

Workforce Race Equality (WRES) – Key Indicators and Actions 2017 to 2020

Priority Improvement Areas

- Recruitment conversion rates (short-listed to appointment)
- Developing People/Talent Management -Interface link to HEE
Developing People – Improving Care (DPIC)
- Identify and address practical and system barriers
- Develop engagement and peer support structures for BME staff
- Under representation of BME clinical and non-clinical staff at manager and senior manager levels (NHS Agenda for Change Bands 6 and above)

Measures - WRES indicators

Outcome Improvement Measures 2017 to 2020

Increase for BME applicants/staff aiming to achieve the equivalent for White staff;

- Recruitment conversion rates
- Access to CPD activity including internal and HEE schemes and programmes integrated in the leadership/management development pathway
- Responses to annual Staff Survey question “Percentage believing that the trust provides equal opportunities for career progression or promotion”.

Decrease for BME staff aiming to achieve the equivalent for White staff;

- The ratio of staff (substantive and flexible workforce) entering the formal disciplinary process
- Responses to annual Staff Survey questions relating to percentage of staff experiencing harassment, bullying or abuse from staff and from patients, relatives or the public in the last 12 months.
- Responses to annual Staff Survey questions relating to percentage of staff experiencing discrimination at work from managers/team leader or other colleagues in the last 12 months.

Measures

WRES /NHS Health Care Leadership Model

WRES Actions for period April 2017 to March 2018

1. Provide care group/directorate specific detailed annual performance data (to AD’s and JNCC):

- Recruitment conversion rate data (short-listed to appointment)
- Data on staff entering the formal disciplinary process (Bank and substantive staff to be reported separately)
- Data on grievance and B & H cases with analysis on number of cases citing discrimination due to ethnicity/race and outcomes

2. Development of internal peer support Network for BAME staff

3. Embed and promote behavioural framework through:

- Review and revise B & H procedure
- Develop and promote zero tolerance messages & information on discrimination; bullying & harassment & victimisation through engagement with staff & service users

WRES Actions for period April 2018 to March 2020

1. Fully develop and implement Developing People/Talent Management pathways and track participants progress

2. Inform and develop staff retention and satisfaction processes through;

- Tracking cohorts of new starters e.g. Preceptors over a minimum two year period (progress and experience)
- Improve completion rates and analysis of information from staff leaving the organisation

Promote WRES improvement priorities; measures and progress Trust-wide and embed within directorate/care group workforce development plans