

Board Meeting in Public Tuesday, 26 September 2023

Title of Report	Workforce Race Equality Standard; Workforce Disability Equality Standard; and Gender Pay Gap Report 2023	Agenda No.	4.1a-c
Nature of Report (tick one)	<input checked="" type="checkbox"/> Official	<input type="checkbox"/> Official Sensitive	
Author(s)	Bal Everitt, Head of Equality, Diversity and Inclusion Jo Harry, Equality, Diversity and Inclusion Data Insights Manager Kanja Sesay, Diversity and Inclusion Manager		
Lead Executive	Deborah McKenzie, Chief People Officer		
Non-Executive Director Sponsor (if applicable)			
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>The Equality Act 2010 (Gender Pay Gap (GPG) Information) Regulations 2017 require employers with more than 250 employees to publish and report specific figures about their gender pay gap annually. All NHS providers complete an annual Workforce Race and Disability Equality Standard (WRES and WDES) Report. The parameters for these reports are commissioned and are overseen by NHS England to promote equality of career opportunities and fairer treatment in the workplace and are a requirement for NHS organisations through the NHS Contract. The Care Quality Commission (CQC) includes monitoring organisations' performance against certain indicators in their inspections under the Well-Led domain.</p> <p>This is the first Single NHSBT Workforce Race and Disability Equality Standard and Gender Pay Gap report bringing together three separate reports. The Executive summary provides an overview of the key highlights from the three reports, where we have seen improvements and declines in performance, our drivers for good performance, along with setting out the priority focus areas for closing gaps in performance for 2023-2024.</p> <p>The appended Workforce Race Disability and Gender Action Plan 2023-2024 forms part of the Diversity and Inclusion approach in line with NHSBT Strategy. The plan is subject to further refinement and development and is intended to work as a live working plan. Relevant leads, directorates and departments have been engaged and will continue to be consulted as part of the regular monitoring and review of progress against the actions and milestones. The action plan will not be published as part of the report. The EDI Council will continue to track the progress made against these plans to ensure that everyone who works here regardless of characteristics, has an equitable and productive experience working here. It is a key component of our Diversity and Inclusion work, setting our direction in terms of achieving good practice across all areas of the employee lifecycle.</p>			

Previously Considered by	
<p>Executive Team meeting 29 August 2023 recommended more concise action plans which demonstrated clearer timeframes, congruence with other EDI workstream areas such as Forward Together.</p> <p>EDI Council meeting 31 August 2023 recommended action plans were rag rated and an appropriate reporting and governance process was agreed to demonstrate transparency in progress and performance.</p> <p>People Committee meeting on 6 September agreed the priority areas of focus requesting where feasible these could be made measurable with a supporting single action plan.</p>	
Recommendation	<p>The Board is asked to approve the report for design and publication and endorse the priority areas of focus contained within the Executive Summary on Page 2:</p> <ol style="list-style-type: none"> 1. Reduce the % of BME and Disabled staff experiencing bullying, harassment, and discrimination by 2% 2. Increase the proportion of BME staff at Band 8a and above from 15% to 19% (in line with the overall BME workforce profile by 2027) 3. Close the ethnicity recruitment likelihood gap from 1.4 to 1.0 through the application of positive action measures. 4. Improve access to workplace adjustments for disabled staff from 55% to 60% by increasing manager awareness. 5. Improve access to career progression for protected characteristic groups through initiatives including Career Kickstart and leadership and development opportunities. 6. Grow and support our staff networks.
Risk(s) identified (Link to Board Assurance Framework Risks)	
<p>Strategic Objective(s) this paper relates to: [Click on all that applies]</p> <p> <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 type="checkbox"/> Grow and diversify our donor base </p>	
Appendices:	Appendix 1 – Single Workforce Race Disability Gender Action Plan 2023 - 2024