

Workforce Race Equality Standard (WRES) 2019-2020

Introduction

Whilst WBCCG performed well in some of the indicators, the action plan has been formulated to work on improving performance for 2019-2020. The actions around the WRES will be incorporated into WBCCG equality and diversity action plan.

Action	Outcome	Due By	Progress Review	Lead
Adoption of the WRES Action Plan	To ensure that there is a consistent approach to working towards compliance for 2019/20 and that the rest of the organisation is aware of this.	On going	Plan to be approved.	Equality Lead/HR
Shortlisting enhancements	Strategic opportunity to demonstrate our commitment to diversity and to leverage its potential to improve patient care.	March 20	Ensure all recruiting managers have access to training in recruitment and selection processes. Run unconscious bias training for line managers.	Equality Lead/HR
Maintain high level of self-reporting of Ethnicity via ESR self service	Ensure up to date accurate data.	March 20	Monitor reporting levels. Encourage staff to regularly update their data on ESR. Ensure that new starters have inputted relevant data onto ESR if not already held. Include this in staff briefings / newsletter.	Equality Lead/HR

Action	Outcome	Due By	Progress Review	Lead
Ensure HR policies are free from unconscious bias with regard to BAME	Strategic opportunity to demonstrate our commitment to diversity and to leverage its potential to improve patient care	March 20	Review recruitment and selection policy; training policy; performance management, discipline and grievance policy	Equality Lead/HR
To promote recruitment links for any future Governing Body and Lay Members to diverse organisations and links Added E&D collaborative		Completed/ On-going	Share recruitment information with all group contacts for them to raise awareness.	Equality Lead/HR

Action	Outcome	Due By	Progress Review	Lead
To conduct a survey with the visible BAME staff around the 5,6 and 7 indicators of the WRES	Enable better understanding around areas to improve	March 20	Analysis has been pulled from the staff survey of those who has self-identified as BAME.	Equality Lead/HR
5 KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	Monitor and report		Review and repeat internal Staff Survey. Continue offering Equality Diversity Training.	
6 KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.	Monitor and report		Ensure Equality and Diversity is embedded into Key Skills for managers. Promote dignity at work policy through Board Development Sessions and Staff meetings. Celebrate diversity and inclusion in	

7 KF 27. Percentage believing that the organisation provides equal opportunities for career progression or promotion White BAME White BAME.	Annual staff survey Monitor and report		the CCG to raise awareness.	
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Action	Outcome	Due By	Progress Review	Lead
Ensure that local vacancies links are periodically forwarded to diverse partners. Send Paper to E&D Group Monitor selection on applications	BME organisations are more aware of local vacancies and may encourage more applications from these communities	Ongoing	Work ongoing with WWL /recruitment provider.	HR
PDR process to evaluate why BME staffs are in the same post or level for three years to evaluate why they have not progressed and appraisal paperwork to include progression. Development and Training Opportunities Exit Interviews	This will help identify possible gaps in career progressions.	January 2020	Currently under review.	HR