

Workforce Race Equality Standard (WRES) Action Plan 2020-2021

NHS Cheshire CCG

23 October 2020

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What is the WRES?

The NHS Workforce Race Equality Standard (WRES) was introduced for NHS organisations in April 2015 and was included within the NHS Standard Contract from 2015-16. WRES baseline data has been provided and published on a yearly basis by the NHS since 01 July 2015.

The main purpose of the WRES is to help local and national NHS organisations to review their workforce data against nine WRES indicators and to produce an action plan to improve workplace experiences of Black, Asian and Minority Ethnic (BAME) staff. The WRES also places an obligation on NHS organisations to improve BAME representation at Board level.

WRES reporting links with the NHS England mandated [Equality Delivery System \(EDS\) goals](#).

EDS is an equality performance and evaluation tool to help improve equality performance across four goals –

1. Better health outcomes
2. Improve patient access and experience
3. A represented and supported workforce
4. Inclusive leadership.

WRES relates directly to all goals but specifically directly to goal 3 and 4.

Our reporting duty 2020-21

Prior to the creation of NHS Cheshire Clinical Commissioning Group (CCG) the four predecessor CCGs in Cheshire completed WRES, reporting to NHS England since 2015 and published individual WRES action plans.

The data is reported to NHS England who combine this with larger data sets across England to analyse representation and experiences across NHS organisations – including CCGs. Due to the relatively low number of staff employed by the CCG, the data sets relating to staff are potentially identifiable and therefore we are unable to publish them. We are able to publish our WRES action plan for 2020/21 which provides the direction for improving our equality performance for our workforce.

Our WRES action plan will also incorporate the recently published reports - [NHS People Plan 2020-21 Action for us all](#) and [WRES Strategy report – A Model Employer](#).

We have developed a general WRES action plan based on intended work over the next year. This action plan will link closely to the action plan for the NHS People Plan plan.

Our action plans and progress will be regularly reviewed throughout the year with oversight from our Governing Body.

The Executive Team will have overall oversight for monitoring led by the Accountable Officer as the Governing Body member lead for reducing inequalities.

Progress will be reported and published within:

- 2020/21 NHS Cheshire CCG Equality and Inclusion Annual Report
- 2021/ 2022 NHS Cheshire CCG WRES report
- NHS Cheshire CCG Annual Report and Accounts 2020/2021

Our WRES action plan for 2020-21:

Action	Timescale	Responsible person / team	Outcome	Progress
<p>1. Supporting BAME staff</p> <p>a. To implement Staff Risk Assessments across all staff with priority given first to staff with high risk factors for COVID 19 – BAME, Disability, Age</p> <p>b. Ensure any back to office / workplace arrangements follows national guidance and that risk assessments take all possible mitigating factors to address risks and to support staff to return to office working safely</p> <p>c. Ensuring that any COVID-19 related work arrangements, such as working from home, are supported</p>	<p>April 2020 and ongoing</p> <p>Started April 2020 & ongoing</p> <p>Ongoing</p>	<p>Line Managers</p>	<p>Supported staff during COVID-19 planning</p> <p>Action cited within NHS People Plan</p> <p>Links to EDS goals 1, 3 and 4</p>	<p>Risk assessments in place</p> <p>Well-being conversations & Priority Vaccinations in planning</p> <p>HR Ops Group – addressing wellbeing factors. Smarter working group progressing RA actions</p>
<p>2. Staff Surveys. Undertake regular staff surveys to enable the CCG to regularly be informed by its staff. Surveys include:</p> <ul style="list-style-type: none"> • In house surveys (e.g. SWOW) 	<p>July 2020</p>	<p>HR Ops Group / Smarter Ways of Working</p>	<p>Monitoring staff experience</p>	

<ul style="list-style-type: none"> • NHS Pulse Survey • NHS Annual Staff Survey <p>CCG to review and update in-house staff survey questions in light of WRES report data. This should be considered in order for surveys to align with the WRES reporting and NHS national survey questions to ensure consistency and help analysis across wider NHS workforce.</p>	<p>By October 2020 And ongoing</p>	<p>Group</p>	<p>Links to EDS goals 3 and 4</p>	
<p>3. Engagement with BAME networks</p> <p>a. CCG to support staff to access BAME networks across the area, and beyond if required, to ensure staff can access local network support.</p> <p>b. Use supporting documents via NHS Employers website to help Cheshire partners to establish a Cheshire wide network.</p> <p>c. Ensure Primary Care Networks are aware and linked into Cheshire BAME network development</p> <p>Network to have links with local senior representatives on NW BAME Advisory Group to ensure local voices are heard and represented at regional level</p>	<p>November 2020 to August 2021</p>	<p>MC</p>	<p>Develop and support BAME employees</p> <p>Action cited within NHS People Plan</p> <p>Links to EDS goals 3 and 4</p>	<p>Staff can access provider / partner networks</p> <p>Plan to ensure Cheshire wide staff network - linking in with and promoting national staff networks</p>
<p>4. Recruitment</p> <p>a. Promote equality and inclusion awareness for Managers – potentially within People Management Programme to include a module on Recruitment Practice</p> <p>b. To promote greater understanding of unconscious bias within recruitment - Recruiting Managers to undertake unconscious bias training. Free NHS training available: https://lms.leadershipnhs.uk/login?redirect=/profile</p> <p>c. Review existing recruitment practice, and implement any changes to ensure that the CCG follows fair and inclusive recruitment inline with best practice guidance</p>	<p>June 2021</p> <p>June 2021</p> <p>November 2020</p>	<p>OD / HR</p>	<p>Ensure that fair recruitment practices are upheld</p> <p>Links to EDS goal 3</p>	<p>HR Ops group Support and supervision, well-being chats Vacancies disseminated via alternative mechanisms other than NHS jobs</p> <p>Exploration of Unconscious Bias training is in hand</p> <p>Recruitment data is available and is considered by the HR Ops Group</p>

5. Leadership Diversity a. Action contained within NHS People Plan requires NHS organisations to outline a 5 year plan to achieve BAME representation at Board and Senior level. This can be developed over the year. b. CCG to publish progress against the Model Employer strategy goals. Progress to be reported through the annual Equality and Diversity report and WRES reporting 2021 c. Research and development re BAME staff and patient issues d. Appoint a Board level lead for reducing inequalities	September 2021	Gov Body	Ensuring continued leadership diversity Cited action within People Plan Links to EDS goals 3 and 4	
	June 2021 (ED report) and August 2021 (WRES report)			
	October 2020			Appointment confirmed at September 2020 Governing Body