

WRES Update for the Equality and diversity Council - NHS England

24 January 2017

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:

- WRES - Strategic Planning for future years**

The WRES Strategic Advisory Group (SAG) has been focusing on 'Next Steps' for the WRES over the last few months. This month the SAG will discuss and advise on the future strategic direction of WRES activity. The outcome of this discussion will have significant implications on the future of the work on WRES

- Strategically Implementing the WRES in the Frontline**

Joint WRES Director, Yvonne Coghill, has spent some time over the last 6 months working with colleagues at Sheffield Teachings hospitals NHS Foundation Trust to develop a strategic plan. She has gained much experience from this piece of work to inform future practice within NHS organisations, Documents will be developed for this work to support the NHS to consider what might work to make the cultural changes that need to be made to improve race equality in the organisation.

- Ambulance Sector Publicly Commit to improving WRES Performance**

The Association of Ambulance Chief Executives unanimously agreed to adopt a wide range of interventions to help improve the sector's WRES performance in future years.

The sector has focussed on improving performance against WRES indicators 1, 2, 5, 6, during the forthcoming years, and their performance will be managed via individual ambulance trusts by the sector's National Diversity Group, led by Tracy Myhill, CEO Welsh Ambulance Service, assisted by the WRES team.

A national media release promoting this initiative was issued by NHS England, supported by the AACE citing quotes from Yvonne Coghill on behalf of NHS England and Tracy Myhill for the AACE. The announcement gained positive coverage in the national media and online.

Additionally, a social media pack was produced by WRES communication and shared with colleagues across ambulance trusts.

□ **Independent Acute Healthcare Sector WRES Development**

The ongoing work with the sector continues. During the last quarter, the WRES Team and CQC jointly presented to the Independent Sector Director of HR/OD Network to emphasise the importance of applying and reporting all of the standards. The WRES team is providing further support to individual organisations within the sector.

□ **WRES Stakeholder Engagement and Communications**

Building on the communications from the Workforce Race Equality Standards (WRES) 2015 report, the key messages from WRES communications have been proactive and joined up with partners, stakeholders, colleagues and the public through the following channels.

□ **NHS England website**

In October, the [WRES webpage](#) was refreshed and updated to be clearer, more informative, snappier and easily accessible.

It has now been laid out into three sections namely the landing page which tells visitors about the programme and why it was introduced, a video library and a resource centre.

The webpage is the primary source of information for all things related to the programme for example: - guides, blogs, case studies and updated documents. Information that may be useful to our partners but are not on the NHS England website are stored and easily shared on request through the new WRES team cloud service.

□ **Media**

As part of our proactive media approach, Yvonne Coghill will be writing an article for publication in The Guardian in March. The article will touch on nursing, working in new ways and address BME workforce issues through the WRES.

□ **Social media**

The programme twitter account [@WRES Team](#) has been refreshed and rebranded with NHS England skins and a new strategy is being implemented.

Through a steady stream of engaging messages and a joined approach with the NHS England corporate twitter account, there has been a steady increase in social media engagement and an increase in audience by 223 in the last quarter.

The social media accounts have been used to support partner organisations campaigns, for example, NHS Choices, stay well this winter campaign and NHS Leadership Academy's stepping up programme aimed at BME staff working in healthcare bands 5-7 who aspire to be future leaders.

□ **Events**

A forward planner of events and high visibility opportunities is being developed to proactively promote the WRES and its aims. In the last quarter, data from the WRES team was provided to the office of the Secretary of State for Health in his key note [speech](#) on diversity, leadership and inclusion at the NHS Providers annual conference in November.

□ **WRES Communications Strategy**

The communications strategy which sets out the activities, channels and media handling of the WRES programme for the next 12 months and beyond has been produced. It sets out the communications purpose, objectives, key messages, positioning and tone of the message.

□ **WRES 2016 report**

The second WRES report is due to be published within the next quarter. Operationally, we are on target for February. 99% of organisations have submitted their WRES data and the report is currently being produced.

A communications and media handling plan is being written and will be shared in the coming weeks.

□ **New Senior Appointment within Patient and Public Participation and Insight**

Scott Durairaj has recently been appointed to the post of Programme Delivery Director, Patient and Public Participation and Insight. Scott will be working directly to Anu Singh, Director of Patient and Public Participation and Insight, and taking the lead on ensuring that WRES delivery plans are well supported and aligned.

Yvonne Coghill and Roger Kline

Joint Directors WRES Implementation

9th January 2017