

# WRES Summary Report

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## 1. BACKGROUND

- 1.1 The Workforce Race Equality Standard (WRES) was first introduced in 2016 and requires Trusts to compile and submit a standard national report in order to demonstrate its findings and to flag progress against a number of indicators relating to the representation of Black and Minority Ethnic staff.
- 1.2 The WRES is in place to ensure that employees from Black and Minority Ethnic backgrounds have equal access to career opportunities, receive fair treatment in the workplace and should highlight any differences between the experience and treatment of White staff and Black and Minority Ethnic staff in the NHS with a view to closing any identified gaps through the development and implementation of action plans focused upon continuous improvement over time.

## 2. ANALYSIS

- 2.1 The data period for the information within the submission was 1st April 2021 – 31st March 2022. The submission is split into discreet sections, which are addressed beneath the sub-headings below.

### 2.2 Workforce Data

The total number of staff employed by the RD&E at 31st March 2022 stood at 9291, of which 873 were recorded as Black and Minority Ethnic. Based on these figures, Black and Minority Ethnic staff represent 9.40% of the total staff population.

According to the data the Black and Minority Ethnic population within the Trust has increased by 1.10% (from 8.30%) from the previous reporting period ending March 2020. This increase is despite the fact that the number of staff not having a recorded ethnicity on ESR has increased from 2020 data; a total of 6.88% of staff and an increase of 2.23% (compared to the 4.65% in 2020 data)

### 2.3 Recruitment

The data has shown that of the 259 people who classified themselves as from a Black or Minority Ethnic background and were shortlisted, of who 59 were appointed. This represents an increase in headcount and the percentage taken into employment (22.78% compared to 19.69% the previous year).

20.85% of people who identify as White were appointed into roles. This could indicate that Black and Minority Ethnic staff were more likely to be appointed having been shortlisted for a role than those who identify as White, a reverse of the results from last year. However, it is worth noting that due to the significant difference in numbers between White and Black and Minority Ethnic applicants this is difficult to conclude fully.

### 2.4 Disciplinary Process

The data shows that 0.63% (n=4) Black and Minority Ethnic staff entered a formal disciplinary process in the past two years. By comparison 0.27% of staff identifying as White and 0.63% of those recorded as ethnicity unknown / null entered formal disciplinary processes. This relative likelihood of Black and Minority Ethnic staff entering the process compared to White staff represents an increase from the previous year and some Black and Minority Ethnic staff may be included in the ethnicity unknown figure although this figure has decreased from the previous year.

## 2.5 Access to Non-Mandatory Training and CPD

The return shows that a higher percentage (79.27%) of Black and Minority Ethnic staff have accessed non-mandatory training and CPD in the last 12 months than White Staff (69.09%), a slight increase of 1.72% in the likelihood of Black and Minority Ethnic staff relative to White staff accessing training although both figures are a decrease from the previous year.

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 racially diverse, with 16.81% of these staff identifying as Black and Minority Ethnic.

## 2.6 Workforce Race Equality Indicators (from staff survey)

### 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	26.5%	22.0%	20.4% ↓	33.9%	27.6%	27.5% ↓
% of staff who experience harassment, bullying or abuse from other colleagues	20.0%	21.8%	17.1% ↓	35.6%	27.2%	21.1% ↓

The staff survey data suggests that there has been a reduction 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, and a statistically significant reduction in those experiencing the above from work colleagues. There has also been a reduction in the number of White staff who have reported experiencing harassment, bullying or abuse from other colleagues; the Trust remains better than the national average on all above metrics.

### 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	62.2%	59.4%	62.0% ↑	48.3%	50.4%	45.7% ↓

This data indicates a decrease in the number of Black and Minority Ethnic staff who feel that they receive equal opportunities with regards to career progression however this remain above the national average. This has increased for White staff compared to the previous year's data.

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.

**Non-Clinical Staff (ESR Data)**

Band Clusters	% White	% Black and Minority Ethnic	% Unknown/Null
Cluster 1: AfC Bands <1 to 4	88.97%	4.17%	6.85%
Cluster 2: AfC bands 5 to 7	94.89%	3.10%	2.01%
Cluster 3: AfC bands 8a and 8b	90.85%	3.66%	5.49%
Cluster 4: AfC bands 8c to VSM	92.86%	3.57%	3.57%
Total Non-Clinical	90.55%	3.89%	5.56%

**Clinical Staff (ESR Data)**

Band Clusters	% White	% Black and Minority Ethnic	% Unknown/Null
Cluster 1: AfC Bands <1 to 4	84.34%	8.25%	7.41%
Cluster 2: AfC bands 5 to 7	81.59%	12.07%	6.34%
Cluster 3: AfC bands 8a and 8b	94.25%	4.02%	1.72%
Cluster 4: AfC bands 8c to VSM	100.00%	0.00%	0.00%
Total Clinical	83.08%	10.36%	6.56%

**Medical & Dental Staff (ESR Data)**

Band Clusters	% White	% Black and Minority Ethnic	% Unknown/Null
Medical & Dental	71.66%	16.81%	11.53%

For non-clinical staff the most junior positions have over representation from Black and Minority Ethnic groups when compared to the total percentage make up; in clinical roles (excluding medics) Black and Minority Ethnic groups are very under-represented in the more senior roles and are over represented in bands 5-7.

As noted earlier in the report, the medics are the most ethnically diverse staff group with 16.81% of staff recorded as Black and Minority Ethnic.

**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	3.9%	5.8%	6.1% ↑	11.9%	19.5%	15.5% ↓

This data shows that an increased number of staff from White ethnic backgrounds feel that they have personally experienced discrimination at work from their manager or another member of staff.

Notably there has been a decrease in Black and Minority Ethnic staff experiencing discrimination at work despite an increase in the national average. Both of these figures for White and Black and Minority Ethnic staff are now below the national average.

## **2.7 Board Voting Membership**

The return shows that the total Board members and voting membership is now 100% White, an increase of 6.7% White from the previous year's data.

## **3. KEY ISSUES AND ACTION**

- 3.1 The data has indicated a statistically significant decrease in the percentage of Black and Minority Ethnic staff experiencing harassment, bullying or abuse from manager / team leader or other colleagues in last 12 months. There has also been a slight decrease in Black and Ethnic Minority staff experiencing harassment, bullying or abuse from the public.
- 3.2 The main concern arising from this set of data centres around the experience of staff from Black and Ethnic Minority backgrounds who have expressed a notable issue regarding career progression
- 3.3 It is important to note that a number of the experiences of Black and Minority Ethnic staff are likely to be mirrored by those with other protected characteristics and indeed those in other minority groups not necessarily covered by these. It is therefore important to consider intersectionality and inclusion as a whole when looking at actions to promote improved experiences for Black and Minority Ethnic staff.

## **4. PROPOSALS**

- 4.1 The Inclusion Steering Group has been established across Royal Devon University Healthcare Trust with a joint action plan in place to address some of the concerns highlighted in this report.
- 4.3 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.
- 4.4 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.
- 4.5 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.