

BMI Healthcare WRES Action Plan

Name of company	BMI Healthcare Ltd.	Main Address	BMI Healthcare House, 3 Paris Garden, London, SE1 8ND
BMI Healthcare Board Lead from WRES	Robin Copeland - National Director of People, Performance & Quality	Date completed/signed off by People & Performance Committee	30 March 2017

Background

WRES reporting is a requirement under the NHS Standard Acute Contract. Reporting will be required by CCGs and will be reviewed through CQC inspections processes.

BMI current state

Ethnicity is a data item that is requested but not mandated from individuals through the recruitment and onboarding process. Whilst requested when applying for a position with BMI, this information is not available to the recruiting manager and is captured within the talent management system and visible to system administrators only for reporting purposes.

Ethnicity information provided is recorded in the central HRIS, iTrent, and like all other personal information has appropriate controls in place to ensure information privacy requirements are met. Reports from the system indicate that the data collection is limited, this will be due to individuals choosing not to provide this item of information during the information gathering process associated with commencement of employment. Provision of this personal information is an individual choice and is not mandatory at any stage during employment.

Information about ethnicity is stored in the HRIS and does not interface with other third party systems that capture information relating to grievances and disciplinaries.

BMI has been working with the NHS England WRES Team (alongside two other independent sector providers) to ensure that the reporting requirements can be met whilst taking into consideration the differing information gathering systems and processes that exist. The first iteration of a WRES reporting template developed by the NHS England WRES Implementation Team specifically to enable Independent sector organisations to report on their WRES data on an annual basis to NHS England was provided on 23 March 2017. The pilot of this template will end on 14 April 2017 with feedback to be provided to the AIHO/NHSPN HR Directors Forum on 26 April 2017.

Links to

Insert link to BMI Healthcare WRES report

	Area		Actions	Responsibility	Timeframe
1	System requirements	A	Identify specifically which systems capture which data items	Engagement	Complete
		B	Identify if any further data fields are required in systems to meet reporting requirements	Engagement	Awaiting finalisation of independent sector pilot (April 17)
2	Training	A	Review the training currently provided for all staff on Equality and Diversity and assess against WRES principles	People Development	Sep 2017
		B	Ensure WRES principles are included in Recruitment and Selection training	Recruitment & People Development	Sep 2017
3	Recruitment process	A	Review recruitment processes to ensure that WRES principles are inbuilt	Recruitment	Sep 2017
4	Data quality	A	Assess completeness of data	Engagement	Awaiting finalisation of independent sector pilot (April 17)
		B	Develop appropriate strategy to refresh and update data collection	Operational HR	Complete
5	Data availability	A	Reporting on likelihood of BME staff being appointed at recruitment	Operational HR	Commence baseline Year Jan 2017
		B	Reporting on relative likelihood of BME staff entering formal disciplinary process	Operational HR	Commence baseline Year Jan 2017
		C	Reporting on likelihood of BME staff completing non-mandatory training compared to white staff	People Development	Commence baseline Year Jan 2017
6	Policies	A	Ensure WRES reporting requirements are incorporated into appropriate policies.	Operational HR	Awaiting finalisation of independent sector pilot (April 17)
7	Alignment to NHS WRES initiatives	A	Working with NHS WRES team to assist them in scoping the support and tools for WRES implementation within the Independent Providers	Engagement & Operational HR	From Feb 2016 & ongoing