

Shropshire CCG and Telford and Wrekin CCG – WRES Action Plan 2021/22

WRES Indicator	Metrics	Recommended Actions	Responsible Officer	Target Completion date
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	TWCCG 10.35% BME as compared to 87.93% White SCCG 2.48% BME as compared to 93.79%	Explore with HR, Engagement and STW ICS BAME Network colleagues how links to our recruitment on NHS Jobs could be shared with local BME networks to widen knowledge of and opportunity to apply for vacancies advertised on NHS Jobs.	A Smith/ L Kelly/ S Smith	31 March 2022
2. Relative likelihood of staff being appointed from shortlisting across all posts	TWCCG 18.18% BME as compared to 31.71% White SCCG 9.09% BME as compared to 26.32% White	Work with HR colleagues to ensure there is robust recruitment training provided to recruitment managers that addressing unconscious bias and focusses on values based recruitment. As part of refreshing the CCGs recruitment policy, there will also be a requirement to ensure that panel interviews and stakeholder panels for senior appointments are as diverse as possible	A Smith/ L Kelly	31 March 2022
3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year	TWCCG 0% BME as compared to 0% White SCCG 0% BME as compared to 0% White			
4. Relative likelihood of staff accessing non-mandatory training and CPD.	Information not available	Explore with HR how line managers could utilise the Easy HR system to record non mandatory training for staff	A Smith/ L Kelly	31 March 2022

5. KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Information not available	Adopt the NHS Staff survey or alternatively ensure that future staff Health and Wellbeing surveys include these questions.	A Smith/ L Kelly	31 March 2022
6. KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	Information not available			
7. KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	Information not available			
8. Q17. In the last 12 months have you personally experienced discrimination at work from any of the following) Manager/team leader or other colleagues	Information not available			
9. Percentage difference between the organisations' Board voting membership and its overall workforce	TWCCG -5.6% difference between BME Board voting and overall BME workforce. SCCG 2.3% difference between BME Board voting and overall BME workforce.	The CCGs will continue to advertise Board positions and invite applications from different communities as vacancies arise, although this will be limited due to the likely dissolution of the CCG in March 2022.	A Smith/ L Kelly	31 March 2022