

NHS Warrington Clinical Commissioning Groups (CCGs) - Workforce Race Equality Standard Action Plan 2019 / 2020

Action	Timescale	Responsible person / team	Outcome
<p>1. Data regarding shortlisting and appointing BME candidates at interview stage will continue to be monitored by data collated by the Human Resources Team, NHS Midlands and Lancashire Commissioning Support Unit on behalf of the CCG.</p>	<p>Data to be provided annually in May</p> <p>Monitor progress against WRES Indicator 2 annually</p> <p>Data will be based on each financial year and data will be required by percentages and by headcount for the submission to the Strategic Data Collection Service (SDCS).</p>	<p>CSU Human Resources Team/CSU Equality and Inclusion Business Partner.</p>	<p>Data to be improved for BME candidates for shortlisting and appointments across AfC Bands</p>
<p>2. Recruitment practices – promote unconscious bias training – available free from NHS Health Education England: https://lms.leadershipnhs.uk/login?redirect=/profile</p>	<p>Ongoing 2019/20</p>	<p>CSU Human Resources and Recruiting managers</p>	<p>All recruitment managers to undertake training to ensure that recruitment is fair</p>



3. Consideration to develop one WRES report for Warrington CCG and Halton CCG as the CCGs work collaboratively	Spring 2020	E&I lead and CSU Equality and Inclusion Business Partner	This will support the CCGs in declaring data that is lower than 10 members of staff
4. CCG to review staff survey questions in light of WRES report data. This should be considered in order for the survey to align with the WRES template.	2020	OD Lead	Reporting WRES outcomes for 2020/21

JM/KH 07/08/2019