

Submission in writing to the Sheffield REC from:

Nick Parker, Executive Director of People and OD, Sheffield Children's NHS FT.

All the information in this submission is in the public domain and can be accessed via the Trust website.

Reason for submission: to demonstrate commitment to the work across Sheffield to improve race equality outcomes; and to share data and actions from the Trust.

Information on the Workforce Race Equality Standard

The workforce race equality standard (WRES) is a national NHS indicator that identifies areas for development and improvement in the working lives of Black Asian and Minority Ethnic (BAME) colleagues. The annual data set takes information from the Electronic Staff Record and from the latest NHS staff survey, drawing on likelihood of promotion, representation of BAME colleagues in the Trust and perception of BAME colleagues drawn from national staff survey responses. The indicators are submitted centrally to the NHS for benchmarking and national actions, and are for use locally to improve perception, experience and action. A WRES action plan accompanies this data set.

Implementing the Workforce Race Equality Standard (WRES) is a requirement for NHS commissioners and NHS healthcare providers including independent organisations, and is mandated through the NHS Standard contract. It is important because studies show that a motivated, included and valued workforce helps deliver high quality patient care, increased patient satisfaction and better patient safety. Our Trust is expected to show progress against a number of indicators of workforce equality, including a specific indicator to address the numbers of BAME board members in the Trust.

WRES outcomes 2019

Key points to note from Trust data are:

- BAME colleagues less likely to be appointed after shortlisting than white colleagues. (0.6 to 1)
- BAME colleagues more likely to enter the disciplinary process than white colleagues. Our case numbers are low such that statistical representation can be misleading; however, further analysis of reasons behind these cases is required.
- BAME and white colleagues have equal access to training and CPD opportunities.
- Board representation remains the same at the time the data was captured. The Board currently has no BAME representation, but action is underway to address this
- BAME colleagues reporting higher level of bullying, harassment or abuse from public/visitors compared to white colleagues, though this is improving.
- BAME colleagues report a higher level of bullying, harassment or abuse from colleagues compared to white colleagues.
- BAME colleagues report being less satisfied that there are equal opportunities for career progression compared with white colleagues.

The Trust is working with its BAME and Allies Network to develop actions to address the issues in the WRES and will be updating the WRES action plan enclosed by end of October 2020.

Nick Parker

18/9/20