Workforce Race Equality Standard (WRES): The 9 Indicators

NHS

- **Indicator 1** Percentage of Ethnic Minority staff in each of the Agenda for Change bands 1-9, medical & dental subgroups and very senior managers (VSM), including executive board members compared with the percentage of staff in the overall workforce.
- **Indicator 2** Relative likelihood of Ethnic Minority staff being appointed from shortlisting across all posts
- **Indicator 3** Relative likelihood of Ethnic Minority staff entering the formal disciplinary process, compared to that of white staff
- **Indicator 4** Relative likelihood of white staff accessing non mandatory training and Continuous Professional Development (CPD) as compared to Ethnic Minority staff
- **Indicator 5** Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months
- **Indicator 6** Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months
- **Indicator 7** Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion
- **Indicator 8** In the last 12 months have you personally experienced discrimination at work from any of the following? Manager, team leader or other colleague
- **Indicator 9** Percentage difference between the organisations' board voting membership and its overall workforce

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Action Plan

Area and Objective	Action	Indicator	Lead	Outcome and impact
Inclusive Culture	Reverse Mentoring Appointment of FTSU champions Promotion of Developing Aspirant Ethnic Minority Nursing and Midwifery Leadership Programme	6 9	EDI Team	➤ Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occur ➤ improvement in staff survey results
Belonging	Staff Network Groups Culture/compassionate training Global majority staff listening events	4	EDI team Staff Network Groups	➤ Improvement in access to CPD and non-mandatory training: collect demographic data on applicants
Eliminating Discrimination	Implement Anti Racist Strategy Zero tolerance posters Ethnicity pay gap	8	EDI team	➤ Create zero tolerance through an Anti-Racism statement and guidance ➤ EDI Objectives for board members set by the Chair as part of the annual appraisal process
Diverse Workforce	Recruitment open days/interviews Equal opportunities for career progression	7	Recruitment team EDI team	➤ Undertake a review of talent management programmes and identify opportunities to support the development of ethnic minority leaders of the future

Key links/references

- NHSE EDI Improvement Plan [NHS England » NHS equality, diversity, and inclusion improvement plan](#)

- BRAP Too Hot to Handle report https://www.brap.org.uk/post/toohottohandle

- NHS Long Term Workforce Plan https://www.england.nhs.uk/publication/nhs-long-term-workforce-plan/

- WRES Data Analysis report 2023 https://www.england.nhs.uk/publication/nhs-workforce-race-equality-standard-2023-data-analysis-report-for-nhs-trusts/

- National Staff Survey 2023 https://www.nhsstaffsurveys.com/results/national-results/

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