

Board Meeting in Public Tuesday, 31 January 2023

Title of Report	Workforce Race Equality Standard (WRES) 2021-22	Agenda No.	4.3
Nature of Report (tick one)	<input checked="" type="checkbox"/> Official	<input type="checkbox"/> Official Sensitive	
Author(s)	Pav Akhtar, Chief Diversity and Inclusion Officer Aliyyah Balson, Diversity and Inclusion Manager		
Lead Executive	Deborah McKenzie, Chief People Officer		
Non-Executive Director Sponsor (if applicable)	Joanna Lewis, Chair of People Committee		
Presented for (tick all that applies)	<input checked="" type="checkbox"/> Approval <input type="checkbox"/> Assurance	<input type="checkbox"/> Information <input type="checkbox"/> Update	
Purpose of the report and key issues			
<p>Purpose: To provide sight of the metrics reported to NHS England for WRES reporting, accompanied by analysis, NHSBT progress against previous years, and new action plan to improve equality at NHSBT.</p> <p>Key Issues: Insights highlight NHSBT data around the experience and inclusion of Black and minority ethnic staff, along with race equity challenges at NHSBT.</p>			
Previously Considered by			
Executive Team on 7 December 2022 and 18 January 2023. Approved with minor amendments.			
Recommendation	The Board is asked to approve the report for actions to be undertaken by those accountable; and for Board ratification to produce a publishable report with infographics for NHSBT's website regarding the NHSBT Workforce Race Equality Standard (WRES) 2022		
Risk(s) identified (Link to Board Assurance Framework Risks)			
This is required for the annual benchmarking across NHS providers. It evidences how NHSBT are meeting our duties as set out in the Public Sector Equality Duty. In line with national requirements this report should be reviewed internally and approved at Board before being published on our website.			
Strategic Objective(s) this paper relates to: [Click on all that applies]			
<input type="checkbox"/> Collaborate with partners <input checked="" type="checkbox"/> Invest in people and culture <input type="checkbox"/> Drive innovation <input type="checkbox"/> Modernise our operations <input checked="" type="checkbox"/> Grow and diversify our donor base			
Appendices:			