



Workforce Race Equality Standard (WRES) Update

March 2015

OFFICIAL

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Document Purpose	Implementation Support
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Document Name	Workforce Race Equality Standard (WRES) Update : March 2015
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Author	Ruth Passman and Roger Kline
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Target Audience	CCG Clinical Leaders, CCG Accountable Officers, CSU Managing Directors, Care Trust CEs, Foundation Trust CEs , Medical Directors, Directors of PH, Directors of Nursing, Local Authority CEs, Directors of Adult SSs, NHS Trust Board Chairs, NHS England Regional Directors, NHS England Directors of Commissioning Operations, All NHS England Employees, Directors of HR, Directors of Finance, Allied Health Professionals, GPs, Communications Leads, Emergency Care Leads, Directors of Children's Services, NHS Trust CEs, National Equality and Diversity Council members and strategic partners.
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Additional Circulation List	Regulators - Monitor, NDTA, CQC, Health Education England, Third Sector Strategic Partners, Royal Colleges, Universities and Colleges of Higher Education, Trade Unions
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Description	This document aim to provide an update as of March 2015 on the Workforce Race Equality Standard (WRES). This document supports regular WRES updates that will be developed to update NHS Commissioners, NHS providers, System Leaders and Regulators on the ongoing implementation of the WRES.
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Cross Reference	WRES Technical Guidance, WRES FAQ, WRES Equality Analysis, NHS Standard Contract 2015/16, NHS Five Year Forward View 2014.
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Superseded Docs (if applicable)	NA
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Action Required	
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Timing / Deadlines (if applicable)	NA
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Document Status

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March 2015

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1 **Technical Guidance of the WRES**

- Explaining the Workforce Race Equality Standard and how to implement it.
- This is now completed and will be published at the beginning of March 2015.
- <http://www.england.nhs.uk/ourwork/gov/equality-hub/equality-standard>

2 **Frequently Asked Questions (FAQ)'s on the WRES**

- These have been updated and considerably explained. These will be published at the same time as the Technical Guidance.
- <http://www.england.nhs.uk/ourwork/gov/equality-hub/equality-standard>

3 **WRES: Equality Analysis**

- An equality analysis undertaken has now been refined and will be published at the same time as the Technical Guidance.
- <http://www.england.nhs.uk/ourwork/gov/equality-hub/equality-standard>

4 **National NHS Staff Survey results - 2014**

- The national NHS staff survey results for 2014 were published in February 2015. Key Findings 18, 19 and 27, which constitute three of the nine Workforce Race Equality Standard Indicators have been sent to all organisations who took part in the 2014 survey. The Trust results for Indicator 23a (Indicator 8 of the Standard) are published directly on the Picker Institute website containing the full survey results

5 **New Governance of the WRES Programme**

- A new high level group, called the WRES Strategic Advisory Board has been formed. This Board includes the chairs of the national NHS Arm's Length organisations and NHS England, along with other senior figures has been constituted in accordance with the Equality and Diversity Council (EDC) decision that WRES is a key leadership priority for 2015/16. The inaugural meeting of the WRES Advisory Board is planned for the March 17th 2015 in London.

6 **Further work**

- Discussions on a range of outstanding issues including how the Standard will apply to National NHS bodies, including NHS England, CQC, TDA, Monitor, Leadership Academy are starting and some of these bodies have already started this work.

Discussions on how the Standard will apply to the workforces of Clinical Commissioning Groups are planned and to private/voluntary sector providers (to whom the Standard will also apply except for “small providers” as defined in the NHS Standard Contract), see link:

<http://www.england.nhs.uk/nhs-standard-contract/15-16/>

7 Forthcoming WRES Workshops 2015

Workshops on the Workforce Race Equality Standard (WRES)

“Recent research on race equality in the NHS workforce makes challenging reading for boards in provider organisations. Evidence shows that if you are from a black and minority ethnic background you are less likely to be appointed once shortlisted, less likely to be selected for training and development programmes, more likely to experience harassment, bullying and abuse, and more likely to be disciplined and dismissed” – **WRES Technical Guidance NHS England**

The WRES goes live in the NHS from April 1st 2015

Purpose

The workshop is designed to give participants an in depth understanding of the WRES, enabling them to understand why the WRES is important in the NHS and how to successfully implement the WRES in your area of work.

Intended audience

The workshop is designed for professional in the NHS working in the field of equality and diversity, human resources and organisational development

Four ½ day Workshops are planned; places are limited and are allocated on a first come first served basis. The morning sessions will be held between 10:00 -13:00, and the afternoon sessions between 13:30 – 16:30. Places can be booked via the NHS England Events website

The Workshop dates/ web-links for registering are as follows

North Region

Friday 20th March

Quarry House, Leeds

AM session <http://www.events.england.nhs.uk/all/482>

PM session <http://www.events.england.nhs.uk/all/481>

London Region

Monday 30th March,

Skipton House, London

AM session <http://www.events.england.nhs.uk/all/484>

PM session <http://www.events.england.nhs.uk/all/483>

Midlands & the East Region
Tuesday 31st March
St Chad's Court, Birmingham

AM session <http://www.events.england.nhs.uk/all/485>

PM session <http://www.events.england.nhs.uk/all/486>

South Region
Thursday 2nd April 2015
Armada House, Bristol

AM session <http://www.events.england.nhs.uk/all/487>

PM session <http://www.events.england.nhs.uk/all/488>

National Commissioners Workshop on WRES
Monday 16th March 2015

Skipton House, London
10-4pm

Key audience – CSU/CCG Commissioners, Human resource, Organisational development and workforce leads.

Places are limited, please book via link <http://www.events.england.nhs.uk/all/480>

Any queries about these events should be sent to england.eandhi@nhs.net

8 Capturing Good Practice regarding Implementation of the WRES

- Employer organisations NHS providers and NHS Employers, and trade unions, will be sharing examples of good practice and we will be discussing how best we can ensure ideas and examples are shared most effectively.
- In the meantime we would greatly appreciate examples of good practice also being sent direct to the dedicated WRES email address:
england.wres@nhs.net
- We have already had some examples of completed data sets/returns and an interesting example of a risk self-assessment template for a Trust. We have also had a good example of materials used by a Trust to drive up the rate of self-reporting – and essential precondition of reliable data. We'll be sharing these in the near future.
- A dedicated web page has been set up to share news and developments
<http://www.england.nhs.uk/ourwork/gov/equality-hub/equality-standard>