**Shropshire CCG and Telford and Wrekin CCG – WRES Action Plan 2020/21**

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| 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  | TWCCG9.83% BME as compared to 85.25% WhiteSCCG2.04% BME as compared to 93.87% | Explore with HR, Engagement and STW STP BAME Network colleagues how links to our recruitment on NHS Jobs could be shared with local BME networks | A Smith/ L Kelly/ S Smith | 30th June 2021 |
| 2. Relative likelihood of staff being appointed from shortlisting across all posts | TWCCG5.00% BME as compared to 25.00% WhiteSCCG33.33% BME as compared to 0.54% White | As part of OD support to become a single strategic commissioner 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. | A Smith/ L Kelly | 30th June 2021 |
| 3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinaryinvestigation. This indicator will be based on data from a two year rolling average of the current year and the previous year | TWCCG0% BME as compared to 0% WhiteSCCG0% BME as compared to 0.54% 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 | 30th June 2021 |
| 5. KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months | Information not available | As part of the work to become a single Strategic commissioner adopt the NHS Staff survey | A Smith/ L Kelly | 30th June 2020 |
| 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-3.2% difference between BME Board voting and overall BME workforce.SCCG2.3% 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. | A Smith/ L Kelly | 30th June 2021 |