

# Workforce Race Equality Standard (WRES)

2023-2024



## Executive summary

The NHS Workforce Race Equality Standard (WRES) is an initiative aimed at addressing racial inequalities within the NHS workforce. It focuses on ensuring that employees from ethnic minority background have equal access to career opportunities and receive fair treatment in the workplace.

The WRES requires NHS organizations to collect, analyse, and publish data on race equality indicators such as recruitment, career progression, and disciplinary actions. By highlighting disparities and holding organizations accountable, the WRES seeks to create a more inclusive and equitable working environment for all NHS staff.

The 2023-2024 WRES Report is based on a snapshot of our workforce data as of 31 March 2024. National data, used for comparison, is based on staff survey results for 2022-23 and Electronic Staff Records data as of March 2023 from across the NHS.

The WRES contains nine metrics highlighted in the table below:

| No | Metric  |
|----|---|
| 1  | Percentage and number of staff in the Trust by ethnicity (AfC Bands 1-9 and VSM)  |
| 2  | The relative likelihood of white applicants being appointed from shortlisting compared to BME applicants                |
| 3  | The relative likelihood of BME staff entering the formal disciplinary process compared to white staff                   |
| 4  | The relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff                   |
| 5  | Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months |
| 6  | Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months                         |
| 7  | Percentage of staff believing that their trust provides equal opportunities for career progression or promotion         |
| 8  | Percentage of staff experiencing discrimination at work from other staff in the last 12 months                          |
| 9  | The representation of BME people amongst board members  |

**Metric 1 – Percentage and number of staff in the Trust by ethnicity (AfC Bands 1-9 and VSM) 1624 (27.24%) of staff are from an ethnic minority background. National benchmark 26.4%.**

The Trust employs 5962 staff, 3859 (65%) of these staff are white and 1624 (27%) are from an ethnic minority background (including 418 international staff), in 2022-2023, the percentage of ethnic minority staff was 24%.

| Year | BME Staff | Growth since previous year | White Staff | Unknown Status | Total | Percentage of total workforce |         |           |
|------|-----------|----------------------------|-------------|----------------|-------|-------------------------------|---------|-----------|
|      |           |                            |             |                |       | % BME                         | % White | % Unknown |
| 2018 | 564       |                            | 4509        | 539            | 5612  | 10.05%                        | 80.35%  | 9.60%     |
| 2019 | 556       | ↓ -1.42%                   | 3613        | 586            | 4755  | 11.69%                        | 75.98%  | 12.32%    |
| 2020 | 753       | ↑ 35.43%                   | 3846        | 612            | 5211  | 14.45%                        | 73.81%  | 11.74%    |
| 2021 | 938       | ↑ 24.57%                   | 3943        | 581            | 5462  | 17.17%                        | 72.19%  | 10.64%    |
| 2022 | 1131      | ↑ 20.58%                   | 3863        | 511            | 5505  | 20.54%                        | 70.17%  | 9.28%     |
| 2023 | 1369      | ↑ 21.04%                   | 3829        | 477            | 5675  | 24.12%                        | 67.47%  | 8.41%     |
| 2024 | 1624      | ↑ 15.71%                   | 3859        | 479            | 5962  | 27.24%                        | 64.73%  | 8.03%     |

Our ethnic minority staff are well represented in clinical roles, 32%; this group is over-representative of the local ethnic minority population, which is currently around 15%; non-clinical roles are less diverse, 9% of these staff are from an ethnic minority background.

The largest growth in staff numbers has been in Band 5 roles, which has increased by 114 staff since last year. This is due to a growth in the number of staff in clinical roles (from 479 to 591). Ethnic minority staff are well-represented in consultancy grade roles (22%), non-consultant career grade roles (35%) and trainee grades (36%).

| 2024                         | Non-Clinical |            |           |             |               |             | Clinical, Medical & Dental |             |            |             |               |               |
|------------------------------|--------------|------------|-----------|-------------|---------------|-------------|----------------------------|-------------|------------|-------------|---------------|---------------|
|                              | White        | BME        | Not Known | Total       | White %       | BME %       | White                      | BME         | Not Known  | Total       | White %       | BME %         |
| Under Band 1                 | 7            | 0          | 0         | 7           | 100.0 %       | 0.0%        | 6                          | 1           | 0          | 7           | 85.7%         | 14.3%         |
| Band 1                       | 1            | 0          | 0         | 1           | 100.0 %       | 0.0%        | 2                          | 0           | 0          | 2           | 100.0 %       | 0.0%          |
| Band 2                       | 279          | 33         | 20        | 332         | 84.0%         | 9.9%        | 147                        | 113         | 20         | 280         | 52.5%         | 40.4%         |
| Band 3                       | 353          | 36         | 21        | 410         | 86.1%         | 8.8%        | 466                        | 241         | 50         | 757         | 61.6%         | 31.8%         |
| Band 4                       | 125          | 7          | 10        | 142         | 88.0%         | 4.9%        | 197                        | 65          | 21         | 283         | 69.6%         | 23.0%         |
| Band 5                       | 89           | 12         | 6         | 107         | 83.2%         | 11.2%       | 354                        | 591         | 118        | 1063        | 33.3%         | 55.6%         |
| Band 6                       | 65           | 12         | 4         | 81          | 80.2%         | 14.8%       | 640                        | 204         | 58         | 902         | 71.0%         | 22.6%         |
| Band 7                       | 68           | 8          | 1         | 77          | 88.3%         | 10.4%       | 406                        | 47          | 32         | 485         | 83.7%         | 9.7%          |
| Band 8A                      | 44           | 6          | 1         | 51          | 86.3%         | 11.8%       | 106                        | 7           | 7          | 120         | 88.3%         | 5.8%          |
| Band 8B                      | 29           | 1          | 3         | 33          | 87.9%         | 3.0%        | 18                         | 3           | 4          | 25          | 72.0%         | 12.0%         |
| Band 8C                      | 14           | 0          | 1         | 15          | 93.3%         | 0.0%        | 8                          | 1           | 1          | 10          | 80.0%         | 10.0%         |
| Band 8D                      | 5            | 0          | 1         | 6           | 83.3%         | 0.0%        | 7                          | 0           | 0          | 7           | 100.0 %       | 0.0%          |
| Band 9                       | 9            | 0          | 0         | 9           | 100.0 %       | 0.0%        | 1                          | 1           | 0          | 2           | 50.0%         | 50.0%         |
| VSM                          | 5            | 0          | 0         | 5           | 100.0 %       | 0.0%        | 2                          | 0           | 0          | 2           | 100.0 %       | 0.0%          |
| Consultant                   |              |            |           |             |               |             | 153                        | 54          | 35         | 242         | 63.2%         | 22.3%         |
| Non-consultants Career Grade |              |            |           |             |               |             | 56                         | 39          | 16         | 111         | 50.5%         | 35.1%         |
| Trainee Grades               |              |            |           |             |               |             | 197                        | 142         | 49         | 388         | 50.8%         | 36.6%         |
| Other                        |              |            |           |             |               |             | 0                          | 0           | 0          | 0           | 0             | 0             |
| <b>Total</b>                 | <b>1093</b>  | <b>115</b> | <b>68</b> | <b>1276</b> | <b>85.7 %</b> | <b>9.0%</b> | <b>2766</b>                | <b>1509</b> | <b>411</b> | <b>4686</b> | <b>59.0 %</b> | <b>32.2 %</b> |

When medical and dental staff are excluded, ethnic minority staff are over-represented in the lower bands one to five; the Trust's Disparity Ratio as at 31.03.24 is 7.16; which indicates that white staff are 7 times more likely to progress from the lower bands into senior roles, Band 8A and above.

| Banding                              | Disparity Ratio |        |
|--------------------------------------|-----------------|--------|
|                                      | Mar-23          | Mar-24 |
| Lower (B1-5) to Middle Bands (B6-7)  | 2.34            | 2.37   |
| Middle (B6-7) to Upper Bands (B8a-9) | 3.1             | 3.02   |
| Lower to Upper Bands                 | 7.27            | 7.16   |

| Representation in lower-upper banding | BME staff | White staff | Unknown |
|---------------------------------------|-----------|-------------|---------|
| Lower Bands (1-5)                     | 79.12%    | 58.67%      | 70.18%  |
| Middle Bands (6-7)                    | 19.51%    | 34.14%      | 25.07%  |
| Upper Bands (8a and above)            | 1.37%     | 7.18%       | 4.75%   |

**Metric 2 – The relative likelihood of white applicants being appointed from shortlisting compared to BME applicants**

White candidates are 1.27 times more likely to be appointed from shortlisting, than candidates from an ethnic minority background. National benchmark not provided – NHSE report at 76% of NHS Trusts, white applicants are significantly more likely to be appointed than ethnic minority candidates.

During the year 5229 applicants were shortlisted, 2431 were white and 330 (13.5%) from this group were appointed, 2344 ethnic minority, with 251 (10%) from this group appointed and 454 were of unknown ethnicity, and 273 appointed from the unknown group. The shortlisting to appointment ratio has improved since last year, reducing from 1.64 to 1.27. Last year 2278 ethnic minority candidates were shortlisted and 155 (6.8%) appointed. During this period, we have also increased our numbers of internationally educated staff.

| Year    | Relative Likelihood of appointment |
|---------|------------------------------------|
| 2018/19 | 1.46                               |
| 2019/20 | 1.59                               |
| 2020/21 | 1.13                               |
| 2021/22 | 1.37                               |
| 2022/23 | 1.64                               |
| 2023/24 | 1.27                               |

*\*The Trust is benchmarked against NHS organisations of a similar size.*

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**Metric 3 – The relative likelihood of BME staff entering the formal disciplinary process compared to white staff**

The relative likelihood of BME staff entering the formal disciplinary process is 0.44. National benchmark – at 46% of NHS Trusts ethnic minority staff are 1.25X more likely than white staff to enter a formal disciplinary process.

The relatively likelihood of ethnic minority staff entering the formal disciplinary process is 0.44, indicating this group is less likely to enter a formal disciplinary process than white staff; a figure of one would equate to parity, i.e. neither white nor ethnic minority staff are disproportionately affected. The Trust seeks to have parity for both groups of staff.

| Year    | Relative Likelihood of appointment |
|---------|------------------------------------|
| 2018/19 | 0.57                               |
| 2019/20 | 0.83                               |
| 2020/21 | 0.72                               |
| 2021/22 | 0.81                               |
| 2022/23 | 1.09                               |
| 2023/24 | 0.44                               |

**Metric 4 – The relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff**

The relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff is 1.02. National benchmark 1.25.

Our records indicate that there is no disparity when accessing non-mandatory training based on ethnicity, a figure of one is equal to parity. The Trust continues to perform well in this metric, last year the relative likelihood was 1.04.

| Year    | Relative Likelihood of appointment |
|---------|------------------------------------|
| 2018/19 | 0.97                               |
| 2019/20 | 0.91                               |
| 2020/21 | 0.92                               |
| 2021/22 | 1.01                               |
| 2022/23 | 1.04                               |
| 2023/24 | 1.02                               |

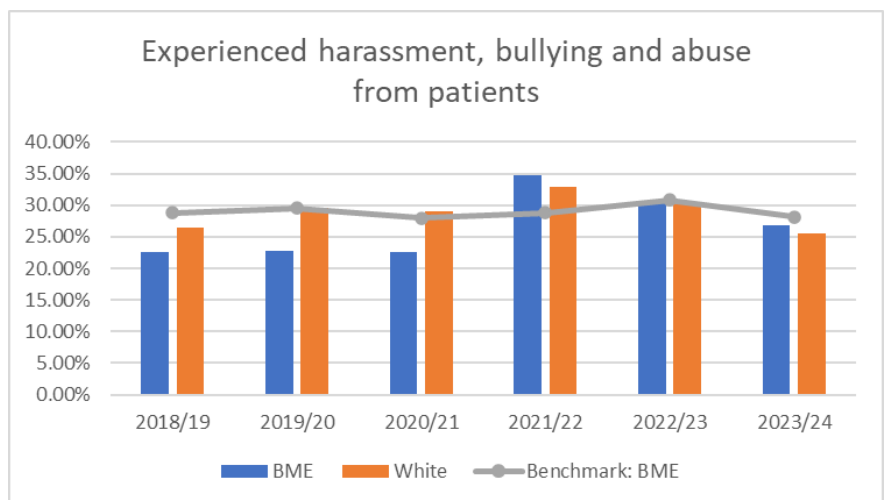
**Metric 5 – Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months**

**26.8% of ethnic minority staff experience harassment, bullying or abuse from patients, relatives or the public. National benchmark 30.4%.**

26.8% of our staff from ethnic minority backgrounds experience harassment, bullying or abuse from patients, their relatives or the public, similarly, 25.5% of white staff have this negative experience. The Trust is performing better than its benchmark\* of 28.11% for ethnic minority staff.

This metric has significantly improved for both groups, reducing by 3.93% (from 30.7%) for ethnic minority staff and 4.89% (from 30.4%) for white staff.

*\*The Trust is benchmarked against NHS organisations of a similar size.*



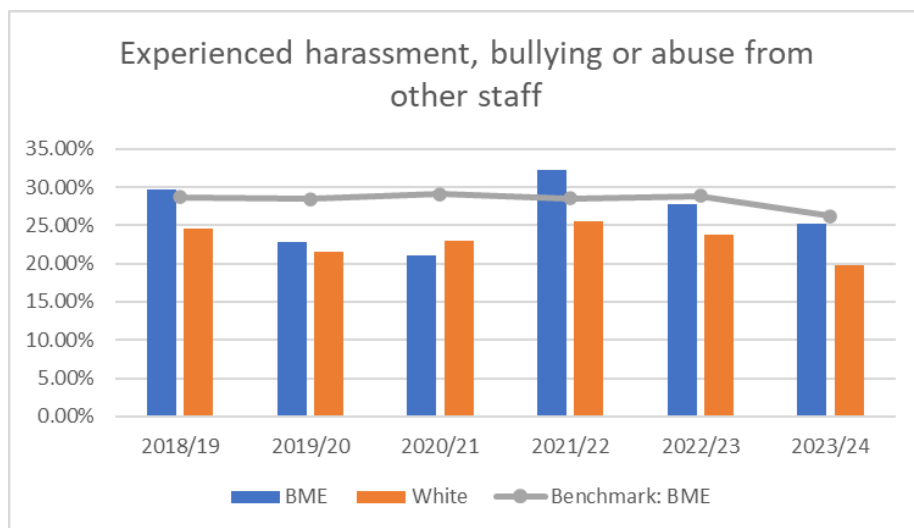
**Metric 6 – Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months**

**25.2% of ethnic minority staff have experienced harassment, bullying or abuse from another member of staff in the last 12 months. National benchmark 27.7%.**

25.2% of our staff from ethnic minority backgrounds experience harassment, bullying or abuse from other colleagues, in comparison, 19.8% of white staff have this negative experience. The Trust is performing better than its benchmark\* of 26.2% for ethnic minority staff.

This metric has improved for both groups, reducing by 2.56% (from 27.8%) for ethnic minority staff and 3.86% (from 23.7%) for white staff.

*\*The Trust is benchmarked against NHS organisations of a similar size.*



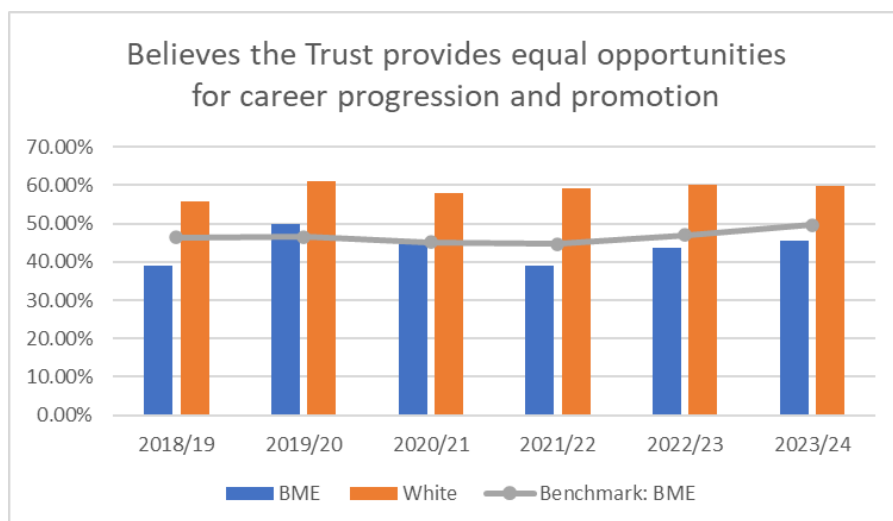
**Metric 7 – Percentage of staff believing that their trust provides equal opportunities for career progression or promotion**

**45.6% of ethnic minority staff believe the Trust provides equal opportunities for career progression and promotion. National benchmark 46.6%.**

45.6% of our staff from ethnic minority backgrounds believe the Trust provides equal opportunities for career progression and promotion, in comparison, 59.9% of white staff believe this. The Trust is performing worse than its benchmark\* of 49.6% for ethnic minority staff.

This metric has improved for ethnic minority since last year, increasing by 2% (from 43.6%); and remains similar for white staff, where we reported a figure of 60%.

*\*The Trust is benchmarked against NHS organisations of a similar size.*





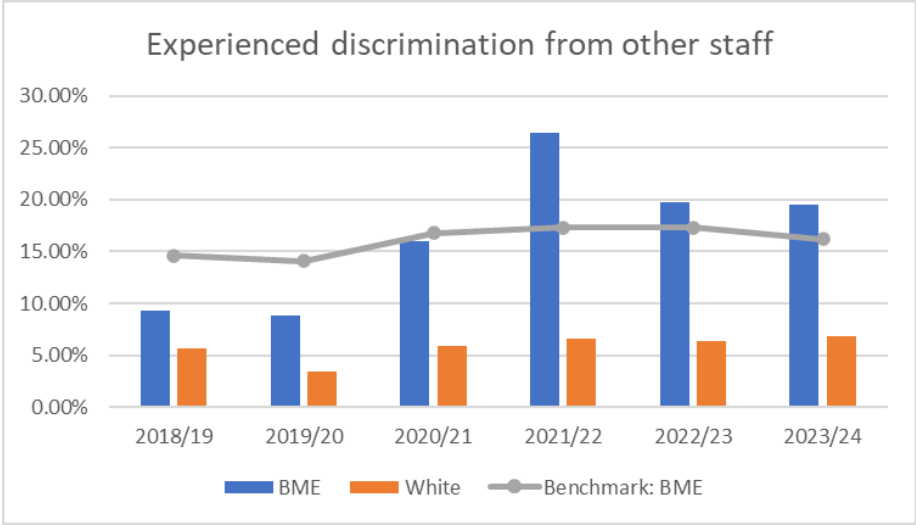
**Metric 8 – Percentage of staff experiencing discrimination at work from other staff in the last 12 months**

**19.5% of ethnic minority staff have experienced discrimination at work from other staff in the past 12 months. National benchmark 16.6%.**

19.5% of our staff from an ethnic minority background have experienced discrimination from a colleague, in comparison, 6.84% of white staff have had this negative experience. The Trust is performing worse than its benchmark\* of 16.2% for ethnic minority staff.

This metric is similar to last year’s figures of 19.55% for ethnic minority staff and 6.84% for white staff. Notably, the number of staff who respond to the survey has increased, and confidence in reporting may have improved.

*\*The Trust is benchmarked against NHS organisations of a similar size.*



**Metric 9 – The representation of BME people amongst board members**

**The Trust Board has two ethnic minority board member and seventeen white board members – 10.5% BME. National benchmark 15.6%.**

The Trust has two ethnic minority Board Members, neither are Executives; one ethnic minority Board Member (Executive) has left the Trust in-year. Seventeen of our Board Members are White, fifteen voting and two non-voting. The NHS Associate NED programme has been developed to support people with senior level experience, who are currently under-represented on NHS Boards into non-executive roles.

|                        | 2023 Board Membership |            |           |               |       | Overall workforce | Rate of ethnicity from staff survey |
|------------------------|-----------------------|------------|-----------|---------------|-------|-------------------|-------------------------------------|
|                        | Voting                | Non-voting | Executive | Non-executive | Total |                   |                                     |
| <b>Ethnic minority</b> | 1                     | 1          | 0         | 2             | 2     | 27%               | 27%                                 |
| <b>White</b>           | 15                    | 2          | 7         | 10            | 17    | 65%               | 73%                                 |
| <b>Unknown</b>         | 0                     | 0          | 0         | 0             | 0     | 8%                |                                     |