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| Subject: | Workforce Race Equality Standard (WRES) |
| Prepared by: Sponsored & Presented by: | Ricky Somal. Equality and Diversity Manager Rebecca Kopecek. Director of Human Resources |
| Purpose of paper | To update the Board on progress made in the first year of reporting following the introduction of the Workforce Race Equality Standard (WRES) in 2015. |
| Key points for Trust Board members <i>Briefly summarise in bullet point format the main points and key issues that the Trust Board members should focus on including conclusions and proposals</i> | The WRES requires organisations to demonstrate progress against a number of indicators of workforce equality, including a specific indicator to address the low levels of Black and Minority Ethnic (BME) Board representation. This paper outlines the trust's performance in regard to the WRES metrics and to provide assurance in regard to our strategic actions to improve performance. |
| Options and decisions required <i>Clearly identify options that are to be considered and any decisions required</i> | The Board is requested to note the content of the report. |
| Next steps / future actions: <i>Clearly identify what will follow the Trust Board's discussion</i> | <ul style="list-style-type: none"> • Bullying & Harassment campaign to promote positive behaviours • A series of workshops to be run focusing on unconscious bias • Continued engagement via the equality impact group which represents all CSCs and identifies actions associated to the WRES . • Key actions to be taken forward associated to the 2016 WRES report and workforce Diversity Scorecard will be published on 1 August 2016. |
| Consideration of legal issues (including Equality Impact Assessment)? | None |
| Consideration of Public and Patient Involvement and Communications Implications? | None |

| Links to Portsmouth Hospitals NHS Trust Board Strategic Aims, Assurance Framework/Corporate Risk Register | |
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| Strategic Aim | |
| BAF/Corporate Risk Register Reference (if applicable) | |
| Risk Description | |

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| CQC Reference | |
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| Committees/Meetings at which paper has been approved: None | Date |
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WORKFORCE RACE EQUALITY STANDARD

1. Aim

1.1 To update the Board on progress made in the first year of reporting following the introduction of the Workforce Race Equality Standard (WRES) in 2015.

2. Workforce Race Equality Standard

2.1 The introduction of the WRES seeks to prompt inquiry to better understand why it is that BME staff often experience and receive poorer treatment in the workplace and to facilitate the closing of those gaps.

3. PHT Workforce Race Equality Standard Performance (2015)

3.1 The table below provides key highlights in regard to BME staff survey results. However, it is important to note that the trust has improved on these outcomes from 2014 and will continue to embed the Equality Standard and WRES action plan for 2016/17.

| Staff Survey indicator (WRES metrics) | Outcome |
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| KF25 Percentage of staff experiencing harassment, bullying or abuse (HBorA) from patients, relatives or the public in the last 12 months. | 1% more BME staff felt that they had experience HBorA from patients, relatives or the public than white staff in 2015. |
| KF26 Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months. | 2% more BME staff felt that they had experience HBorA from staff than white staff in 2015 |
| KF27 Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion. | 15% fewer BME staff feel that there are equal opportunities for progression or promotion than white staff in 2015. |
| Q17b In the last 12 months have you personally experienced discrimination at work from manager/team leaders of other colleagues? | 6% more BME staff felt that they had personally experienced discrimination than white staff in 2015. |

4. Ensure that the Workforce Race Equality Standard is embedded and undertake proactive work around any areas of underrepresentation identified.

- The Equality Impact Group (EIG) continues to attract strong representation from clinical and corporate services and provides effective governance and reporting for the EDS2 and WRES.
- The Equality Standard is fully embedded with clinical and corporate services achieving the Bronze Award in July 2015 and attainment of the Silver Award is on target for July 2016.
- A WRES action plan has been devised for implementation July 2016-March 2017. This will focus on 3 strategic aims (i) enabling staff to connect with our vision, values and behaviours (ii) responding to our quality, safety and operational obligations and (iii) recruit, develop and retain skilled and committed people.
- People engagement is a crucial component of the WRES action plan and will offer new interactive methods to capture workforce experience that complements existing organisational development programmes.
- Performance will be measured via the WRES and Workforce Diversity Scorecard and results published on the trust website.

5. Summary and Next Steps

- 5.1 Results suggest that we need to focus on key issues concerning discrimination, bullying and harassment and career opportunities. Throughout 2015, the EIG were pleased to support the delivery of 4 awareness workshops which was positively received, including an Unconscious Bias workshop to the Human Resources team. We will continue with this model of engagement and report progress via the specific actions of the WRES action plan.
- 5.2 The 2016 WRES report and workforce Diversity Scorecard will be published on 1 August 2016.