

## Workforce Race Equality Standard (WRES) 2020-2021

### Introduction

Whilst WBCCG performed well in some of the indicators, the action plan has been formulated to work on improving performance for 2020-2021. The actions around the WRES will be incorporated into WBCCG equality and diversity action plan.

Action	Outcome	Due By	Progress Review	Lead
Adoption of the WRES Action Plan	To ensure that there is a consistent approach to working towards compliance for 2020/21 and that the rest of the organisation is aware of this.	On going	Plan to be approved.	Equality Lead/HR
Shortlisting enhancements	Strategic opportunity to demonstrate our commitment to diversity and to leverage its potential to improve patient care.	On going	Ensure all recruiting managers have access to training in recruitment and selection processes.  Run unconscious bias training for line managers.	Equality Lead/HR
Maintain high level of self-reporting of Ethnicity via ESR self service	Ensure up to date accurate data.	On going	Monitor reporting levels.  Encourage staff to regularly update their data on ESR.  Ensure that new starters have inputted relevant data onto ESR if not already held.  Include this in staff briefings / newsletter.	Equality Lead/HR

Action	Outcome	Due By	Progress Review	Lead
Ensure HR policies are free from unconscious bias with regard to BAME	Strategic opportunity to demonstrate our commitment to diversity and to leverage its potential to improve patient care	On going	Review recruitment and selection policy; training policy; performance management, discipline and grievance policy	Equality Lead/HR
To promote recruitment links for any future Governing Body and Lay Members to diverse organisations and links Added E&D collaborative		Completed/ On going	Appointed a new Equality and Inclusion lay member to the Governing Body	Equality Lead/HR
Creating champions at senior leadership level to promote workforce race equality working with partners across Greater Manchester	To explore and understand the critical importance of Equality, Diversity and inclusion to 1, The people we deliver services for 2, Our people who deliver those services.	On going		New Equality and Inclusion lay member to the Governing Body
Greater Manchester Race Equality Change agents programme	Empowering staff to deliver programmes within the organisation with the aim of reducing racial inequalities and/or improving the workplace for staff from BAME backgrounds.	On going	Currently under review regarding sign up.	Equality Lead/HR

Action	Outcome	Due By	Progress Review	Lead
<p>Look at a staff engagement activity across the wider workforce including primary care to ask staff what they would like to see from an inclusion perspective.</p> <p>5 KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months</p> <p>6 KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.</p> <p>7 KF 27. Percentage believing that the organisation provides equal opportunities for career progression or promotion White BAME.</p>	<p>Enable better understanding around areas to improve</p> <p>Monitor and report</p> <p>Monitor and report</p> <p>Annual staff survey</p> <p>Monitor and report</p>	<p>On going</p>	<p>Analysis has been pulled from the staff survey of those who has self-identified as BAME.</p> <p>We will also continue to review the risk assessments for BAME to ensure all areas being addressed.</p> <p>Review and repeat internal Staff Survey.</p> <p>Continue offering Equality Diversity Training.</p> <p>Ensure Equality and Diversity is embedded into Key Skills for managers.</p> <p>Promote dignity at work policy through Board Development Sessions and Staff meetings.</p> <p>Celebrate diversity and inclusion in the CCG to raise awareness.</p>	<p>Equality Lead/HR</p>

Action	Outcome	Due By	Progress Review	Lead
<p>Ensure that local vacancies links are periodically forwarded to diverse partners. Send Paper to E&amp;D Group</p> <p>Monitor selection on applications</p>	<p>BME organisations are more aware of local vacancies and may encourage more applications from these communities</p>	<p>On going</p>	<p>Work ongoing with WWL /recruitment provider.</p>	<p>HR</p>
<p>PDR process to evaluate why BAME staffs are in the same post or level for three years to evaluate why they have not progressed and appraisal paperwork to include progression.</p> <p>Development and Training Opportunities</p> <p>Exit Interviews</p>	<p>This will help identify possible gaps in career progressions.</p>	<p>January 2021</p>	<p>Currently under review.</p>	<p>HR</p>