



Workforce Race Equality Standard

- the defined metrics

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Prepared by: The Equality and Health Inequalities Team

For further information contact: england.eandhi@nhs.net

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The NHS Workforce Race Equality Standard

Introduction

The Equality and Diversity Council EDC have agreed that a Workforce Race Equality Standard (WRES) be consulted on, with a view to it being included in the NHS standard contract 15/16. Over the last three months extensive consultation has taken place with key stakeholders regarding the WRES. We are pleased to say the WRES has been warmly welcomed as a positive step forward to deliver our responsibilities under the equalities agenda. The Standard forms the first stage in a process of addressing workforce equality issues.

The WRES will, for the first time, require organisations employing almost all of the 1.4 million NHS workforce 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. All providers, as holders of the NHS Standard Contract 15/16, except 'small providers' will be expected to implement the WRES from April 2015. An annual report will be required to be submitted to the Co-ordinating Commissioner outlining progress on the Standard.

The metrics

There are nine metrics. Three of the metrics are specifically on workforce data and five of the metrics are based on data from the national staff survey indicators. The latter will highlight any differences between the experience and treatment of white staff, and BME staff in the NHS with a view to close those metrics. The final metric requires provider organisations to ensure that their Boards are broadly representative of the communities they serve.

The following table outlines the proposed metrics. Further detailed guidance will be issued early 2015.

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Workforce Race Equality indicators	
	<p>Workforce metrics For each of these three workforce indicators, the Standard compares the metrics for white and BME staff.</p>
1.	Percentage of BME staff in Bands 8-9 and VSM compared with the percentage of BME staff in the overall workforce
2.	Relative likelihood of BME staff being recruited from shortlisting compared to that of white staff being recruited from shortlisting across all posts
3.	<p>Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation</p> <p>Note. This indicator will be based on data from a two year rolling average of the current year and the previous year.</p>
	<p>National NHS Staff Survey findings. For each of these five staff survey indicators, the Standard compares the metrics for each survey question response for white and BME staff. For 4. below, the metric is in two parts</p>
4.	<p>Q 3. In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review? If so</p> <p>e) Were any training, learning or development needs identified?</p> <p>f) Did your manager support you to receive this training learning and development?</p>
5.	KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6.	KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7.	KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion
8.	<p>Q 23. In the last 12 months have you personally experienced discrimination at work from any of the following?</p> <p>b) Manager/team leader or other colleagues</p>
	<p>Boards. Does the Board meet the requirement on Board membership in 9.</p>
9.	Boards are expected to be broadly representative of the population they serve.