



# **Workforce Race Equality Standard (WRES) Update**

**July 2015**

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The National Health Service Commissioning Board was established on 1 October 2012 as an executive non-departmental public body. Since 1 April 2013, the National Health Service Commissioning Board has used the name NHS England for operational purposes.

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## Contents

Contents .....	3
Workforce Race Equality Standard (WRES) Update .....	4
1 Preparing for the July 1 <sup>st</sup> baseline audit of provider data .....	4
2 WRES Reporting template .....	4
3 Sharing good practice and developing a repository. ....	4
4 WRES Strategic Advisory Group .....	4
5 Benchmarking .....	5
6 WRES Implementation Team Directors appointed .....	5
7 Further information .....	5

## **Workforce Race Equality Standard (WRES) Update**

**July 2015**

During the last nine months a substantial amount of work has been undertaken to ensure that support and guidance on implementing the WRES is made available to the NHS. This support includes the WRES Technical Guidance, FAQs and other WRES materials available on the WRES webpage. The first milestone for NHS provider organisations implementing the WRES is approaching.

### **1 Preparing for the July 1<sup>st</sup> baseline audit of provider data**

Since the roll-out of the WRES and its inclusion in the NHS standard contract from 1<sup>st</sup> April 2015, most providers of NHS services have been collecting and analysing their workforce data. The provider organisations will publish their data on line on 1<sup>st</sup> July including identification of issues to be addressed and appropriate actions. CCGs and national bodies, such as NHS England, the CQC, Monitor, the Trust Development Authority, NHS Leadership Academy, Health Education England, Public Health England, are members of the Equality and Diversity Council and will also have due regard to implementing the WRES themselves.

### **2 WRES Reporting template**

Following a series of WRES workshops that have been delivered across the country, a standard reporting template has been developed and from 28<sup>th</sup> May has been available on line. Although organisations are not required to use this template, they will be required to report the outcomes of their WRES implementation that focuses on all necessary fields and will enable organisations to compare themselves to other similar organisations.

<http://www.england.nhs.uk/wp-content/uploads/2015/05/wres-reporting-template-2015.pdf>

### **3 Sharing good practice and developing a repository.**

Evidence of best practice with regards to WRES implementation and outcomes is beginning to be collected centrally; a national repository of good practice will be developed in due course. A good practice template has been developed with the intention of assisting NHS organisations to access and share best practice - this will be available from July 2015

### **4 WRES Strategic Advisory Group**

The WRES Strategic Advisory Group met on 17 June. In addition to a normal agenda the Group heard a presentation by Professor David R. Williams (Professor of Public Health, Harvard University), a leading American expert on health and race equality.

Members of the Group joined the NHS Windrush Day Celebrations event at St Thomas' Hospital, London, that afternoon.

## 5 Benchmarking

The Kings Fund has been undertaking a feasibility study around the use of the WRES metrics. It will report in July and the report will be published widely in September.

## 6 WRES Implementation Team Directors appointed

Yvonne Coghill and Roger Kline have been appointed as Directors of the Workforce Race Equality Standard implementation team. Further posts in this team will be advertised in the near future. <http://www.england.nhs.uk/2015/07/15/new-appointments-to-tackle-race-equality-across-the-nhs/>

## 7 Further information

If you have queries regarding the WRES please check the WRES web page at: <http://www.england.nhs.uk/ourwork/gov/equality-hub/equality-standard/> or email us on: [england.wres@nhs.net](mailto:england.wres@nhs.net)