

WRES Action Plan 2021/2022

NHS Workforce Race Equality Standard – Countess of Chester Hospital

This document should be read in conjunction with the Workforce Race Equality Standard return which can be accessed via the Countess of Chester NHS website <https://www.coch.nhs.uk/corporate-information/equality,-diversity-and-human-rights/workforce-race-equality-standard.aspx>

Introduction

The Workforce Race Equality Standard (WRES) is a requirement for NHS providers. Through the WRES, the NHS is mandated to show progress against a number of indicators of workforce equality. This document demonstrates the Countess of Chester Hospital NHS Foundation Trust's WRES action plan 2021/22.

Aim, Actions and Progress	Timescale	Status
1.	Aim: To provide assurance to the Trust Board of COCH's compliance with Equality Legislation and Standards	
	Action: a) Complete and submit annual WRES return to NHS England and produce an action plan to bring about improvement in performance as highlighted with the WRES in order to reduce any gaps in experience between black, Asian and minority ethnic colleagues and white colleagues.	
	Progress: WRES completed and submitted to NHS England. WRES Report produced and submitted to Board for consideration. Workshops held with staff and stakeholders to produce draft WRES Action Plan WRES action plan engagement with BAME staff network Lead to determine final actions Action Plan produced and submitted to Board for discussion. WRES / Action Plan published on CoCH website.	31/07/2021 13/07/2021 13/07/2021 31/08/2021 14/09/2021 By 30/09/2021

Action, expected outcomes and progress		Timescale	Status
1 cont	Action: b) Adoption of the WRES action plan. Progress against the actions is actively monitored to bring about improvement in BAME workplace experience and periodically reported for governance and assurance purposes.		
	Progress: <ul style="list-style-type: none"> Action Plan submitted for approval at Board of Directors Progress updates provided to BAME Network. 6 month interim update to Board on action plan progress 		14/09/2021 31/03/2022
	Action: c) Key Findings from NHS Staff Survey to be reviewed in relation to the WRES indicators and Action Plan updated accordingly. The findings of the Staff Survey will be considered to ensure the Trust is broadly in line with other comparator organisations across the Country, or to highlight where additional action needs to be taken as a result.		
	Progress: Results of the NHS Staff Survey to be conducted in September 2021 and received February 22. NB: the NHS Staff Survey does not supply a breakdown of key WRES measures from black, Asian and minority ethnic colleagues. Indicators which support WRES however are as follows: Percentage of BAME staff who did not experience harassment, bullying or abuse from patients, relatives or public in the last twelve months: 2021 - % 2020 - 70 %; 2019 – 73%; 2018 – 73% ↓ Percentage of BAME staff who did not experience harassment, bullying or abuse from colleagues in the last 12 months: 2021 - % 2020- 75%; 2019 – 68%; 2018 – 86% Percentage of BAME staff who did not experience discrimination from managers in the last 12 months: 2021 - % 2020 - 86%; 2019 – 90%; 2018 – 100% ↓ <ul style="list-style-type: none"> Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion: 2021 - % 2020 – 65.7%; 2019 – 68%; 2018 – 79% ↓ 		Measures to be updated following publication of 20/21 Staff Survey – Feb 2022

Action, expected outcomes and progress		Timescale	Status
2.	Aim: People Policies are free from bias or potential for indirect or direct discrimination		
	Action: Review and development of relevant People Policies which impact on the experiences of our black, Asian and minority workforce		
	Progress: Policies which impact on the experience of BAME staff to be reviewed, including: <ul style="list-style-type: none"> • Recruitment • Discipline • Grievance • Attendance Management • Flexible Working BAME Lead to be included in the Equality Impact Assessment of these policies		
3.	Aim: To have 100% self-reporting of ethnicity to ensure our organisation is broadly representative of our population.		
	Action: Continue to monitor the workforce ethnicity, regularly checking to ensure colleague self-declaration on ethnicity reporting is near or at 100 percent.		
	Progress: Current percentage of staff self-reporting is 98 % Updated percentage of staff self-reporting [INSERT %]	Sept 2021 Feb 2022	

Action, expected outcomes and progress	Timescale	Status
4.	<p>Aim: To ensure the Trust is broadly representative of the local population and there is no unintended discrimination.</p> <p>Action: a) Equality analysis of the workforce profile and organisational leadership, including Board membership, compared with our population</p> <p>Progress:</p> <ul style="list-style-type: none"> • Reports to be submitted and published : Workforce Equality Assurance Report <p>Action: b) To reduce the disparity between white and BAME staff in recruitment at all levels</p> <p>Progress:</p> <ul style="list-style-type: none"> • Embed Unconscious Bias awareness training to all staff involved in recruitment and selection processes • Robust and standardised interview assessment processes, including Trust Values • Transparent scoring methodology which is reflective of the Trusts values • Feedback offered to all internal unsuccessful applicants especially at band 7,8a and above in the form of a standardised feedback - form to be created • Work with universities regarding the student experience of BAME students • Create a representation of BAME panel members for band 7 and above • Provide training on how to challenge unfair practice in IV panels as a panel member • To take positive action to promote vacancies band 6 and above to BAME staff 	<p>31/03/2022</p>

	<ul style="list-style-type: none"> Embed Unconscious bias training as part of all Leadership programs 		
	Action: To improve the representation of BAME staff at Executive and Trust Board level		
	Progress: <ul style="list-style-type: none"> Ensure posts are advertised openly and encourage diverse applications by targeting appropriate publications Taking positive action to encourage governor representation of BAME staff by promoting governor opportunities by staff networks and Trust equality groups as well as via an all BAME staff email 		

	Aim: Increase overall visibility of Trust Board and Senior Leaders commitment to EDI		
	Action: Executive Team and CEO to promote equality and inclusivity for BAME staff by regular communications programme to encourage managers support for BAME staff initiatives such as leadership development opportunities, WRES focus groups and staff networks Executive Team and CEO to promote equality and inclusivity for BAME staff		
5.	Progress: <ul style="list-style-type: none"> BAME Lead to sit on Staff Partnership Forum Training and Leadership bespoke courses such as 'Stepping Up' and 'Ready Now' to be promoted in Exec comms/bulletin to trust as places become available Recommend Bystander Training to be included in Organisational Trainer Needs Analysis Introduce a bespoke BAME Leadership Course 		
	Aim: Executive Team, Senior Leaders, Managers and HRBPs and staff to develop and broaden understanding of BAME culture		
10.	Action: Increase aware of the caste system to relevant staff groups particularly in areas where there are numbers of BAME staff		
	Progress:		

	<ul style="list-style-type: none"> • Link comms and information to particular awareness day eg, commonwealth, BHM etc • Include concept in unconscious bias training 		
11.	Aim: To reduce the disparity between white and BAME staff subject to discipline and grievance		
	Action: Detail of policies and programmes in place to address equality concerns in the workforce to be communicated to all staff		
	Progress: <ul style="list-style-type: none"> • Equality Impact Assessments undertaken for all policies new and revised • Explore the RCN Cultural Ambassador Program with Staff Side Partnership 		