

**(SAG Paper 1)**

# Workforce Race Equality Standard (WRES) Strategic Advisory Group

MINUTES

OCT 4<sup>TH</sup> 2016

STEWART 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; he particularly thanked Ed Smith and Anu Singh for their attendance. It was noted that Joy Warmington had resigned from the SAG as a member but was now working as a member of the WRES implementation team. Reg Wilhelm has commenced work with the team to help develop a communications strategy.</p> <p>Sir Keith said that he was impressed with the work on WRES nationally and that he believed that every area of the NHS knew what the WRES was. He said that the work had the full commitment of the other ALBs and that the meetings he had attended with Yvonne coghill to discuss the WRES with other ALBs were met with a lot of positivity and support.</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>WRES Technical Guidance</b> A meeting is arranged for 1 November 2016 discuss the Technical Guidance for the WRES for 2017 and we are drafting a note for that which we will circulate, we are conscious that the evaluation of the WRES might well have an impact on the WRES metrics and therefore technical guidance.</p> <p><b>WRES data 2015-2016</b> Presentation on the data from Saba Raziq and Roger Kline on the agenda</p> <p><b>The Independent Sector</b> We have met with major stakeholders in the independent sector, most of the providers are interested in the race equality agenda, however many do not have the systems in place to collect data systematically to report effectively on the WRES metrics. We are in the process of producing</p>
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guidance to support the sector improve its reporting structures

### **Bullying**

We have made a very small procurement bid to support work on bullying. The work will look at bullying in general and the bullying of BME staff in particular its impact on patient care and what can be done to reduce bullying in the system.

### **Nursing and BME staff development.**

We have drafted a scoping document and working with colleagues in the nursing directorate and wider NHS it has been agreed that NHS England (Nursing) will fund a small project aimed at identifying good practice focusing on development for BME nurses and midwives. This should complement work we will be doing more generally for all BME staff groups.

### **Board Development**

Joy Warmington, SAG member and CEO of BRaP has recently been appointed to work with the WRES team. She is undertaking work looking at board inclusion and how it can be developed and sustained. Two other researchers are looking more generally at recruitment and BME staff in the system.

### **CQC.**

We have run a third training day for senior CQC inspectors. We continue to write reports to aid CQC specialist inspectors on their visits to Trusts. The aim is to train CQC personnel and Specialist inspectors to do their own reports. The CQC have found the reports invaluable when assessing race equality in organisations.

### **NHS Improvement**

We have had meetings with NHS Improvement colleagues. Meetings With Ed Smith and Jim Mackey were successful in raising awareness of WRES work and how we can work more closely together.

### **BIES consultation**

In response to our submission to the MacGregor Smith Review on BME people in the labour force BIS have confirmed WRES will be showcased in the Government response. A copy of our submission is attached as paper 3

### **London**

We will be meeting the London Social Partnership Forum on 21 September to discuss a co-ordinated programme of work across London whose data is significantly worse than elsewhere in England.

### **NHS Annual Staff Survey – Sample Sizes**

Further to discussion at the last SAG, we can confirm that guidance to

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the sector on improving the size and quality of staff survey samples has been issued.

### **Ambulance Sector – National WRES Project**

Tracy Myhill Chief Executive Wales Ambulance Service is leading a project whereby a set of national WRES interventions are being developed that will be rolled out throughout the sector via the Association of Ambulance Chief Executives. These interventions will be complemented by local WRES interventions aligned to local need.

### **Clinical Commissioners**

We now have a good relationship with Clinical Commissioners who represent CCGs national and will be working with their HR team to improve the use of WRES by CCGs and their work with providers.

### **Sheffield**

Yvonne reported that she continues to work with colleagues in Sheffield to implement good practice on the ground. In the process of writing up the Trust action plan.

### **QI Fellows and Race Equality**

The project to use Quality Improvement methodology to reduce the gaps between white experience and BME experience has commenced. The group are going to work on their individual driver diagrams and present them at the next meeting.

### **Cross Government work**

Following presentations at the Department of Community and Local Government the team has been asked to present the work we have been doing in health across other government department. A meeting has been arranged for cabinet office colleagues and other government department colleagues to hear about the work we have been doing in health.

### **Kings College**

Kings college have recently received a £1million grant from the welcome Trust to do a deep dive into race inequalities in health in the NHS. We have been asked to sit on the advisory group for this work which commences in January.

### **Legacy Champions**

We are nearly in a position to award contracts to the preferred providers. More about this at the next meeting.

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<b>DISCUSSION/ CONCLUSIONS</b>	Saba gave an update on SAG data collection 2016. 96% of Trusts have submitted data; she is in the process of analysing the data and is hoping a report will be ready by January.
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**PRESENTATION GIVEN BY HEE COLLEAGUES TONY VICKERS BYRNE  
LAUREN FINNEGAN AND THEMBI WATT ON THE WORK THEY HAVE BEEN DOING ON  
RACE EQUALTY AND INCLUSION – PRESENTATION ATTACHED.**

NEXT STEPS

YVONNE COGHILL AND  
ROGER KLINE

<b>DISCUSSION/ CONCLUSIONS</b>	There was not enough time to discuss the 'Next Steps' paper at any length, It was agreed that a round table discussion on the net steps for WRES should take place as soon as possible. Yvonne to arrange and invite SAG members to attend.
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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 12:30pm
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<b>ACTION ITEMS</b>	<b>PERSON RESPONSIBLE</b>	<b>DEADLINE</b>
Yvonne to arrange Roundtable meeting to discuss Next Steps	Yvonne	November 2016
Roger to work with Anu to speed up procurement process for WRES evaluation	Roger and Anu	Soon as possible
Paper to be pulled together on Andrew Cash's idea of E&D structures and a way forward.	Yvonne	November

<b>DATES OF FUTURE MEETINGS</b>	Wednesday 18 <sup>th</sup> January 2017 Stewart House, Russell Square
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## Annex

**Meeting of the WRES Strategic Advisory Group –  
Attendance Tuesday October 4<sup>th</sup> 2016**

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<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	Attended
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	Attended
Prof Dean	Fathers	Chair, Nottinghamshire Healthcare NHS Trust	Apologised
Marie	Gabriel	Chair, East London Foundation Trust	Apologised
Sir Malcolm	Grant	Chair, NHS England	Apologised
Prof Poppy	Jaman	Non-Executive Director, Public Health England	Attended
Dame Gill	Morgan	Chair, NHS Providers	Attended
Danny	Mortimer	CEO, NHS Employers	Apologised
Jacynth	Ivey	Associate Non-Executive Director, Health Education England	Attended
Richard	Parish	Non-Executive Director, Public Health England	Attended
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	Apologised
Terry	Roberts	Director of Workforce, Kingston Hospital NHS Trust	Attended
Ed	Smith	Chair, NHS Improvement	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

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Roger	Kline	NHS England
Anu	Singh	NHS England
Joy	Warmington	NHS England
Reg	Wilhelm	NHS England
Thembi	Watt	PHE
Lauren	Finnegan	PHE
Tony	Vickers Byrnes	PHE