<p>2016 data, alongside the 2015 data should assist Trust Boards in understanding their specific challenges, assist the CQC in their inspections, and assist our team in identifying good practice.</p> <p><b>Communications.</b> We have published two short videos with a third short one in production. They have been well received and form a valuable resource for boards and others can use. We are about to appoint a part time 0.2 comms officer who will assist dissemination of our work.</p> <p><b>June conference, Confed workshop and Windrush celebration.</b> The SAG congratulated the team on the success of both the events as well as the NHS confederation conference</p> <p><b>Understanding and sharing good practice.</b> The SAG noted that several pieces of work had been commissioned to understand good practice outside and within the NHS the team is also working with partners to take this work forward. The partners include the New Models of Care team. The appointment of Joy Warmington on a fixed term part time basis to support this work was reported.</p> <p><b>Legacy champions.</b> This agenda item generated a lot of debate. It was agreed that a paper should be written for the next board meeting outlining how the champions would be used to help sustain the WRES legacy.</p> <p><b>Staff survey.</b> A report was given on a helpful discussion with NHS England and CQC which will lead to greater use of full and larger survey samples, highlighting good practice in some trusts. Questions were raised about agency and contract staff and that will be followed up. It was agreed that the SAG would actively encourage colleagues in the system to use full surveys as opposed to sample surveys as this would give a clearer picture of what was actually going on in the Trust. Sir Keith asked Byron to write a note to go out to the system from SAG about the importance of the survey.</p> <p><b>Increasing BME Board membership.</b> The last meeting of the Equality and Diversity Council endorsed in principle the goal of systematically increasing BME Board membership. More work needs to be done to encourage non-executive and executive BME board membership. The SAG were pleased with this outcome.</p> <p><b>BME staff networks</b> Reported that work had commenced on “mapping” of BME staff networks to identify best practice and improve the input of such networks into the development of the WRES locally</p>
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UNIFY 2 AND DATA COLLECTION

SABA RAZAQ

<b>DISCUSSION/ CONCLUSIONS</b>	<p>Saba outlined the timetable for data collection for 2016 using the new UNIFY2 methodology, she said she was confident that data would be collected and collated in a speedier and more comprehensive way than last year. She also said that she had confidence in being able to produce a full report which would include all 9 metrics. Sir Keith thanked Saba for her hard work and commitment to the work on WRES and specifically her role analysing and pulling together the baseline data.</p>
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NEXT STEPS

YVONNE COGHILL AND  
ROGER KLINE

<b>DISCUSSION/ CONCLUSIONS</b>	<p>Yvonne and Roger explained that the WRES programme had been planned for 2 years with a budget of £2 million. As a result of getting the programme off the ground slowly it had not been possible to spend all of the allocated funds in 15/16. Gill Morgan expressed concern about the fact that money from 2015/16 budget had in effect been lost.</p> <p>The SAG considered next steps for the programme in light of the fact that it was currently only funded to March 2017. Though significant progress had been made this was felt to not be a programme of work that should end after March 2017 as some aspects would take much longer to embed. It was also noted that most of the staff contracts were only valid until March 2017 and without clarity staff might start to look for more permanent roles elsewhere.</p> <p>It was agreed that another paper should be developed highlighting the need for the programme to continue, perhaps not in its current form but to continue to support the system with regards to race equality.</p> <p>It was agreed that Sir Keith would lead discussions with Ed Smith, Gill Morgan, Sir Malcolm Grant and other ALB leaders about what next for WRES. The paper would include the cost of continuing to support WRES from a financial and staffing perspective.</p>
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AOB AND CLOSE

<b>DISCUSSION/ CONCLUSIONS</b>	Sir Keith asked if anyone had any other business and closed the meeting at 12:00md
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
Yvonne and Roger to Write a paper on the net steps for WRES to be ready for the next SAG meeting in October including the purpose and role of WRES champions/advisors	Yvonne and Roger	September 2016
Sir Keith to meet with ALB colleagues to discuss the future and what next for WRES	Sir Keith Pearson	End of September 2016
Work to commence on evaluating the WRES to date	Roger Kline	By September
Work also to commence on how to best work with colleagues to ensure the message about recruitment of BME NEDs is spread across the system	Yvonne and Roger	

**DATES OF FUTURE MEETINGS**Tuesday October 4<sup>th</sup> 2016 Stewart House, Russell Square**Annex****Meeting of the WRES Strategic Advisory Group –  
Attendance Tuesday 12<sup>th</sup> July 2016**

<b>First name</b>	<b>Surname</b>	<b>Title / organisation</b>	<b>Comments</b>
Lord Victor	Adebowale	Non-Executive Director, NHS England	Apologised
David	Behan	CEO, Care Quality Commission	Represented by Sir Mike Richards Apologised
Jabeer	Butt	Deputy Chief Executive Officer, Race Equality Foundation	Attended
Sir Andrew	Cash	CEO, Sheffield Teaching Hospitals NHS Trust	Apologies
Stephen	Dorrell	Chair, NHS Confederation	Apologised
Dr Michelle	Drage	CEO, London-wide LMCs	Apologised
Jacqueline	Dunkley-Bent	Director of Nursing, NHS England	Attended
Prof Aneez	Esmail	Professor of General Practice, University of Manchester	Apologised
Prof Dean	Fathers	Chair, Nottinghamshire Healthcare NHS Trust	Attended
Marie	Gabriel	Chair, East London Foundation Trust	Attended
Sir Malcolm	Grant	Chair, NHS England	Attended
Prof Poppy	Jaman	Non-Executive Director, Public Health England	Attended
Prof Rajan	Madhok	Board member, Clinical Leaders Network	Resigned
Dame Gill	Morgan	Chair, NHS Providers	Attended
Danny	Mortimer	CEO, NHS Employers	Attended
Jacynth	Ivey	Associate Non-Executive Director, Health Education England	Attended
Richard	Parish	Non-Executive Director, Public Health England	Apologised
Lord Kamlesh	Patel	Chair, Bradford Hospitals NHS Trust	Apologised
Sir Keith	Pearson	Chair, Health Education England	Attended
Prof Mala	Rao	Public Health Consultant, Public Health England	Attended
John	Restell	CEO, Managers in Partnership	Attended
Kathryn	Riddle	Chair, NW LETB	Resigned
Terry	Roberts	Director of Workforce, Kingston Hospital NHS Trust	Attended
Ed	Smith	Chair, NHS Improvement	Apologised
Joy	Warmington	Senior Trust Board Member, BRAP	Attended

**Also in attendance**

<b>First name</b>	<b>Surname</b>	<b>Organisation</b>
Yvonne	Coghill	NHS England
Saba	Razaq	NHS England
Byron	Currie	NHS England
Roger	Kline	NHS England
Maslah	Amin	HEE

DRAFT