

Equality and Diversity Council Meeting Paper

26th July 2016

Workforce Race Equality Standard Update

Purpose and context

An agreed priority of the EDC is to focus upon ensuring that the gap between the treatment, opportunities and experience of BME and White staff is closed and that NHS Boards are broadly representative of the communities they serve, through the development and implementation of the Workforce Race Equality Standard (WRES).

EDC theme and objective(s) the paper links to

Theme 3: Workforce Equality – Eliminating discriminatory practices by :

Key Goal: Improving workforce race equality through successful implementation of the WRES (with increased numbers of NHS BME leaders)

Key Goal: Developing workforce equality standards across protected groups

Actions taken to date

- The WRES has been embedded within key policy levers including the NHS standard contract 2015-16 and in the CCG Assurance Framework 2016/17. It is also being inspected against by the CQC during 2016-17.
- Resources to help support local organisations to use the WRES have been produced and made available to the NHS. These include Technical Guidance 2016-17, an updated Reporting Template, and monthly bulletins and FAQs. These are all available on the NHS England website.
- We have agreed planned deliverables with NHS England and these have been discussed with the WRES Strategic Advisory Group which meets quarterly.
- Our first Baseline Report on the July 2015 WRES data published by the EDC
- The minority of NHS provider organisations who we cannot confirm have published their WRES baseline reports for July 2015 have been jointly written to by Jim Mackey and David Behan requesting copies.
- Communications support and branding for the WRES programme have been secured.
- We have finalised arrangements for the use of Unify 2 to collect data for July 2016. We have extended the deadline for submissions to the end of July following some teething problems identified in the 15 pilot sites.
- We have extended our work with CCGs and have run the first training day with CCG colleagues
- Our June 20th conference was successful with 250 delegates and high profile national speakers including Health Minister Lord Prior
- We held a successful and very well attended session at the June Confed conference with high profile national speakers

Current position

- We have commissioned a number of small pieces of work to help identify good practice, understand the research on what makes for effective improvement in equality and to map BME networks across the NHS. The purpose is to be able to identify, validate, understand and disseminate good practice around workforce race equality in the light of the shortcomings of previous initiatives.
- We have secured funding from HEE to support a substantial evaluation of our work to commence early next year
- We have completed our preparations for the July 2016 data submission for WRES

Key risks

Current potential risks include:

- Delays in appointing staff and completing procurement of research may delay work to create a critical mass of good practice
- The impact of the Referendum decision may impact adversely on the experience of NHS staff from BME and EU backgrounds increasing WRES challenge.
- Faced with other pressures, work to implement the WRES will not be seen as a priority (applies to both local and national organisations)
- The opportunity to help improve NHS provider performance and patient care will be missed
- Any extension of the WRES principles to other protected characteristics, prior to evaluation and embedding of the WRES, could impact adversely on both the WRES and any new initiative

Next steps

Further development of the WRES work programme, in particular:

- We are about finalise the last appointments to our team after significant delays
- We are planning additional work with CCGs, independent providers and ALBs given our previous emphasis on NHS Trust providers
- Development of a WRES communications strategy to help ensure that all NHS organisations understand the case for the WRES through a range of communications, including face to face discussions with networks, Boards and senior management
- Prioritising the identification and sharing of good practice examples across the country.
- Joint work to improve responses to the NHS staff survey
- Further collaboration with healthcare regulators, including the CQC, on future work to embed and support the WRES within inspection regimes.
- Liaise with the NHS England New Care Models Team to infuse the WRES and workforce equality into the workforce development guidance and support provided to vanguards and new care models.
- Commissioning of a programme to develop WRES legacy champions
- Commissioning of research to evaluate the development and impact of WRES

EDC08 07/16

Recommendation and action requested

For the EDC to note the above progress, and to seek support and commitment with regard to the implementation of the WRES across the NHS.

Yvonne Coghill and Roger Kline
June 24th 2016