

EXECUTIVE SUMMARY**REPORT TO THE BOARD OF DIRECTORS****HELD ON 21ST SEPTEMBER 2016**

Subject	Workforce Race Equality Standard 2016
Supporting TEG Member	Mark Gwilliam Director of HR and OD
Author	Debbie Padwick Head of HR Services
Status¹	D

PURPOSE OF THE REPORT

- 1.To table the 2016 summary WRES data
- 2.To discuss and agree key actions to be developed within the Trust to address areas of perceived imbalance between staff groups relating to recruitment, disciplinary action, access to training, staff engagement and role models within STH.

Please note the WRES is listed in the prescribed format and must be published on the Trusts website to together with a defined action plan by 1.8.2016.

KEY POINTS

Yvonne Coghill, Director of WRES implementation will attend the Board to talk about developing a Workforce Race Equality Strategy and action plan for implementation including getting Board engagement..

The submitted paper also provides recommendations regarding a pathway for developing the BME diversity agenda within the next 3 years.

IMPLICATIONS²

AIM OF THE STHFT CORPORATE STRATEGY 2012-2017		TICK AS APPROPRIATE
1	Deliver the Best Clinical Outcomes	
2	Provide Patient Centred Services	
3	Employ Caring and Cared for Staff	
4	Spend Public Money Wisely	
5	Deliver Excellent Research, Education & Innovation	

RECOMMENDATIONS

To discuss and agree key action points which will be subsequently written into detailed action plan with targets and identified key milestones.

APPROVAL PROCESS

Meeting	Date	Approved Y/N
TEG	6/7/2016	

¹ Status: A = Approval
A* = Approval & Requiring Board Approval
D = Debate
N = Note

² Against the five aims of the STHFT Corporate Strategy 2012-2017