

WORKFORCE RACE EQUALITY STANDARDS – 2016/17

Number	WRES Metrics	ACTION	Timescale	LEAD
1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.	<p>Review of the recruitment and selection framework and processes to ensure no unintentional discrimination.</p> <p>Regularly reporting and reviewing recruitment and selection outcomes.</p> <p>Unconscious bias training.</p> <p>Develop engagement with local community organisations to look at ways of improving representation through recruitment.</p>	March 2017	Senior Business Partner/E&I Manager
2	Relative likelihood of staff being appointed from shortlisting across all posts.	<p>Review of the recruitment and selection framework and processes to ensure no unintentional discrimination.</p> <p>Regularly reporting and reviewing recruitment and selection outcomes.</p> <p>Once the new framework is agreed the focus will be around ensuring managers attend Unconscious bias training.</p>	March 2017	Senior Business Partner/OD Manager

		Develop engagement with local community and BHA - to look at ways of improving representation through recruitment.		Senior Business Partner/E&I Manager
4	Relative likelihood of staff accessing non-mandatory training and CPD.	We will continue to review uptake on an on-going basis to identify any gaps in employees accessing training or CPD.	March 2017	OD Manager
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	The CCGs will ensure that appropriate safeguards and protocols are in place to promote the health, safety and wellbeing of all employees. Continual monitoring will be undertaken to identify any staff concerns in this area.	March 2017	Senior Business Partner/OD Manager
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	Dignity, Equality at Work training – continual monitoring of this data Development of D@W Advisors	March 2017	Senior Business Partner/OD Manager
7	KF 21 percentage believing the trust (CCG) provides equal opportunities for career progression or promotion.	The organisations will continue to implement an effective PDR process supported by line management training.	March 2017	OD Manager

		In addition they will continue to offer development opportunities in an open and transparent way to all our employees.		
8	<p>Q17 In the last 12 months have you personally experienced discrimination at work from any of the following?</p> <ul style="list-style-type: none"> • Manager • Team Leader • Other Colleagues 	<p>Roll out of mandatory Dignity, Equality at Work training.</p> <p>All leadership and management training will be reviewed to ensure that dignity and equality principles are embedded.</p> <p>On-going monitoring</p>	March 2017	Senior Business Partner/OD Manager
9	Percentage difference between the organisations' Board voting membership and its overall workforce	The organisation will continue to review and monitor board representation and that fair processes are in place for the recruitment of board roles.		Senior Business Partner