

## Workforce Race Equality Standard 2024

### 1. Purpose of the report

- 1.1. The WRES is a collection of 9 metrics created to highlight any differences between the experience and treatment of white staff and BME staff in the NHS with a view to organisations closing those gaps through the development and implementation of action plans focused upon continuous improvement over time.
- 1.2. This report presents the Trust's WRES metrics as a snapshot at 31 March 2024 and covers the year 1 April 2023 until 31 March 2024 which will be uploaded onto the online Data Collection Framework by 31 May 2024.

### 2. Data Quality

- 2.1. Data for the Trust's data return is derived from a combination of sources; Electronic Staff Record (workforce composition and learning and development data), TRAC (recruitment), Assure HR Case (employee relations) and the NHS Staff Survey 2023.

### 3. Supporting Information

- 3.1. In 2023/24 focused work was undertaken to increase ethnicity declaration rates with the Trust's 'Share or declare' campaign and staff census. The number of BME employees recorded has increased, from 40.2% (1664 headcount) to 42.9% (1883 headcount).
- 3.2. A significant proportion of the medical and dental workforce (10%) have chosen not to declare their ethnicity. Trainee grades have a high 'unknown' rate as this data is collected through the deanery and not shared directly by the employee.
- 3.3. The relative likelihood of white candidates being appointed from shortlisting compared to BME candidates is 1.27, meaning that white candidates are more likely to be appointed from shortlisting than BME candidates. This could in part be attributable to the lower number of internationally trained nurses recruited in year.
- 3.4. The Trust has recruited 68 internationally trained nurses in 2023/24 and these are included in the recruitment figures.

### 4. Next Steps

- 4.1. Following the submission of the online return, the WRES annual report and action plan will be co-produced with stakeholders before ratification through Board and publishing on the Trust internet by 31 October 2024.

**Appendix 1 – WRES metric report**

**Metric 1** Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce. (Data source: ESR).

**1a. Non-clinical workforce**

|   | BME staff in 2023 | BME staff in 2024 | BME staff in 2023 v 2024  | White staff in 2023 | White staff in 2024 | White staff in 2023 v 2024 | Unknown staff in 2023 | Unknown staff in 2024 | Unknown staff in 2023 v 2024 | Total staff in 2023 | Total staff in 2024 |
|---|-------------------|-------------------|---------------------------|---------------------|---------------------|----------------------------|-----------------------|-----------------------|------------------------------|---------------------|---------------------|
|   | Percentage (%)    | Percentage (%)    | % points difference (+/-) | Percentage (%)      | Percentage (%)      | % points difference (+/-)  | Percentage (%)        | Percentage (%)        | % points difference (+/-)    | Headcount           | Headcount           |
| <b>Cluster 1 (Bands 1 - 4)</b>            | 30.8%             | 32.5%             | <b>+ 1.7%</b>             | 64.9%               | 63.1%               | <b>- 1.8%</b>              | 4.3%                  | 4.4%                  | <b>+ 0.1%</b>                | 783                 | 754                 |
| <b>Cluster 2 (Band 5 - 7)</b>             | 21.8%             | 24%               | <b>+ 2.2%</b>             | 75.9%               | 72.3%               | <b>- 3.6%</b>              | 2.3%                  | 3.7%                  | <b>+ 1.4%</b>                | 261                 | 267                 |
| <b>Cluster 3 (Bands 8a - 8b)</b>          | 15.4%             | 15.9%             | <b>+ 0.5%</b>             | 84.6%               | 84.1%               | <b>- 0.5%</b>              | 0%                    | 0%                    | <b>0%</b>                    | 65                  | 69                  |
| <b>Cluster 4 (Bands 8c – 9 &amp; VSM)</b> | 6.1%              | 6.3%              | <b>+ 0.2%</b>             | 93.9%               | 93.7%               | <b>- 0.2%</b>              | 0%                    | 0%                    | <b>0%</b>                    | 33                  | 32                  |

### 1b. Clinical workforce

|  | BME staff in 2023 | BME staff in 2024 | BME staff in 2023 v 2024  | White staff in 2023 | White staff in 2024 | White staff in 2023 v 2024 | Unknown staff in 2023 | Unknown staff in 2024 | Unknown staff in 2023 v 2024 | Total staff in 2023 | Total staff in 2024 |
|--|-------------------|-------------------|---------------------------|---------------------|---------------------|----------------------------|-----------------------|-----------------------|------------------------------|---------------------|---------------------|
|  | Percentage (%)    | Percentage (%)    | % points difference (+/-) | Percentage (%)      | Percentage (%)      | % points difference (+/-)  | Percentage (%)        | Percentage (%)        | % points difference (+/-)    | Headcount           | Headcount           |
| <b>Cluster 1 (Bands 1 - 4)</b>                           | 37.6%             | 39.3%             | <b>+ 1.7%</b>             | 58.3%               | 57.4%               | <b>- 0.9%</b>              | 4.1%                  | 3.3%                  | <b>- 0.8%</b>                | 822                 | 888                 |
| <b>Cluster 2 (Band 5 - 7)</b>                            | 45.3%             | 49%               | <b>+ 3.7%</b>             | 51.7%               | 47.1%               | <b>- 4.6%</b>              | 3%                    | 3.9%                  | <b>+ 0.9%</b>                | 1504                | 1701                |
| <b>Cluster 3 (Bands 8a - 8b)</b>                         | 19%               | 22.4%             | <b>+ 3.4%</b>             | 80.2%               | 77.6%               | <b>- 2.6%</b>              | 0.8%                  | 0%                    | <b>- 0.8%</b>                | 126                 | 125                 |
| <b>Cluster 4 (Bands 8c – 9 &amp; VSM)</b>                | 13.3%             | 11.1%             | <b>- 2.2%</b>             | 86.7%               | 88.9%               | <b>+ 2.2%</b>              | 0%                    | 0%                    | <b>0%</b>                    | 15                  | 18                  |
| <b>Cluster 5 (Medical and Dental staff, Consultants)</b> | 62.1%             | 62.5%             | <b>+ 0.4%</b>             | 30.8%               | 31%                 | <b>+ 0.2%</b>              | 7.1%                  | 6.5%                  | <b>- 0.6%</b>                | 224                 | 232                 |

|  |       |       |               |       |       |                |      |       |               |     |     |
|--|-------|-------|---------------|-------|-------|----------------|------|-------|---------------|-----|-----|
| <b>Cluster 6<br/>(Medical and<br/>Dental staff,<br/>Non-<br/>consultant<br/>career<br/>grade)</b>      | 83.3% | 81%   | <b>- 2.3%</b> | 10.6% | 11.9% | <b>+ 1.3%</b>  | 6.1% | 7.1%  | <b>+ 1%</b>   | 132 | 126 |
| <b>Cluster 7<br/>(Medical and<br/>Dental staff,<br/>Medical and<br/>Dental<br/>trainee<br/>grades)</b> | 51.5% | 56.4% | <b>+ 4.9%</b> | 41.5% | 26.3% | <b>- 15.2%</b> | 7%   | 17.3% | <b>+ 10.3</b> | 171 | 179 |

**Metric 2 – Relative likelihood of White candidates being appointed from shortlisting compared to BME candidates**  
(Data source: Trust’s Recruitment data)

|   | Relative likelihood in 2023 | Relative likelihood in 2024 | Relative likelihood difference (+-) |
|---|-----------------------------|-----------------------------|-------------------------------------|
| <b>Relative likelihood of White candidates being appointed from shortlisting compared to BME candidates</b> | 1.05                        | 1.27                        | <b>+ 0.2</b>                        |

**Metric 3 – Relative likelihood of BME staff entering the formal disciplinary process compared to White staff, as measured by entry into a formal disciplinary process.**

(Data source: Trust’s HR data)

|   | Relative likelihood in 2023 | Relative likelihood in 2024 | Relative likelihood difference (+-) |
|---|-----------------------------|-----------------------------|-------------------------------------|
| Relative likelihood of BME staff compared to White staff entering the formal disciplinary process | 0.61                        | 1.13                        | + 0.5                               |

**Metric 4 – Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff**

(Data source: Trust’s Learning & development data)

|   | Relative likelihood in 2023 | Relative likelihood in 2024 | Relative likelihood difference (+-) |
|---|-----------------------------|-----------------------------|-------------------------------------|
| Relative likelihood of White staff compared to BME staff accessing non-mandatory training and CPD | 1.05                        | 0.63                        | - 0.6                               |

**Metric 5 - 8 – Percentage of BME staff compared to White staff experiencing discrimination, harassment, bullying or abuse.  
Percentage of BME staff compared to White staff believing the Trust offers equal opportunities for career  
progression or promotion  
(Data source: Question 14 15 & 16b, NHS Staff Survey)**

|   | <b>BME staff responses to 2022 NHS Staff Survey</b> | <b>White staff responses to 2022 NHS Staff Survey</b> | <b>% points difference (+/-) between BME staff and White staff responses 2022</b> | <b>BME staff responses to 2023 NHS Staff Survey</b> | <b>White staff responses to 2023 NHS Staff Survey</b> | <b>% points difference (+/-) between BME staff and White staff responses 2023</b> |
|---|---|---|---|---|---|---|
|   | <b>Percentage (%)</b>                               | <b>Percentage (%)</b>                                 |   | <b>Percentage (%)</b>                               | <b>Percentage (%)</b>                                 |   |
| <b>14a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months</b>     | 27.2%   | 25.8%   | <b>+ 1.4%</b>   | 28.1%   | 26.6%   | <b>+ 1.5%</b>   |
| <b>14b/c) Staff experiencing harassment, bullying or abuse from staff in the last 12 months</b>   | 25.7%   | 23.7%   | <b>+ 2%</b>   | 24.4%   | 23.2%   | <b>+ 1.2%</b>   |
| <b>15) - Percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion.</b>                                     | 49.5%   | 62.5%   | <b>- 13%</b>  | 46.8%   | 59.7%   | <b>- 12.9%</b>  |
| <b>16b) In the last 12 months have you personally experienced discrimination at work from any of the following?<br/>(b) Manager/team leader or other colleagues</b> | 12.4%   | 6.6%  | <b>+ 5.8%</b>   | 13.4%   | 6%  | <b>+ 7.4%</b>   |

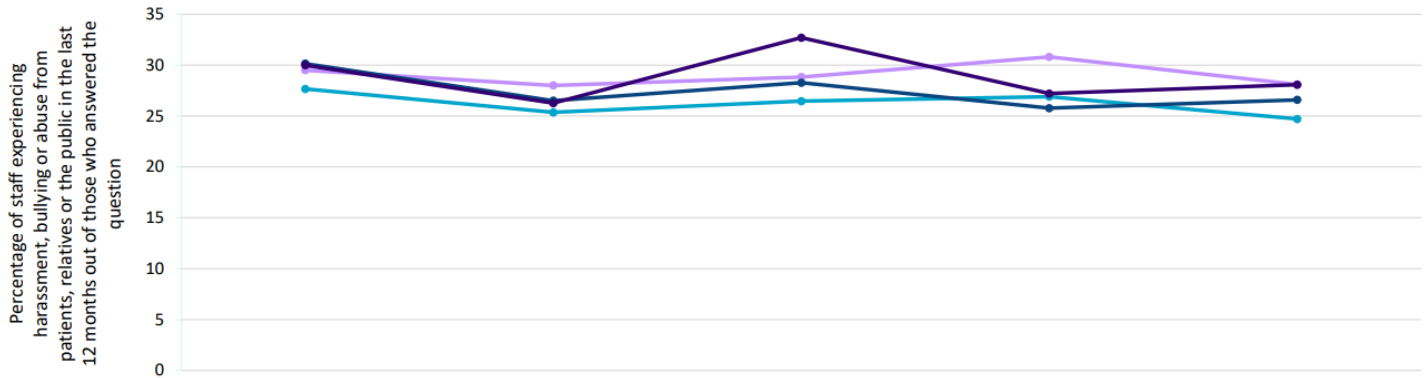
**Metric 9 – Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce**  
(Data source: NHS ESR and/or trust’s local data)

|   | BME Board members in 2023 | White Board members in 2023 | Board members with ethnicity status unknown in 2023 | % points difference (+/-) between BME Board members and BME staff in overall workforce in 2023 | BME Board members in 2024 | White Board members in 2024 | Board members with ethnicity status unknown in 2024 | % points difference (+/-) between BME Board members and BME staff in overall workforce in 2024 |
|---|---------------------------|-----------------------------|---|--|---------------------------|-----------------------------|---|--|
|   | Percentage (%)            | Percentage (%)              | Percentage (%)                                      |  | Percentage (%)            | Percentage (%)              | Percentage (%)                                      |  |
| <b>Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.</b> | Exec = 0%                 | Exec = 100%                 | Exec = 0%   | <b>Total Board = 27.8%</b>   | Exec = 0%                 | Exec = 100%                 | Exec = 0%   | <b>Total Board = 29.4%</b>   |
|   | Non-exec = 50%            | Non-exec = 50%              | Non-exec = 0%                                       | <b>Overall workforce = 40.2%</b>   | Non-exec = 55.6%          | Non-exec = 44.4%            | Non-exec = 0%                                       | <b>Overall workforce = 42.9%</b>   |
|   | Voting = 14.3%            | Voting = 85.7%              | Voting = 0%   | <b>Difference = -12.4%</b>   | Voting = 15.4%            | Voting = 84.6%              | Voting = 0%   | <b>Difference = -13.5%</b>   |
|   | Non-voting = 75%          | Non-voting = 25%            | Non-voting = 0%                                     | percentage points  | Non-voting = 75%          | Non-voting = 25%            | Non-voting = 0%                                     | percentage points  |

## Appendix 2 – 2023 Staff Survey Data

### Question 14a

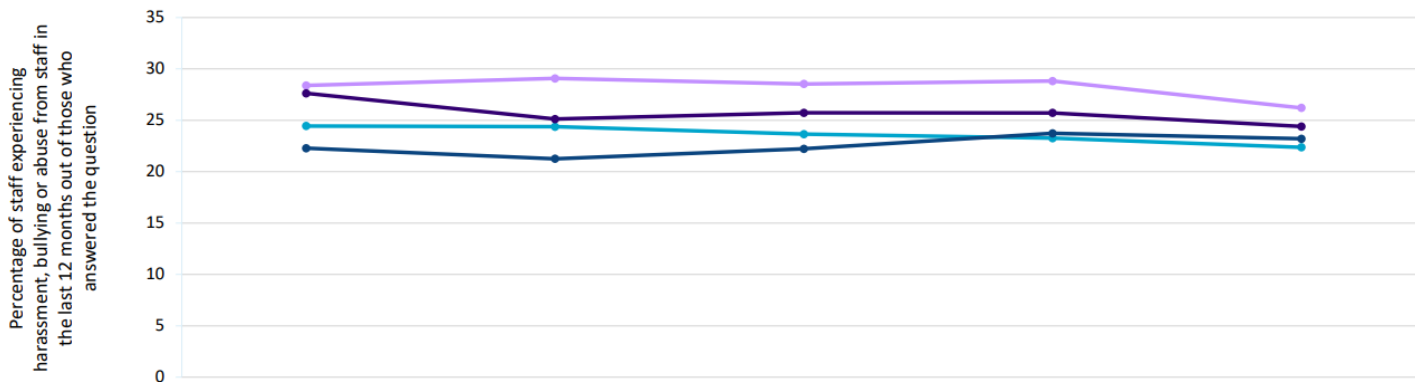
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months



|                                    | 2019   | 2020   | 2021   | 2022   | 2023   |
|------------------------------------|--------|--------|--------|--------|--------|
| White staff: Your org              | 30.16% | 26.51% | 28.27% | 25.78% | 26.59% |
| All other ethnic groups*: Your org | 30.00% | 26.27% | 32.71% | 27.21% | 28.09% |
| White staff: Average               | 27.67% | 25.36% | 26.47% | 26.91% | 24.72% |
| All other ethnic groups*: Average  | 29.51% | 28.01% | 28.84% | 30.82% | 28.11% |

### Question 14b & c

Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months

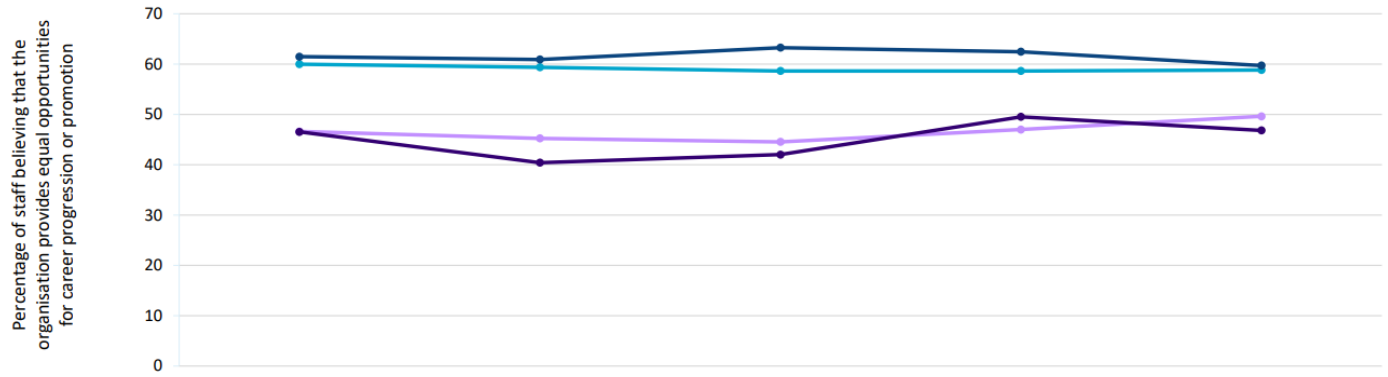


|                                    | 2019   | 2020   | 2021   | 2022   | 2023   |
|------------------------------------|--------|--------|--------|--------|--------|
| White staff: Your org              | 22.27% | 21.25% | 22.22% | 23.72% | 23.20% |
| All other ethnic groups*: Your org | 27.62% | 25.12% | 25.72% | 25.71% | 24.39% |
| White staff: Average               | 24.44% | 24.37% | 23.65% | 23.25% | 22.37% |
| All other ethnic groups*: Average  | 28.39% | 29.07% | 28.53% | 28.81% | 26.20% |



### Question 15

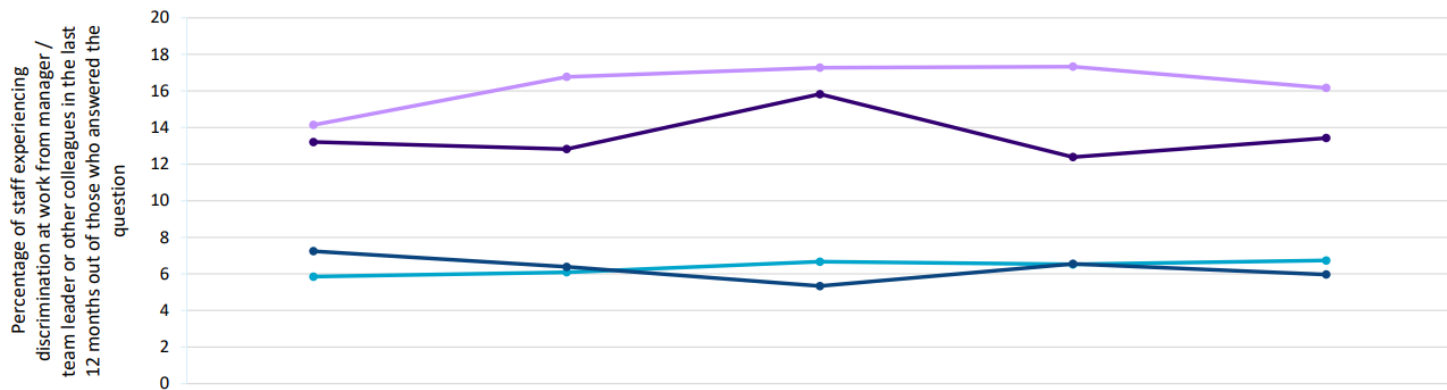
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.



|                                    | 2019   | 2020   | 2021   | 2022   | 2023   |
|------------------------------------|--------|--------|--------|--------|--------|
| White staff: Your org              | 61.49% | 60.93% | 63.29% | 62.48% | 59.73% |
| All other ethnic groups*: Your org | 46.54% | 40.42% | 42.01% | 49.54% | 46.84% |
| White staff: Average               | 60.00% | 59.39% | 58.64% | 58.65% | 58.84% |
| All other ethnic groups*: Average  | 46.62% | 45.24% | 44.56% | 47.00% | 49.64% |

### Question 16b

Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months.



|                                    | 2019   | 2020   | 2021   | 2022   | 2023   |
|------------------------------------|--------|--------|--------|--------|--------|
| White staff: Your org              | 7.24%  | 6.39%  | 5.34%  | 6.55%  | 5.97%  |
| All other ethnic groups*: Your org | 13.21% | 12.83% | 15.83% | 12.39% | 13.43% |
| White staff: Average               | 5.85%  | 6.09%  | 6.67%  | 6.52%  | 6.73%  |
| All other ethnic groups*: Average  | 14.14% | 16.77% | 17.28% | 17.33% | 16.17% |