

# WORKFORCE RACE EQUALITY STANDARD (WRES) 2022 Report

Implementing the Workforce Race Equality Standard (WRES) is a requirement for NHS commissioners and NHS healthcare providers including independent organisations, through the NHS standard contract.

The NHS Equality and Diversity Council announced on 31 July 2014 that it had agreed action to ensure employees from black and minority ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

This is important because studies shows that a motivated, included and valued workforce helps deliver high quality patient care, increased patient satisfaction and better patient safety.

In April 2015, after engaging and consulting with key stakeholders including other NHS organisations across England, the WRES was mandated through the NHS standard contract, starting in 2015/16.

From 2017, independent healthcare providers were also required to publish their WRES data. Compton Care has since provided information relating to WRES to the NHS apart from 2020/21 when COVID impacted on all healthcare services and no report was required.

WRES was designed to deliver tangible and lasting improvements in race inclusion. NHS providers are expected to show progress against a number of indicators of workforce equality. The WRES is intended to provide a platform and direction to encourage and help NHS organisations to:

- Reduce the differences in the treatment and experience between BAME and white staff.
- Compare not only their progress in reducing the gaps in treatment and experience but to make comparisons with similar organisations about the overall level of such progress over time
- Identify and take necessary remedial action on the causes of ethnic disparities in the metric outcomes. As part of our NHS Standard Contract, we are required to publish our data and action plan on our website.

**Period from which the workforce data was taken to compile this report:  
1st July 2021 to 30th June 2022**

# Percentage BME in overall workforce

Total Workforce	Total BME	Total BME %	Total White	Total White %	Total Unknown	Total Unknown %
363	27	7.44%	236	65.01%	100	27.55%

## Data for previous year:

Our last report was submitted in 2019, Compton recorded a total workforce of 356, with 19 BME staff recorded at 5.34%. 284 staff self-reporting their ethnicity as white were 79.77% and 53 individuals or 14.89% of the workforce either not declared or opting to not to share their personal information with us.

The implications of the data and any additional background explanatory action taken and planned

We will continue to educate staff in the importance of sharing equal ops data and will utilise the new HRIS system and employee self-service to encourage staff to update their data.

We are currently reviewing and updating our recruitment and selection policy and will be providing further training to all managers on recruitment practices ensuring all managers with responsibility for recruitment will undertake unconscious bias training. Our recruitment process is transparent, and all vacancies will have full job descriptions with competency based documented interview templates completed and scored.

We are using recruitment events both on and off site to engage with the wider local community.

As part of our education provision as an organisation we are supportive of work placement students from universities which we will encourage to allow them to see if they would be potential candidates for future roles.

We have employed an Early Careers pathways Coordinator whose role is to work with local school partnerships and reach out into our local community to help them understand our roles. In addition, we are also working with local colleges around placements in social care and other related subjects.

We will review our appraisal form to ensure it is fit for purpose and ensure both managers and staff understand their responsibility to development skills either individually or within their teams and that it is equitable to all and will develop through the use of our new HR system develop a robust competency framework for monitoring staff performance and development.