

## **Workforce Race Equality Standard (WRES)**

### **Action Plan 2016-17**

The Workforce Race Equality Standard (WRES) was introduced in April 2015, and is included within the NHS standard contract.

As an NHS Trust we are required to produce and publish a WRES Report - providing information on our baseline WRES data - on our website:  
<http://www.yeovilhospital.co.uk/about-us/equality-and-diversity/>.

This Action Plan elaborates on Section 5 of our WRES Report, setting out the next steps for expected progress against the WRES Indicators.

Alongside WRES, we use the Equality and Diversity Systems (EDS2) to review and improve our performance for people with characteristics protected by the Equality Act 2010. Our annual document “Equality and Diversity Report and Objectives” is available our website  
<http://www.yeovilhospital.co.uk/about-us/equality-and-diversity/>

By using the EDS2 and the WRES we can help to deliver on our Public Sector Equality Duty.

WRES Indicator	Specific Indicator	Action / Progress	By Whom	Completion Date
3	Self-Reporting	Implementation of new TRAC recruitment software will enable us to report on ethnicity through each stage of the recruitment process, providing us with more robust data on the make-up of our workforce.	Human Resources	Summer 2016
5.2	Relative likelihood of staff being appointed from shortlisting across all posts”			
5.5 to 5.8	KF 25: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Continued development of E&D Forum, open to all staff regardless of protected group or characteristic. Meetings will take place on a quarterly basis, or as required.	E&D Team	Ongoing
	KF 26: Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	Regular E&D ‘Drop-in’ clinics scheduled throughout the year, providing an informal setting for staff to discuss concerns or observations they may have around E&D.	E&D Team	Ongoing
	KF 21: Percentage believing that trust provides equal opportunities for career progression or promotion	Consideration to be given to the development of a Staff Forum or Staff Networks to give a voice to all staff across the organisation in a safe, protected and unbiased environment.	<ul style="list-style-type: none"> <li>• E&amp;D Team</li> <li>• Human Resources</li> <li>• Hospital Management</li> <li>• Trade Union reps</li> </ul>	End-2016
	Q17: In the last 12 months have you personally experienced discrimination at work from any of the following b) Manager/team leader or other colleagues	Development of a “Workforce Diversity Celebration Event”, to celebrate and highlight the benefits that our diverse workforce brings to the organisation and to the local community. With staff engagement, it is anticipated that this event will empower staff from a range of backgrounds to share cultural information with colleagues, as well as identify some differences between the UK and other international healthcare organisation. This will help all staff to understand and recognise the challenges that transition between healthcare structures can bring. Consideration will be given to inviting representatives from the local community to join this event with the aim of i) assisting in the development of links between healthcare and the community and ii) foster links for staff who may wish to learn more about social activities within the local area.	E&D Team Communications Human Resources Hospital Management Staff volunteers	Autumn 2016

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9	Percentage difference between the organisations' Board voting membership and its overall workforce.	YDH will continue to consider the representativeness of the voting Board when appointing non-executive and executive members and has improved the representation of its Board compared to the previous year.		
<b>Additional Actions Identified</b>		A Workforce Report 2016-17 will be compiled and published on our website.	E&D Team Information Team Human Resources	Sept-16
		Our local E&D team will continue to attend local external committees and network with E&D colleagues within other authorities. For example: CCG's Somerset Equality Delivery group; SCC's Gypsy & Traveller Forum; SCC's Equalities and Joint Equalities Officer Group; Somerset Engagement Action Group.	E&D Team	Ongoing