

Workforce Race Equality Standards (WRES) Action Plan 2019/20

Ref	Indicator (s)	Summary	Action	Owner	Deadline	Action Updates	Status
WRES1	<p>Indicator 1 Percentage of staff in each of the AFC bands 1-9 or Medical and Dental Subgroups and VSM (including executive board members) broken down by ethnicity.</p> <p>Indicator 9 Percentage difference between the organisations' Board Membership by ethnicity disaggregated:</p> <ul style="list-style-type: none"> • By voting membership of the Board • By executive membership of the Board 	Data Reporting Procedures	<p>Develop a data reporting engagement exercise following review to increase staff knowledge and awareness of providing ethnicity detail and improve on the workforce data we currently hold.</p> <p>Encourage all staff to update and populate their personal data for diversity purposes when asked applications, surveys etc.</p>	CCG - OD Lead Manager for CCG	April 2020		
WRES2	<p>Indicator 2 Relative likelihood of staff being appointed from shortlisting across all posts (internal and external recruitment activity) broken down by ethnicity</p>	Recruitment Process	Run report from NHS jobs on an annual basis (31st March) to ensure that shortlisting and appointments to post data is not lost due to GDPR rules where data is removed from NHS jobs after 18 months.	CCG HR Business Partner – NECS	End of March 2020		
WRES3	Indicator 4	Non-	Develop a process to	CCG - OD	December		

		mandatory training data monitoring	provide non mandatory training & CPD information so that the CCG can monitor equal opportunities in the organisation and also for future WRES returns.	Lead Manager for CCG	2019		
WRES4	<p>Indicator 5 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.</p> <p>Indicator 6 Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.</p> <p>Indicator 7 Percentage believing that trust provides equal opportunities for career progression or promotion.</p> <p>Indicator 8 In the last 12 months have you personally experienced discrimination at work from any of the following? B) Manager/team leader or other colleagues.</p>	Staff Survey	Undertake the NHS staff survey or develop and implement internal staff survey as equivalent to obtain data and staff feedback for Equality monitoring and future WRES returns.	<p>CCG - OD Lead Manager for CCG</p> <p>CCG HR Business Partner – NECS</p>	October 2019		