**NHS Workforce Equality Standards**

The NHS Workforce Disability Equality Standard (WDES) and the NHS Workforce Race Equality Standard (WRES) are designed to improve workplace experience and career opportunities for disabled people and for Black, Asian and Minority Ethnic (BME / BAME) people respectively working for or seeking employment within the NHS. The WDES follows the WRES as a tool and an enabler of change.

The Workforce Equality Standards are a series of evidence-based Indicators (Race) and Metrics (Disability) that will provide NHS organisations with a snapshot of the experiences of their disabled staff and BME staff in key areas. By providing comparative data between disabled and non-disabled staff and between BME and White staff, this information can be used to understand where key differences lie and will provide the basis for the development of action plans, enabling the organisation to track progress on a year by year basis.

In order to comply with the requirements of the Workforce Equality Standards, NHS organisations are expected to develop an action plan with measures and practices that positively support disability equality in the workplace. The expectation is that Trusts will work with the relevant affected staff groups and communities to co-produce appropriate actions to help improve disability equality and stakeholder involvement and engagement is central to this.

We believe that by implementing the actions outlined in the WDES and WRES action plans we will ensure MKUH is positioned to improve the experiences of disabled and BME staff within the organisation and enable the Trust to comply with NHS WDES Metrics and WRES Indicators and support our legal compliance.

Our Workforce Board will provide leadership and assurance to the Workforce & Development Assurance Committee on a quarterly basis of the progress being made with the action plans.

NHS England have mandated that WDES and WRES action plans be ratified by the Trust Board and be published by 30 October 2020.

**Workforce Race Equality Standard WRES**

The WRES enables organisations to assess whether their workforce reflects the diversity of the populations they serve in terms of race equality.

The WRES Action Plan 2020 provides the Trust with assurance of compliance with the mandatory WRES reporting regulations set out by NHS England.

We have now developed our WRES Action Plan as required by NHS England to drive our performance forward. The MKUH BAME Staff Network have been consulted with and endorsed the associated action plan below. The Workforce & Development Assurance Committee have endorsed and ratified the action plan on behalf of the Trust Board.

The plan sets out the key actions to be taken by the Trust to address the gaps in experience between Black, Asian and Minority Ethnic (BAME) staff in comparison to White staff based on our WRES data submission. This action plan details how MKUH will achieve an improvement on the experiences of BAME staff working co-productively with our MKUH BAME Staff Network to become an anti-racist organisation.

Our WRES Report 2019-2020 and Action Plan may be found **here**:



**Workforce Disability Equality Standard (WDES)**

The WDES enables organisations to assess whether their workforce reflects the diversity of the populations they serve in terms of disability equality.

The WDES Action Plan 2020 provides the Trust with assurance of compliance with the mandatory WDES reporting regulations set out by NHS England.

We have now developed our WDES Action Plan as required by NHS England to drive our performance forward. The MKUH Disability Staff Network have been consulted and endorsed the associated action plan below. The Workforce & Development Assurance Committee have endorsed and ratified the action plan on behalf of the Trust Board.

Our WDES Report 2019-2020 and Action Plan may be found **here**:



**Disability Confident Employer**

We have signed up to be a Disability Confident Employer to support our disability equality ambitions and have committed to the following:

* Actively attracting and recruiting disabled people to help fill our opportunities
* Providing a fully inclusive and accessible recruitment process
* Offering an interview to disabled people who meet the minimum criteria for the job
* Being flexible when assessing people so disabled job applicants have the best opportunity to demonstrate that they can do the job
* Proactively offer and make reasonable adjustments as required

You may find out more about Disability Confident by visiting Gov.UK at:

<https://www.gov.uk/government/publications/disability-confident-guidance-for-levels-1-2-and-3/level-2-disability-confident-employer>

For further information please contact:

* **Judith Glashen**, Head of Equality Diversity and Inclusion
* **Paul Sukhu**, Deputy Director of Workforce
* **ED&I** [**equality-diversity&inclusion@mkuh.nhs.uk**](mailto:equality-diversity&inclusion@mkuh.nhs.uk)