

WRES ACTION
PLAN-
Herefordshire
CCG

September 2019-
2020

WRES Indicator	Herefordshire CCG data/metrics %	Recommended actions	Responsible Officer	Target completion date
<p>1. 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. Organisations should undertake this calculation separately for non-clinical and for clinical staff</p>		<ul style="list-style-type: none"> One of the EDS outcomes for goal three is about ensuring "Fair NHS recruitment and selection processes lead to a more representative workforce at all levels". CCG to cascade positive action brief across the CCG 	<p>Head of HR and OD/ supported by CSU Equality and Inclusion Business Partner</p>	<p>March 2020</p>
		<ul style="list-style-type: none"> CCG to consider including extract in Job adverts at , Band2, 4, Band 5, 7 Band 8A 8C,8D and VSM to encourage applications for underrepresented groups. 	<p>Head of HR and OD/ supported by CSU Equality and Inclusion Business Partner</p>	<p>March 2020</p>
		<ul style="list-style-type: none"> CCG to consider promoting itself as an employer of choice by engaging with BME third sector organisations to promote vacancies particularly at senior levels 	<p>Head of HR and OD/ supported by CSU Equality and Inclusion Business Partner</p>	<p>March 2020</p>
			<p>Head of HR and OD/ supported by CSU Equality and Inclusion Business Partner</p>	<p>March 2020</p>

<p>2. Relative likelihood of staff being appointed from shortlisting across all posts</p>	<p>White staff= 17.94% BME staff= 0 – Not Calculable as denominator is Zero – no BME appointees in 2018-19</p>	<ul style="list-style-type: none"> The CCG will be supported to ensure that a data cleanse exercise is carried out in order to gather undisclosed ethnicity data. Target is 100% returns E&I Business partner to develop “ Accessing Equality Monitoring on ESR (Electronic Staff Records)” briefing Positive action briefing developed and cascaded to recruitment managers Accountable Officer stand up session: Senior HR Business Partner to inform staff of importance of disclosing ethnicity data <p>CCG to consider adding information to recruitment documentation to encourage applicants from underrepresented groups to apply and disclose their equality data in confidence.</p>	<p>E&I Business partner & Senior HR Business Partner</p> <p>E&I Business partner</p> <p>Senior HR Business Partner for CSU/E&I Partner</p> <p>Senior HR Business Partner</p> <p>Senior HR Business Partner</p>	<p>December 2019</p> <p>December 2019</p> <p>December 2019</p>
<p>3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary</p>	<p>Data not available</p>	<ul style="list-style-type: none"> CCG to report on formal disciplinary cases as and when they arise (This will be entirely dependent on the number of cases each year) Due to small 	<p>Senior HR Business Partner</p>	<p>Ongoing</p>

investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year		numbers it is highly unlikely that this data will be published due to data protection issues.		
4. Relative likelihood of staff accessing non-mandatory training and CPD.	Data not available	<ul style="list-style-type: none"> It is important to improve the reliability of non-mandatory training data to obtain a clearer picture of staff access to training. The CCG will be supported to capture this data for 2020 and ensure that this information can be reported by ethnicity for the purpose of the WRES report 	Head of HR Engagement and OD	Ongoing in 2020
5. KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Data not available	<ul style="list-style-type: none"> Collect staff survey data for BAME groups and ensure action plans put in place are inclusive of all groups 	Head of Communications Engagement and OD	March 2020
6. KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	Data not available	Collect staff survey data for BAME groups and ensure action plans put in place are inclusive of all groups	Head of Communications Engagement and OD	March 2020
7. KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	Data not available	Collect staff survey data for BAME groups and ensure action plans put in place are inclusive of all groups	Head of Communications, Engagement and OD	March 2020
8. Q17. In the last 12 months have you personally	Data not available	Collect staff survey data for BAME groups and ensure action plans put in place are inclusive of	Head of Communications,	March 2020

experienced discrimination at work from any of the following) Manager/team leader or other colleagues		all groups	Engagement and OD	
9. Percentage difference between the organisations' Board voting membership and its overall workforce	<p>Percentage difference between Board Executive and its overall workforce for each category:</p> <p>BME: -2.96%</p> <p>White: 7.53%</p>	CCG to look towards attracting and encouraging BME voting membership representation by working closely with the HR lead.	Head of Communications, Engagement and OD Senior HR Business Partner for CSU	March 2020

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