

# Report to the Meeting of the

# Oxford Health NHS Foundation Trust

**BOD 67/2021**

(Agenda item: 14)

# Board of Directors

**29 September 2021**

**Equality, Diversity and Inclusion**

**For: Approval**

**Executive Summary**

The purpose of this statement is to report on our annual submission of the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) as required by the NHS Standard Contract.

The Board is asked to note and discuss the contents of this Combined WRES and WDES Report and its findings and approve the WRES and WDES Action Plans.

**Governance Route/Escalation Process**

This Combined WRES and WDES Report is to be presented to the People, Leadership and Culture Committee on 21st October 2021, and then to the EDI Steering Group.

The WRES Report will be presented and discussed at the Race Equality Staff Network meeting on 7th October 2021.

The WDES Report will be presented and discussed at the Disability Equality Staff Network meeting also on 7th October 2021.

**Statutory or Regulatory Responsibilities**

The Board is asked to receive this report as a statement of assurance and compliance with responsibilities to publish the WRES and WDES in line with our contractual reporting requirements under the NHS Standard Contract.

**Recommendation**

The Board is asked to:

* Confirm assurance and compliance with respect to the contents of the Combined WRES and WDES Report
* Discuss the findings of the report
* Approve the respective WRES and WDES Action Plans

**Author and Title:** Mo Patel, Head of Inclusion

**Lead Executive Director:** Mark Warner, HR Director

*A risk assessment has been undertaken around the legal issues that this report presents and there are no issues that need to be referred to the Trust Solicitors.*

***Strategic Objectives/Priorities*** *– This report relates to and provides assurance and evidence against the following Strategic Objective(s)/Priority(ies) of the Trust:*

*2) People - Be a great place to work*

**Combined WRES and WDES Report**

**SITUATION**

This report provides comparative data and analysis for the WRES’ nine indicators and the WDES’ ten indicators for years 2019/20 and 2020/21 to aid trend study.

The report is being presented to invite the Board to consider the content, confirm assurance, comment on the findings of the Combined WRES and WDES Report and approve the respective Action Plans.

**BACKGROUND**

The NHS People Plan identifies ‘belonging in the NHS’ as one of its four pillars and firmly places equality, diversity and inclusion at the heart of this aspiration and expectation.

Reducing and eliminating the inequalities and discrimination that staff experience because of their ethnic background or disability will unequivocally serve to give voice to our anthemic call : ‘We all belong to the NHS and the NHS belongs to us all.’

Two key instruments in helping us to achieve this objective are the WRES and WDES.

**Workforce Race Equality Standard (WRES)**

Since July 2015, NHS trusts have been required to produce and publish their WRES data on an annual basis.

The main purpose of the WRES is:

* to help NHS organisations review their data against the 9 WRES indicators
* to produce action plans to close the gaps in workplace experience, treatment and opportunities between white and Black and Ethnic Minority (BME) staff, and,
* to improve BME representation at the Board level of the organisation.

**Workforce Disability Equality Standard (WDES)**

The WDES follows the WRES as a tool and an enabler of positive change and

is designed to improve workplace experience and career opportunities for disabled people working or seeking employment in the NHS.

The WDES was introduced in April 2019 and requires trusts to produce and publish their data on an annual basis.

The main purpose of the WDES is:

* to help NHS organisations review their performance against the 10 WDES indicators
* to produce action plans to close the gaps in workplace experience, treatment and opportunities between disabled staff and non-disabled staff
* to encourage improvement in the representation of disabled staff at Board level of the organisation.

Both the WRES and WDES are being implemented as the most effective means of helping NHS organisations to improve their performance on workforce race and disability equality.

**ASSESSMENT**

The report highlights notable improvements and new trends for certain indicators for both the WRES and the WDES, as well as identifying areas of concerns that may require further investigation, targeted interventions, and broader ICS level collaboration in order to alleviate negative stubborn or stagnant trends associated with some of the WRES and WDES indicators.

**RECOMMENDATION**

The Board is asked to confirm assurance of the content and findings of the Combined WRES and WDES Report and clear for publication, approve the respective action plans, welcome the improvements, and continue to support EDI in word and deed to enhance the Trust’s reputation as a fair and inclusive employer and care provider.