WRES 2018 COMPARITIVE DATA REPORT

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### **Executive Summary**

### **Context**

The Trust is mandated to implement the Workforce Race Equality Standard (WRES) since 2015. This is the third year of national implementation.

### **Questions**

1. Does the 2017/18 results provide assurances that the Trust is moving towards better workforce race equality representation at senior levels?
2. What else could be done to tackle/address the staff survey results in relation to WRES indicators 6 – 8?

### **Conclusion**

The Trust has increased its focus and attention on race equality, making it an annual priority for 2018/19. This followed 2 years of slow progress in increasing the representation of Black, Asian and Minority Ethnic (BAME) employees in senior leadership positions (Bands 8a and above).

This report shows a steady improvement in indicators 1 – 4 (workforce metrics), a slight deterioration in indicators 5 – 8 (staff survey indicators) and no improvement in indicator 9 (Board representation).

The Trust has increased BAME leadership from 9% in 2015 to 15% as of quarter 2 in 2018. We have also reduced the likelihood of white staff being 2.2 times more likely to be appointed to jobs from applying to 1.6. Whilst we have seen an improvement, it is recognised that staff perception of discrimination and equality of opportunity remains a concern.

Steady progress and a great deal of momentum have been achieved over the past 12 months with the Trust identifying race equality as an annual priority for 2018-19. This has coincided with the establishment of the Trust’s Equality and Diversity Board chaired by the Chief Executive, development of an integrated Equality and Diversity Action Plan with a strong focus on WRES actions (as shown in Appendix 1), establishment of a UHL BAME Voice staff network and system wide learning and development positive action measures such as reverse mentoring.

There is no doubt that the recent improvements in WRES performance is linked to race equality having a much greater profile and prioritisation within the Trust. It will be important to keep race equality and diversity high up on the agenda for the foreseeable future to ensure that best practice is embedded and real culture change is achieved.

### **Input Sought**

The Executive Performance Board and PPP Committee are asked to note progress with WRES performance and continue to role model inclusive leadership excellence. The EPB and PPPC are asked to support with implementing actions as set out in the attached integrated plan.

## **For Reference**

Edit as appropriate:

1. The following **objectives** were considered when preparing this report:

Safe, high quality, patient centred healthcare [Yes]

Effective, integrated emergency care [Not applicable]

Consistently meeting national access standards [Not applicable]

Integrated care in partnership with others [Not applicable]

Enhanced delivery in research, innovation & ed’ [Not applicable]

A caring, professional, engaged workforce [Yes]

Clinically sustainable services with excellent facilities [Not applicable]

Financially sustainable NHS organisation [Yes]

Enabled by excellent IM&T [Not applicable]

1. This matter relates to the following **governance** initiatives:

Organisational Risk Register [Not applicable]

Board Assurance Framework [Not applicable]

1. Related **Patient and Public Involvement** actions taken, or to be taken: [Not applicable]
2. Results of any **Equality Impact Assessment**, relating to this matter:

[See attached WRES template]

1. Scheduled date for the **next paper** on this topic: [December 2018]
2. Executive Summaries should not exceed **1 page**. [My paper does comply]
3. Papers should not exceed **7 pages**. [My paper does comply]