



# **The NHS Workforce Race Equality Standard Indicators**

## OFFICIAL

Publication Gateway Reference Number: 02968

This is a controlled document. Whilst this document may be printed, the electronic version posted on the intranet is the controlled copy. Any printed copies of this document are not controlled.

As a controlled document, this document should not be saved onto local or network drives but should always be accessed from the intranet.

Other formats of this document are available on request. Please send your request to [england.wres@nhs.net](mailto:england.wres@nhs.net)

## The NHS Workforce Race Equality Standard Indicators

### Introduction

The WRES will, for the first time, require organisations employing almost all of the 1.4 million NHS workforce, to demonstrate progress against a number of indicators of workforce equality, including a specific indicator to address the low levels of Black and Minority Ethnic (BME) Board representation.

### The metrics

There are nine WRES indicators. Four of the indicators focus on workforce data, four are based on data from the national NHS Staff Survey questions, and one indicator focuses upon BME representation on Boards. The WRES highlights any differences between the experience and treatment of White staff and BME staff in the NHS with a view to closing those gaps through the development and implementation of action plans focused upon continuous improvement over time.

As a whole, the WRES Indicators have been chosen to be as simple and straightforward as possible and are based on existing data sources (Electronic Staff Records; NHS Staff Survey or local equivalent) and analysis requirements which good performing NHS organisations are already undertaking. The development of the nine WRES indicators owes a great deal to consultation with and contributions from the NHS and key stakeholders.

Organisations should refer to the 2016 WRES Technical Guidance for detailed information and advice regarding the implementation of the WRES Indicators. The Guidance can be found at; <https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/>

## The NHS Workforce Race Equality Standard Indicators (April 2016)

	<p><b>Workforce indicators</b></p> <p>For each of these four workforce indicators, <u>compare the data for White and BME staff</u></p>
1.	<p>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</p> <p>Note: Organisations should undertake this calculation separately for non-clinical and for clinical staff</p>
2.	<p>Relative likelihood of staff being appointed from shortlisting across all posts</p>
3.	<p>Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation</p> <p>Note: This indicator will be based on data from a two year rolling average of the current year and the previous year</p>
4.	<p>Relative likelihood of staff accessing non-mandatory training and CPD</p>
	<p><b>National NHS Staff Survey indicators (or equivalent)</b></p> <p>For each of the four staff survey indicators, <u>compare the outcomes of the responses for White and BME staff</u></p>
5.	<p>KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months</p>
6.	<p>KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months</p>
7.	<p>KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion</p>
8.	<p>Q217. In the last 12 months have you personally experienced discrimination at work from any of the following?</p> <p>b) Manager/team leader or other colleagues</p>
	<p><b>Board representation indicator</b></p> <p>For this indicator, <u>compare the difference for White and BME staff</u></p>
9.	<p>Percentage difference between the organisations' Board voting membership and its overall workforce</p> <p>Note: Only voting members of the Board should be included when considering this indicator</p>