

WRES Summary Report

1. Purpose

- 1.1. The purpose of the report is to inform the board of the results from the recent Workforce Race Equality Standards (WRES) annual collection.

2. Background

- 2.1. This collection of data was first published in 2016 and is to ensure that employees from Black and Minority Ethnic backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

3. Workforce Data

- 3.1. The data period for the information within the submission was 1st April 2021 – 31st March 2022
- 3.2. The total number of staff employed by NDHT at 31st March 2022 stands at 3681, of which 309 were classed as identifying from a Black or Minority Ethnic background and 84 with Ethnicity Unknown/Null. This shows that 97.72% of staff have stated their ethnicity which is recorded in ESR, a decrease from previous years reporting.
- 3.3. Black and Minority Ethnic staff represents 8.39% of the total staff population. The Black and Minority Ethnic population within the Trust has increased by 1.07% from the previous reporting period.

4. Recruitment

- 4.1. The data has shown that of the 182 people who were shortlisted, who classified themselves as from a Black or Minority Ethnic background, 55 were appointed. This means that 30.22% were taken into employment. 40.59% of people who identify as White were appointed into roles. This shows that Black and Minority Ethnic staff are still less likely to be appointed directly. However, these figures are slightly closer than the previous year, therefore indicating a potential improvement in this area, but still an area requiring investigation and improvement.

5. Disciplinary process

- 5.1. The data shows a drop in Black and Minority Ethnic staff being involved in a disciplinary process with the percentage standing at 6.9% of the total, in comparison to 11.4% in the previous report. White staff account for 93.1% of the total involved in a disciplinary process. However, it must be considered that due to the small population of Black and Minority Ethnic staff in the Trust (6.17%) even a small number of staff entering this process will significantly affect the scope of this indicator. The 6.9% in this case amounts to 2 members of staff.

6. Accessing non-mandatory training and CPD

- 6.1. The return shows that Black and Minority Ethnic staff have a higher percentage (88.15%) than White Staff (81.13%) when looking at who in the last 12 months have accessed non-mandatory training and CPD. This could be accounted for due to the medical and dental staff groups having different study leave arrangements to their non-medical colleagues. The medical and dental staff group are also the most diverse group of staff within the Trust.

7. Workforce Race Equality Indicators (from staff survey)

- 7.1. Bullying, harassment or abuse:

	White Staff			Black and Minority Ethnic Staff		
	2019	2020	2021	2019	2020	2021
% of staff who experience harassment, bullying or abuse from patients, relatives or members of the public	23.2%	22.2%	25.2% ↑	32.8%	36.9%	34.8% ↓
% of staff who experience harassment, bullying or abuse from other colleagues	20.3%	21.1%	20.9% ↓	34.8%	33.0%	27.9% ↓

This data indicates that there has been a decrease in the number of Black and Minority Ethnic staff who have experienced bullying, harassment or abuse in the workplace from either patients, relatives or members of the public compared to last years data. Although White staff report a slight decrease in experiencing this from other colleagues they report an increase from members of the public. compared to a slight decline for White staff. Despite the improvement Black and Minority Ethnic staff are significantly more likely that their White colleagues to report experiencing this abuse.

- 7.2. Equal opportunities with regard to career progression or promotion:

	White Staff			Black and Minority Ethnic Staff		
	2019	2020	2021	2019	2020	2021
% of staff who believe their organisation provides equal opportunity for career progression or promotion	63.6%	61.7%	63.0% ↑	60.0%	44.7%	44.5% ↓

This data shows an increase in White staff and a slight decrease in Black and Minority Ethnic staff who feel that they receive equal opportunities with regards to career progression. There is now a 18.5% difference in the experience between White and Black and Minority Ethnic staff.

Please note that the calculation of this metric has changed at a national level leading to a difference in numbers compared to previous reporting submitted despite the data being consistent. In previous reporting the figure was a result of those who selected Yes to the question "Does your organisation act fairly with regard to career progression/promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?" as a proportion of those who selected both Yes and No. For this year's reporting the percentage is calculated as those who said Yes out of those who selected either Yes, No or Don't know leading to lower figures overall

7.3. Experience of discrimination at work from manager or other colleague:

	White Staff			Black and Minority Ethnic Staff		
	2019	2020	2021	2019	2020	2021
% of staff experienced discrimination at work from manager / team leader or other colleagues in last 12 months	4.6%	4.7%	4.3% ↓	20.0%	17.8%	17.3% ↓

Despite a slight reduction from the previous year's report this data shows that a significantly higher proportion of Black and Minority Ethnic staff feel that they have personally experienced discrimination at work from their manager or another member of staff. The gap between Black and Minority Ethnic staff and White staff reporting discrimination from managers or other colleagues remains statistically significant at 13%.

8. Board Voting Membership

- 8.1. The return shows that the Board voting membership is 100% White.
- 8.2. Due to the merging of Northern Devon with Royal Devon and Exeter Trust there were, at the snapshot date, an additional 12 members of the board operating under honorary contracts while preparing for integration who have not been included in this submission. The above figure in 7.1 therefore only includes board members who had substantive contracts solely at Northern Devon Trust.

9. Recommendations / Actions

- 9.1. The Inclusion Steering Group has been established across Royal Devon University Healthcare Trust with a join action plan in place to address some of the concerns highlighted in this report.
- 9.2. As an integrated Trust we are planning to run a programme called Driving Your Career, aimed at bridging the gap between different staff groups and boosting confidence of those taking part. We will also be running inclusive leadership and inclusive interview training, this is designed to support the confidence in our leaders in supporting issues relating to equity, and boost the chances of staff from less represented backgrounds to pass the application process.
- 9.3. It is proposed that the WRES report are approved by Board to allow for publishing on the public website by the deadline of the 30th September 2022.
- 9.4. An Inclusion and Diversity Data Analyst has now started in post, it is proposed that data is presented for divisional oversight to ensure local accountability alongside central action plans.