

Appendix 1

NHS Wolverhampton CCG commitment to the Workforce Race Equality Standard (WRES)

April 2015 NHS England mandated WRES for all NHS commissioners and their larger provider partner organisations where the combined contract value exceeds £200K per annum.

Since April 2015 NHS Wolverhampton CCG (WCCG) has remained committed to the requirements and principles of WRES. As an employer WCCG employs 100 members of staff, and due to the small number, a detailed breakdown of the staff profile by protected characteristic would reveal identifiable data, which is a breach of data protection legislation, which protects the privacy of employees.

As part of meeting our legal duties the CCG believes that equality is about creating a fairer society and diversity is about recognising and valuing difference in its broadest sense, and as part of our commitment to having due regard to the WRES, we believe that the CCG workforce is pivotal in implementing and delivering change both as an employer and commissioner.

All workforce policies have been developed, implemented and reviewed in line with equality legislation requirements and as a commissioner we believe that equality and diversity should include addressing health inequalities as well as being embedded into all commissioning activity. Here at WCCG equality and diversity are central to commissioning plans.

Also as commissioner we need to gain assurance that our large providers are committed to achieving the requirements of WRES. To achieve this we will carry out a comprehensive review of both templates and action plans submitted with a view to providing feedback where appropriate.

An action plan based on the findings from the WRES template for the WCCG will be published shortly.