

Workforce Race Equality Standard (WRES) 2018-2019

Introduction

The Wigan Borough Clinical Commissioning Group (WBCCG) report was published in October 2018. Whilst WBCCG performed well in some of the indicators, the action plan will be formulated to work on improving performance for 2018-2019.

The actions around the WRES will be incorporated into WBCCG equality and diversity action plan.

Action	Outcome	Due By	Progress Review	RAG Rating	Lead
Adoption of the WRES Action Plan	To ensure that there is a consistent approach to working towards compliance for 2018/19 and that the rest of the organisation is aware of this	January 2019	Plan to be approved		Equality and Diversity Lead/HR
Presentation on identification of a board lead for the WRES	Strategic opportunity to demonstrate their commitment to diversity and to leverage its potential to improve patient care	April 2019	Caroline Kurzeja is the Governing Body Equality & Diversity Lead and will be briefed on the WRES		Equality and Diversity Lead/HR
Organisation training for all Line Managers and Staff in relation to discrimination included in recruitment.	This will enhance the awareness about differences in individuals and/or groups	January 2019	Liaise with HR. Identified modules to incorporate in WBCCG management essentials training programme. Mandatory Recruitment training for all line managers (completed)		Equality and Diversity Lead and HR

Action	Outcome	Due By	Progress Review	RAG Rating	Lead
Organise conversations and analysis with BME staff about secondment, acting up and development opportunities	To work towards increasing the level of satisfaction across this indicator	January 2019			Equality and Diversity Lead and HR
To promote recruitment links for any future Governing Body and Lay Members to diverse organisations and links. This will also be added to the Equality & Diversity collaborative for a borough wide approach.	Share recruitment information with all group contacts for them to raise awareness	Completed/On-going			Equality and Diversity Lead and HR

Action	Outcome	Due By	Progress Review	RAG Rating	Lead
<p>To conduct a survey with the visible BME staff around the 5,6 and 7 indicators of the WRES</p> <p>5 KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months</p> <p>6 KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.</p> <p>7 KF 27. Percentage believing that the organisation provides equal opportunities for career progression or promotion.</p>	<p>Enable better understanding around areas to improve</p> <p>Monitor and report</p> <p>Monitor and report</p> <p>Annual staff survey</p> <p>Monitor and report</p>	<p>March 2019</p>	<p>Analysis has been pulled from the staff survey of those who have self-identified as BME.</p>		<p>Equality and Diversity Lead and HR</p>

Action	Outcome	Due By	Progress Review	RAG Rating	Lead
<p>Ensure that local vacancies links are periodically forwarded to diverse partners. Send Paper to E&D Group</p> <p>Monitor selection on applications</p>	<p>BME organisations are more aware of local vacancies and may encourage more applications from these communities</p>	<p>March 2019</p>	<p>Work with WWL our local acute hospital/recruitment provider</p>		<p>HR</p>
<p>PDR process to evaluate why BME staff are in the same post or level for three years to evaluate why they have not progressed and appraisal paperwork to include progression.</p> <p>Development and Training Opportunities</p> <p>Exit Interviews</p>	<p>This will help identify possible gaps in career progressions.</p>	<p>March 2019</p>			<p>HR</p>