

NHS Workforce Race Equality Standard (WRES)

Contents

- Our work [1]
- Online learning [2]
- Health careers [3]
- News, blogs and events [4]
- About [5]
- Covid-19 [6]



The WRES requires NHS provider organisations to self-assess against nine indicators of staff experience and opportunities in the workplace. Four of the WRES indicators relate specifically to workforce data; four are based on data from the national NHS Staff Survey questions (or equivalent staff survey questions), and one considers BME representation on the Board of Directors.

Implementing the WRES is a requirement for NHS commissioners and NHS healthcare providers including independent organisations, through the NHS standard contract [7]. In 2014 the NHS Equality and Diversity Council [8] announced that it had agreed action to ensure employees from black and minority ethnic (BAME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

This is important because studies shows that a motivated, included, and valued workforce helps deliver high quality patient care, increased patient satisfaction and better patient safety.

When introducing a new role, it is important to consider all members of the community will need to be consulted and included. This can be supported by:

- Mapping the role planning to the WRES data and its recommendations [9]
- Ensuring all the processes have an Equality Impact Assessment [10]
- Ensuring patient and clinical representation from all members of the community

[Return to the top of the page.](#)

Source URL (modified on 09/04/2021 - 13:13): <https://www.hee.nhs.uk/our-work/workforce-transformation/spread-adoption/hee-roles-explorer/getting-started-roles-explorer/nhs-workforce-race-equality-standard-wres>

Links

[1] <https://www.hee.nhs.uk/our-work>

[2] <https://www.e-lfh.org.uk/>

[3] <https://www.healthcareers.nhs.uk/>

[4] <https://www.hee.nhs.uk/news-blogs-events>

[5] <https://www.hee.nhs.uk/about>

[6] <https://www.hee.nhs.uk/covid-19>

[7] <https://www.england.nhs.uk/nhs-standard-contract/>

[8] <https://www.england.nhs.uk/about/gov/equality-hub/edc/>

[9] <https://www.england.nhs.uk/about/equality/equality-hub/equality-standard/>

[10] <https://www.england.nhs.uk/wp-content/uploads/2021/03/1738-EHIA-FINAL.pdf>