

Executive Team Statement of Commitment: NHS Workforce Race Equality Standard (WRES) Equality & Inclusion

NHS England's decision to establish a Race Equality Standard across all NHS organisations is reflected within this high level statement of commitment from NHS Midlands and Lancashire Commissioning Support Unit (M&LCSU).

We are fully committed to inclusive workplaces that are free from discrimination – where all staff are able to thrive and flourish based on their diverse talent. This is evidenced through our organisational values - enacted through our behaviours at all levels, robust equitable recruitment processes; support for team working and wellbeing in the workplace; and active awareness of equality and inclusion requirements embedded within our workplace practices.

Leadership of the Workforce Race Equality Standard is achieved through Executive Team level sponsorship and support of this work and is acknowledged as crucial in driving the changes forward. Successful equality, diversity and inclusion work, including work to implement the Standard, requires specialist advice and support; it is also recognised that leadership must come from Executive Team level.

Our obligations:

- The Executive Team to understand the principles of the Workforce Race Equality Standard and ensure high level reporting of findings is embedded across Senior Committees and Business Groups to enact through our business processes
- An Executive Team level Sponsor to take the lead role in championing the WRES at all levels, and ensuring our organisation is embedding any learning into our practices for measurable year on year improvements
- Executive Team meetings to record an annual update of WRES actions and progress
- The current internal WRES Briefing and regular updates are to be presented to Senior Management Teams / Senior Committees as appropriate for approval
- Data will be gathered across our organisation for the 9 metrics for the WRES at 1 April 2015 and annually
- Our workforce findings will be displayed on our website by 1 July annually for the WRES 9 workforce metrics
- We will analyse these annual data findings and consider any significant gaps and how we can bring in improvements where practical
- We will work collaboratively with our Human Resources, Equality and Inclusion, Organisational Development and Business Intelligence colleagues to learn from the data findings to demonstrate measurable progress against a number of **indicators of workforce equality**, including a specific indicator to address the low levels of BAME Executive Team representation (Black Asian Minority Ethnic).
- A summary of findings and progress will be reported within our Annual Equality and Inclusion Report for display on our website no later than 31 January annually.

The Executive Team will ensure through overview and reporting processes that our organisation is giving 'due regard' to:

- using the indicators contained in the *Workforce Race Equality Standard* to help improve workplace experiences, and representation at all levels within our workforce, for Black Asian and Minority Ethnic (BAME) staff.
- CSU will need to ensure that they receive timely advice support and guidance from equality and HR workforce specialists in the collation and interpretation of the data.
- CSU will need to report on the metrics set out in Appendix 1 in their Annual Report to NHS England.
- CSU needs to review its own workforce in relation to the metrics set out in the WRES and report annually to NHS England.

**WRES Briefing M&LCSU - Appendix 1 - Workforce Race Equality Standard
November 2014 for implementation from April 2015**

Workforce Race Equality Indicators	
Workforce metrics	
For each of these three workforce indicators, the Standard compares the metrics for white and BME staff	
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	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 [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.
National NHS Staff Survey findings.	
For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff.	
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	Q 23. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues
Governing Bodies.	
Does the Executive Team meet the requirement on Executive Team membership in 9.	
9	Governing Bodies are expected to be broadly representative of the population they serve.