

# Workforce Race Equality Standard

## REPORTING TEMPLATE

Template for completion



Name of provider organisation

Date of report: month/year

Name and title of Board lead for the Workforce Race Equality Standard

Name and contact details of lead manager compiling this report

Names of commissioners this report has been sent to

Name and contact details of co-ordinating commissioner this report has been sent to

Unique URL link on which this report will be found (to be added after submission)

This report has been signed off by on behalf of the Board on (insert name and date)

# Report on the WRES indicators

## 1. Background narrative

a. Any issues of completeness of data

b. Any matters relating to reliability of comparisons with previous years

## 2. Total numbers of staff

a. Employed within this organisation at the date of the report

b. Proportion of BME staff employed within this organisation at the date of the report

## Report on the WRES indicators, continued

### 3. Self reporting

- a. The proportion of total staff who have self-reported their ethnicity
  
- b. Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity
  
- c. Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity

### 4. Workforce data

- a. What period does the organisation's workforce data refer to?

# Report on the WRES indicators, continued

## 5. Workforce Race Equality Indicators

For ease of analysis, as a guide we suggest a maximum of 150 words per indicator.

|   | Indicator   | Data for reporting year | Data for previous year | Narrative – the implications of the data and any additional background explanatory narrative | Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective |
|---|---|-------------------------|------------------------|--|--|
|   | <b>For each of these four workforce indicators, the Standard compares the metrics for White and BME staff.</b>  |                         |                        |  |  |
| 1 | Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce   |                         |                        |  |  |
| 2 | Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.  |                         |                        |  |  |
| 3 | 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*<br>*Note: this indicator will be based on data from a two year rolling average of the current year and the previous year. |                         |                        |  |  |
| 4 | Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff  |                         |                        |  |  |

## Report on the WRES indicators, continued

|   | Indicator  | Data for reporting year | Data for previous year | Narrative – the implications of the data and any additional background explanatory narrative | Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective |
|---|--|-------------------------|------------------------|--|--|
|   | <b>For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff.</b>        |                         |                        |  |  |
| 5 | KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months                             | White<br>BME            | White<br>BME           |  |  |
| 6 | KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months   | White<br>BME            | White<br>BME           |  |  |
| 7 | KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion  | White<br>BME            | White<br>BME           |  |  |
| 8 | Q23. In the last 12 months have you personally experienced discrimination at work from any of the following?<br>b) Manager/team leader or other colleagues | White<br>BME            | White<br>BME           |  |  |
|   | <b>Does the Board meet the requirement on Board membership in 9?</b>   |                         |                        |  |  |
| 9 | Boards are expected to be broadly representative of the population they serve  |                         |                        |  |  |

**Note 1.** All provider organisations to whom the NHS Standard Contract applies are required to conduct staff surveys though those surveys for organisations that are not NHS Trusts may not follow the format of the NHS Staff Survey

**Note 2.** Please refer to the Technical Guidance for clarification on the precise means of each indicator.

