






Workforce Race Equality Standard (WRES) Report 2021

Agenda item:					
Presented by:	Padraig Brady				
Prepared by:	Nathaniel Williams				
Date prepared:	27 August 2021				
Subject / title:	Workforce Race Equality Standard (WRES) 2021				
Purpose:	Approval		Decision	Information	Assurance
Key issues:	<ul style="list-style-type: none"> The overall number of BAME staff employed by the Trust has increased since the previous reporting period BAME staff are less likely to access CPD funded courses for career development compared to non-BAME colleagues The proportion of BAME staff in senior management roles is lower compared to other colleagues The proportion of BAME staff representing Board and EMT has increased since the last reporting period but is lower than the overall trust percentage of employed BAME staff 				
Recommendation:	BAME staff network recommendation and action plans for 2021-2022 are detailed in the body of the document				
Trust strategic objectives: please indicate which of the five Ps is relevant to the subject of the report					
	Patients	People	Performance	Places	Pounds
	x	X	X	X	x
Previously considered by:	Equality and inclusion steering group				
Risk / links with the BAF:	There is increased risk of turnover and internal/external challenges from staff and patients if the Trust does not effectively meet and manage its obligations under the Workforce Race Equality Standard. This could also lead to reputational risk. (BAF 2.1, 2.3)				

Legislation, regulatory, equality, diversity and dignity implications:	The Trust has a number of statutory duties arising from the Equality Act 2010.
Appendices:	

Purpose

To provide oversight of the Trust Workforce Race Equality Standard Report (WRES) for Trust wide publication.

This paper presents the revised recommendations for 2021-2022, which builds on actions and key objectives of the Black and Minority Ethnicity Staff Network.

The data covers the period from April 2019 – March 2020 and April 2020 – March 2021 respectively.

Context

The Workforce Race Equality Standard (WRES) was introduced in 2015 as part of the NHS standard contract to enable employees from Black, Asian and minority ethnic (BAME) backgrounds to have equal access to career opportunities and receive fair treatment in the workplace. This is vital as the evidence shows that a motivated, inclusive and valued workforce helps deliver high quality patient care, increased patient satisfaction and better patient safety; it also leads to a more innovative and efficient organisation.

The WRES forms part of the Trust's statutory duties under the broader equality and inclusion landscape – Equality Act 2010.

WRES is self-assessed against 9 indicators; four of which relate specifically to workforce data, four are based on data from the national NHS staff Survey questions and the final one considers BAME representation on the Trust board.

The data is to enable the Trust to adopt a 'learning organisation' approach and produce an action plan that helps to build a culture of continuous improvement. This will assist in helping to bring about a workplace that is free from discrimination.

Key findings

- **Metric: Percentage of staff in each of the AFC pay bands 1-9, medical & dental and VSM compared to overall workforce:** The percentage of BAME staff employed within the Trust has increased from 30% to 33% compared to last year, a resultant 3% increase. The number of BAME staff at VSM band has increased from 1 to 2 in the year of 2021.
- **Metric: Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BAME:** The trend was in favour of BAME from 2019 to 2020, however it shows a decline from 2020 to 2021. The relative likelihood of white staff being appointed compared to BAME staff is currently 1.37. Any score less than 1 is seen as a positive outcome for BAME groups.

- **Metric: Relative likelihood of BAME staff entering the formal disciplinary process compared to white staff:** The trend was in favour of BAME from 2019 to 2020, it has decreased further in the reporting period 2020 to 2021. The likelihood of BAME staff entering the formal disciplinary process is now 1.15 times more likely than white groups as compared to 1.94 in 2020. Any score less than 1 is seen as a positive outcome for BAME groups.
- **Metric: Relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff:** The likelihood of white staff accessing non-mandatory training and CPD when compared to BAME staff remains at 1.15 as compared to 0.94 in 2020. The indicator seems to degenerate every year.
- **Metric: BAME board membership – executive directors: BAME Board membership – non-executive directors:** BAME representation at Board level has increased from 11.80% to 17.60% as compared to last year.

Percentage of staff in each pay band AFC Band 1-9, VSM and medical and dental

	April 2019–March 2020		April 2020–March 2021	
	White	BAME	White	BAME
Band 1	76%	15%	72%	17% ↑
Band 2	81%	14%	79%	16% ↑
Band 3	84%	11%	86%	10% ↓
Band 4	81%	15%	79%	19% ↑
Band 5	40%	54%	36%	59% ↑
Band 6	66%	30%	67%	29% ↓
Band 7	69%	27%	67%	28% ↑
Band 8a	72%	21%	69%	26% ↑
Band 8b	85%	11%	80%	14% ↑
Band 8c	76%	19%	75%	25% ↑
Band 8d	95%	5%	96%	4% ↓
Band 9	100%	0%	100%	0%
VSM	89%	11%	78%	22% ↑
Medical and dental	31%	58%	30%	61% ↑

Percentage of **non-clinical** staff in each pay band AFC Band 1-9 and VSM

	April 2019-Mar 2020		April 2020–March 2021	
	White	BAME	White	BAME
Band 1	76%	15%	72%	17% ↑
Band 2	82%	10%	83%	10%
Band 3	84%	9%	87%	8% ↓
Band 4	94%	3%	91%	6% ↑
Band 5	84%	9%	77%	15% ↑
Band 6	79%	18%	86%	11% ↓
Band 7	77%	19%	80%	17% ↓

Band 8a	79%	15%	76%	24% ↑
Band 8b	89%	11%	82%	14% ↑
Band 8c	69%	23%	67%	33% ↑
Band 8d	100%	0%	100%	0%
Band 9	100%	0%	100%	0%
VSM	89%	11%	78%	22% ↑

Percentage of **clinical** staff in each pay band AFC Band 1-9 and VSM

	April 2019-Mar 2020		April 2020-Mar 2021	
	White	BAME	White	BAME
Band 1	0%	0%	0%	0%
Band 2	79%	17%	75%	21% ↑
Band 3	84%	13%	85%	12% ↓
Band 4	62%	35%	62%	38% ↑
Band 5	35%	60%	30%	65% ↑
Band 6	65%	32%	65%	32%
Band 7	67%	29%	65%	31% ↑
Band 8a	70%	24%	67%	27% ↑
Band 8b	81%	11%	78%	13% ↑
Band 8c	88%	13%	89%	11% ↓
Band 8d	88%	13%	89%	11% ↓
Band 9	0%	0%	0%	0%
VSM	0%	0%	0%	0%

Indicator	2019	2020		2021			
Relative likelihood of white staff being appointed from Shortlisting compared to BAME staff across all posts	1.30	1.23		1.37			
	Relative likelihood of appointment from shortlisting	2019		2020		2021	
		White	BAME	White	BAME	White	BAME
		18%	14%	21%	17%	33%	24%
	0.40	1.94		1.15			

Relative likelihood of BAME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation compared to white staff (two years rolling average)		2019		2020		2021	
		White	BAME	White	BAME	White	BAME
	Likelihood of staff entering formal disciplinary process	0.55%	0.22%	0.46%	0.90%	0.11%	0.12%
Relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff		0.51		0.94		1.15	
		2019		2020		2021	
		White	BAME	White	BAME	White	BAME
	Likelihood of staff accessing non-mandatory training & CPD	4.49%	8.81%	9.75 %	10.39 %	9.33 %	8.09 %
Total Board Members % by ethnicity		2019		2020		2021	
		White	BAME	White	BAME	White	BAME
	Total Board members % by ethnicity	92.9%	7.1%	82.4 %	11.8%	70.6 %	17.6%

Identified areas of action for BAME staff network 2021/22:

Reference	Actions	Lead	Timescale
1	To work with external partner, Krystal Alliance, in further developing BAME staff network as part of overall EDI staff engagement strategy.	EDI Steering Group/BAME Staff Network	Review in March 2022
2	(a) Recruitment of Trust EDI lead. (b) Review of EDI framework within the Trust involving all protected characteristics, including race.	Recruitment BAME Staff Network	October 2021 December 2021
3	Review of recruitment monitoring data to analyse whether the introduction of inclusion champions in recruitment campaigns for Band 8a posts and above has had a positive impact.	EDI lead	First review in January 2022
4	To assist in reviewing the process for accessing CPD funded courses to ensure it is accessible to all staff; ensuring the process for distribution and allocation of funded CPD courses is managed consistently and by a diverse decision-making panel.	EDI Steering Group/BAME Staff Network	October 2021