

WRES Summary Report 2023

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 2022 – 31st March 2023. Whenever previous years data is referenced, this will be an aggregate total of Royal Devon and Exeter Trust and Northern Devon Healthcare Trust, which has not previously been published, as the two trusts merged April 2022. As such there may be discrepancies between previous years data present in this report and any previously published data.

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 Royal Devon Trust at 31st March 2023 stood at 13,443, of which 1,310 were recorded as Black and Minority Ethnic. Based on these figures, Black and Minority Ethnic staff represent 9.74% of the total staff population. It is worth noting only 6.79% of those completing the staff survey identified as being from a Black and Minority Ethnic background.

According to the data the Black and Minority Ethnic population within the Trust has increased by 0.34% (from 9.40%) from the previous reporting period ending March 2022. This increase is despite the fact that the number of staff not having a recorded ethnicity on ESR has increased from 2022 data; a total of 8.52% of staff, an increase of 2.95% compared to the 5.57% in 2022 data.

Non-Clinical Staff (ESR Data)

Band Clusters	% White	% Black and Minority Ethnic	% Unknown/Null
Cluster 1: AfC Bands <1 to 4	88.65%	4.17%	7.17%
Cluster 2: AfC bands 5 to 7	92.91%	3.49%	3.60%
Cluster 3: AfC bands 8a and 8b	92.44%	3.36%	4.20%
Cluster 4: AfC bands 8c to VSM	96.25%	0.00%	3.75%
Total Non-Clinical	90.26%	3.83%	5.91%

Clinical Staff (ESR Data)

Band Clusters	% White	% Black and Minority Ethnic	% Unknown/Null
Cluster 1: AfC Bands <1 to 4	83.24%	7.78%	8.98%
Cluster 2: AfC bands 5 to 7	79.80%	12.07%	8.13%
Cluster 3: AfC bands 8a and 8b	92.64%	5.35%	2.01%
Cluster 4: AfC bands 8c to VSM	91.67%	2.08%	6.25%
Total Clinical	81.65%	10.10%	8.24%

Medical & Dental Staff (ESR Data)

Medical and Dental Grades	% White	% Black and Minority Ethnic	% Unknown/Null
Medical & Dental Consultant	79.22%	13.63%	7.16%
Medical & Dental Non-Consultant Career Grade	43.50%	29.66%	26.84%
Medical & Dental Trainee Grades	61.42%	21.11%	17.47%
Total Medical & Dental	64.12%	20.21%	15.67%

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. Medics are the most ethnically diverse staff group with 20.21% of staff recorded as Black and Minority Ethnic.

2.3 Recruitment

The data has shown that of the 297 people who classified themselves as from a Black or Minority Ethnic background and were shortlisted, 83 were appointed. This represents an increase in the percentage taken into employment (27.95% compared to 25.85% the previous year).

19.09% of people who identify as White were appointed into roles, a reduction of 9.7% from last year's data. This indicates that Black and Minority Ethnic staff were more likely to be appointed having been shortlisted for a role than those who identify as White. However, it is worth noting that due to the significant difference in the number of shortlisted applicants between White (n=2891) and Black and Minority Ethnic applicants (n=297) it is difficult to reach a definitive conclusion.

2.4 Disciplinary Process

The data shows that no Black and Minority Ethnic staff entered a formal disciplinary process in the past year. By comparison 0.12% (n=13) of staff identifying as White and 0.17% 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 a decrease 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 (80.08%) of Black and Minority Ethnic staff have accessed non-mandatory training and CPD in the last 12 months than White Staff (74.69%), an increase in both figures from the previous year. From the figures above it is likely that role

required training is still being included in this figure, there will be ongoing work on improving the accuracy of the data which should be excluding such training. As such it may look like reported figures next year are lower and inconsistent with this year's report but they should be more accurate.

2.6 Workforce Race Equality Indicators (from staff survey)

In 2022 4,672 Trust employees completed the staff survey, 6.76% of which identified as from a Black and Minority Ethnic background.

As there are only two years' worth of data to compare, benchmarking for 2022 has also been included for the below staff survey metrics. Arrow indicators for 2022 are to indicate the comparison with the previous year's figures. Column marked difference allows us to see the percentage difference between the 2022 figures for BME staff relative to White staff.

Bullying, harassment or abuse:

	White Staff			Black and Minority Ethnic Staff			Diff.
	2021	2022	Benchmark	2021	2022	Benchmark	
% of staff who experience harassment, bullying or abuse from patients, relatives or members of the public	22.0%	22.0% ↔(0%)	26.9%	29.4%	28.7% ↓(-0.7)	30.8%	+6.7%
% of staff who experience harassment, bullying or abuse from other colleagues	18.4%	20.7% ↑(+2.3%)	23.3%	22.9%	27.4% ↑(+4.5%)	28.8%	+6.7%

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, but a statistically significant increase of 4.5% in those experiencing the above from work colleagues. There has also been a 2.3% increase in the number of White staff who have reported experiencing harassment, bullying or abuse from other colleagues; the Trust remains better than benchmarking on all the above metrics.

Equal opportunities with regard to career progression or promotion:

	White Staff			Black and Minority Ethnic Staff			Diff.
	2021	2022	Benchmark	2021	2022	Benchmark	
% of staff who believe their organisation provides equal opportunity for career progression or promotion	62.3%	59.1% ↓(-3.2%)	58.6%	45.4%	51.0% ↑(+5.6%)	47.0%	+8.1%

This data indicates a 5.6% increase in the number of Black and Minority Ethnic staff who feel that they receive equal opportunities with regards to career progression. This has decreased for White staff compared to the previous year's data, now only 0.5% above benchmarking.

Experience of discrimination at work from manager or other colleague:

	White Staff			Black and Minority Ethnic Staff			Diff.
	2021	2022	Benchmark	2021	2022	Benchmark	
% of staff experienced discrimination at work from manager / team leader or other colleagues in last 12 months	5.5%	5.5% ↔(0.0%)	6.5%	16.0%	16.7% ↑(+0.7%)	17.3%	+11.2%

This data shows that the percentage of staff from White ethnic backgrounds feeling that they have personally experienced discrimination at work from their manager or another member of staff has not changes from previous years data.

There has been a 0.7% increase in Black and Minority Ethnic staff experiencing discrimination at work. Both of these figures for White and Black and Minority Ethnic staff are below benchmarking.

2.7 Board Voting Membership

The return shows that the total Board members and voting membership is now 93.3% White, with 6.7% not declaring an ethnicity.

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 patients, relatives or members of the public, however there has been an increase in both White and Black and Ethnic Minority staff experiencing harassment, bullying or abuse from other colleagues.

3.2 One of the main concerns is the area of progression is the over 5% increase in Black and Minority Ethnic staff believing the Trust provides equal opportunity for career progression or promotion which is now above benchmarking, although this has decreased for White staff by over 3%.

There still remains a significant concern regarding our black and minority ethnic staff in comparison to White colleagues when experiencing bullying and harassment from managers, team leaders and other colleagues at work. Although the increase is marginal at 0.7% it still remains a concern that we see a significant difference in the experience of our Black and Minority Ethnic staff in comparison to our White staff.

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. Further evidence can be seen in reporting for our bank WRES reports where gender is more clearly interrogated in the data set.

4. PROPOSALS

4.1 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.

- 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 are continuing to run inclusive leadership training across RDUH. These programmes are 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 31st October 2023.