

Appendix 1 - Workforce Race Equality Standard (WRES) 2020/21 Report

1. Background

This report details the Trust's 2020/21 Workforce Race Equality Standard (WRES) technical data, and key findings from this data. An Action Plan, designed to address the gaps in workplace experience between White and BAME staff, is available in Appendix 2.

This report and Action Plan must be published on the Trust's external website by 27 September 2021.

2. Introduction

The Trust employed 10,256 staff at 31 March 2021. This is an increase of 694 staff in total compared to the previous reporting period (9562 staff as at 31 March 2020).

As the Trust is the lead employer for the Humber, Coast and Vale (HCV) vaccination programme, this in itself will have had a significant impact on headcount.

The number and percentage of staff by ethnicity is as follows:

Ethnicity	31 March 2020	31 March 2021
White	8162 (85.36%)	8627 (84.12%)
BAME	1266 (13.24%)	1428 (13.92%) (+162)
Not Stated	134 (1.40%)	201 (1.96%)
Grand Total	9562	10,256

NB: The number colour coded in brackets shows where the change is positive/negative for BAME colleagues

2 WRES 2020/21 Data

3.1 Indicator 1: Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and Very Senior Managers (including Executive Board members) compared with the percentage of staff in the overall workforce

Non-Clinical Staff

In the non-clinical category, there has been a total increase of 93 staff across all ethnicities (from 2182 to 2275). Of this there has been an increase of BAME staff by 7 (from 68 to 75).

Table 1: The number and percentage of **NON-CLINICAL** staff at 31 March 2021

	White		BAME		Unknown	
	Headcount	%	Headcount	%	Headcount	%
Under B1	8	100%	0	0%	0	0%
B1	38	90.48%	3 (+1)	7.14%	1	2.38%
B2	962	94.50%	46 (+4)	4.52%	10	0.98%
B3	469	97.51%	7 (+1)	1.46%	5	1.04%
B4	185	97.37%	3 (+1)	1.58%	2	1.05%
B5	172	97.18%	4 (-1)	2.26%	1	0.56%
B6	94	95.92%	3 (-1)	3.06%	1	1.02%
B7	91	91%	5 (+2)	5%	4	4%
B8a	60	95.24%	1 (-1)	1.59%	2	3.17%
B8b	42	95.45%	2	4.55%	0	0%
B8c	19	100%	0	0%	0	0%
B8d	7	87.50%	0	0%	1	12.50%
B9	0	0%	0	0%	0	0%
VSM	26	96.30%	1 (+1)	3.70%	0	0%
Total	2173		75 (+7)		27	

NB: The number colour coded in brackets shows where the change is positive/negative for BAME colleagues

Clinical Non-Medical Staff

In the clinical non-medical category, there has been a total increase of 577 staff across all ethnicities (from 5991 to 6568). Of this, there has been an increase of BAME staff by 142 (from 471 to 613).

The increase in headcount is likely to be due to the Trust's ongoing international Nurse recruitment programme and the additional recruitment required as a direct impact of the COVID-19 pandemic.

As lead provider for the Covid-19 Vaccination Programme for the HCV ICS, the Trust set up a bank of Vaccinators. Recruitment routes were via NHS Providers, the Bring Back Staff Campaign and local recruitment drives. Roles included band 6 Vaccination Clinical Supervisors, band 5 Registered Healthcare Professional Vaccinators and band 3 Vaccinators/Vaccination Support Workers. The available resource totalled approximately 500 casual workers (which are included in the total Trust headcount of 10,256 above). Requests for staff have come from across the ICS, including mass vaccination centres, Primary Care Networks and Community Pharmacists.

Table 2: The number/percentage of **CLINICAL NON-MEDICAL** staff at 31 March 2021

	White		BAME		Unknown	
	Headcount	%	Headcount	%	Headcount	%
Under B1	66	94.29%	4 (+3)	5.71%	0	0%
B1	6	100%	0	0%	0	0%
B2	1314	93.59%	71 (+3)	5.06%	19	1.35%
B3	643	95.54%	19 (+8)	2.82%	11	1.63%
B4	282	90.10%	16 (+11)	5.11%	15	4.79%
B5	1709	81.15%	371 (+91)	17.62%	26	1.23%
B6	978	90.81%	84 (+25)	7.80%	15	1.39%
B7	623	93.83%	30 (-5)	4.52%	11	1.66%
B8a	150	89.82%	14 (+7)	8.38%	3	1.80%
B8b	47	94%	3 (-1)	6%	0	0%
B8c	21	95.45%	0	0%	1	4.55%
B8d	4	100%	0	0%	0	0%
B9	2	100%	0	0%	0	0%
VSM	9	90%	1	10%	0	0%
Total	5854		613 (+142)		101	

NB: The number colour coded in brackets shows where the change is positive/negative for BAME colleagues

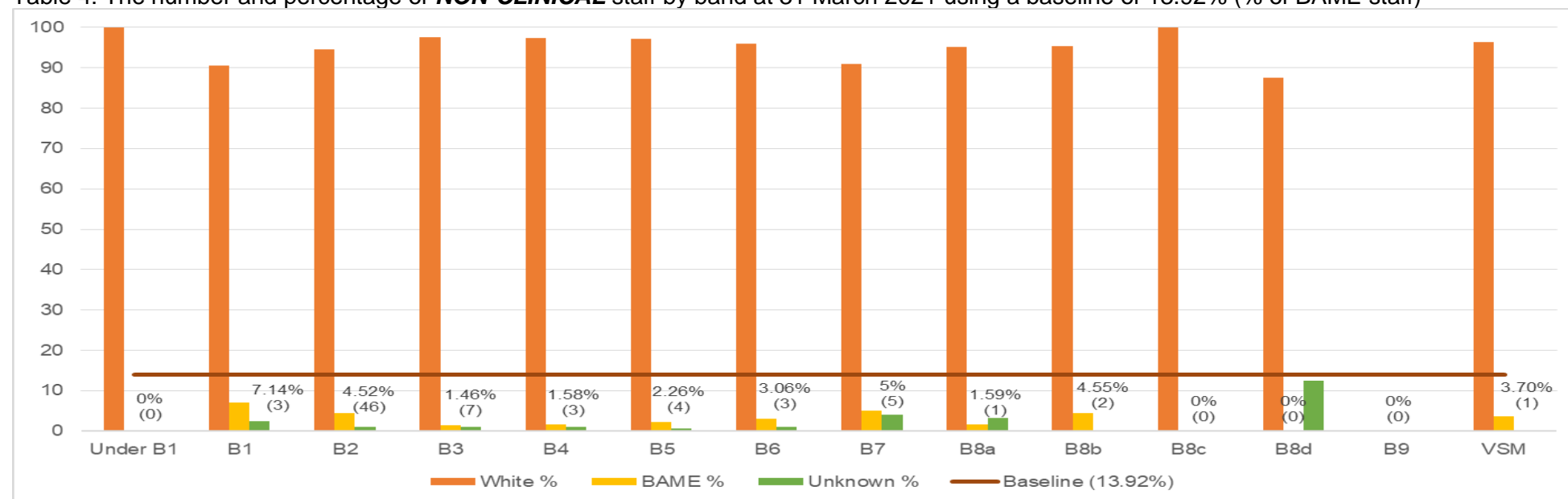
Medical and Dental Staff

There has been a total increase of medical and dental staff across all ethnicities by 24 (from 1389 to 1413). Of this, there has been an increase of BAME staff by 13 (from 727 to 740).

Table 3: The number/percentage of **MEDICAL AND DENTAL** staff at 31 March 2021

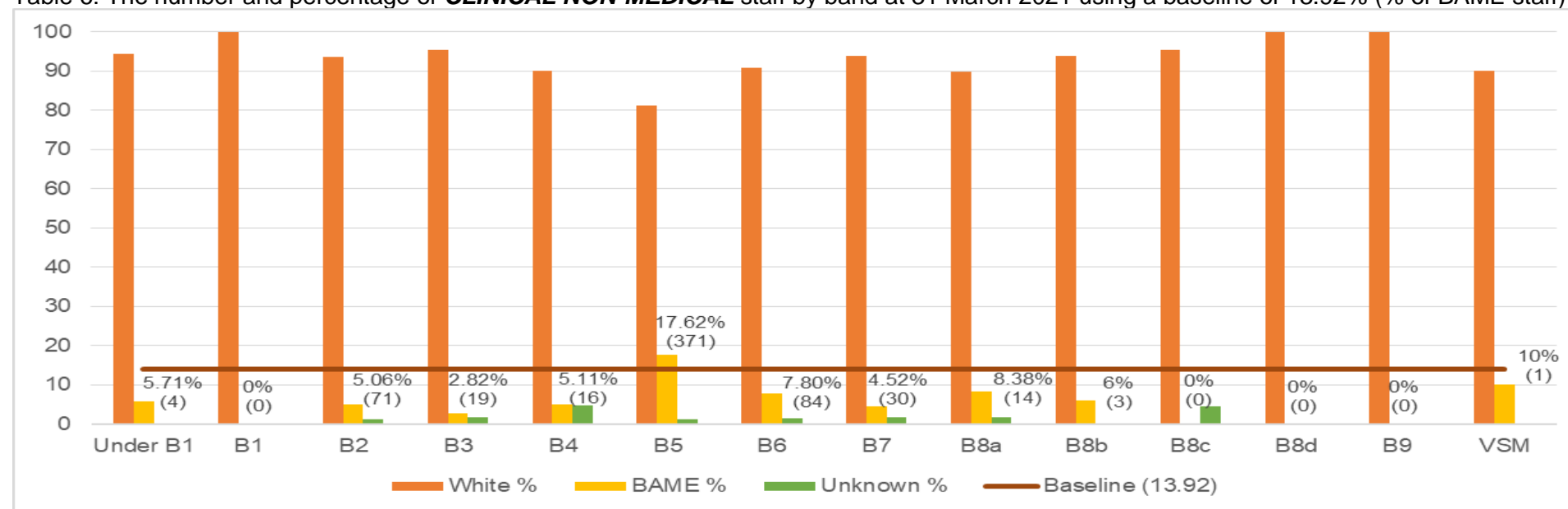
2020/21	White		BAME		Unknown	
	Headcount	%	Headcount	%	Headcount	%
Consultants	241	46.08%	263 (+14)	50.29%	19	3.63%
Non-Consultant Career Grade	22	30.14%	48 (+3)	65.75%	3	4.11%
Trainee Grades	337	41.25%	429 (-4)	52.51%	51	6.24%
Other	0	0%	0	0%	0	0%
Total	600		740 (+13)		73	

NB: The number colour coded in brackets shows where the change is positive/negative for BAME colleagues

Table 4: The number and percentage of **NON-CLINICAL** staff by band at 31 March 2021 using a baseline of 13.92% (% of BAME staff)Table 5: The number and percentage of **NON-CLINICAL** staff in each band over 2 years

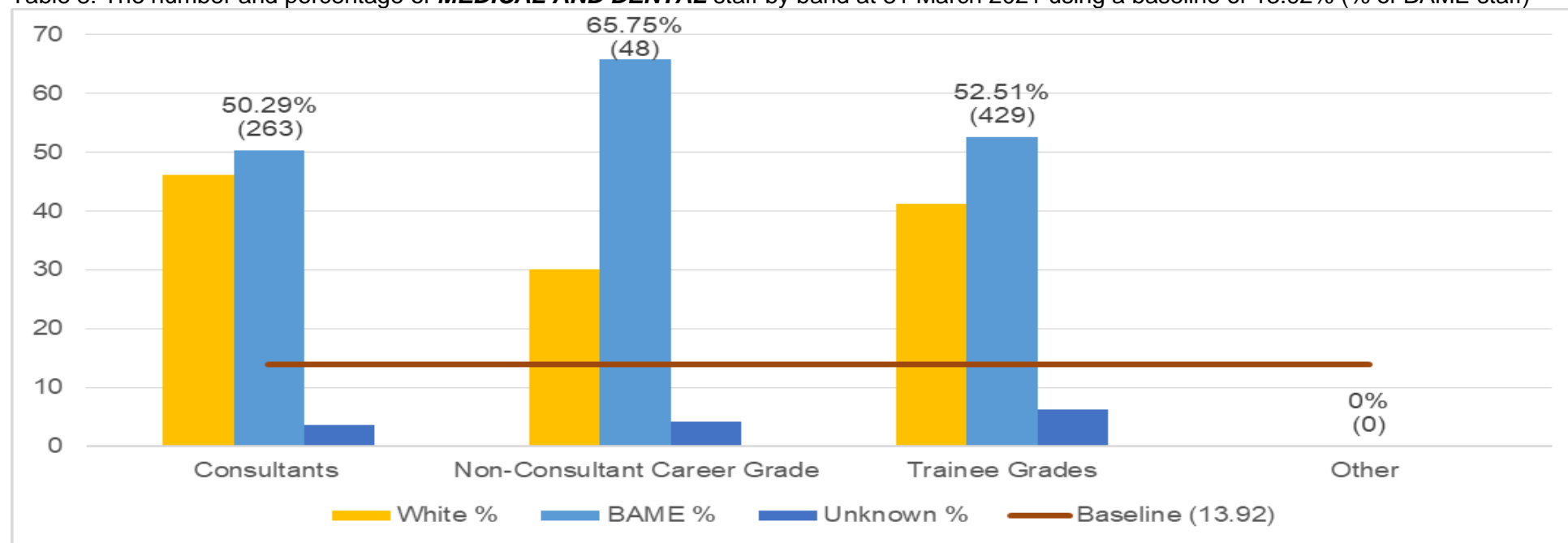
	2019/20		2020/21		2019/20		2020/21		2019/20		2020/21	
	White Headcount	White %	White Headcount	White %	BAME Headcount	BAME %	BAME Headcount	BAME %	Unknown Headcount	Unknown %	Unknown Headcount	Unknown %
Under B1	20	100%	8	100%	0	0%	0	0%	0	0%	0	0%
B1	44	95.65%	38	90.48%	2	4.35%	3 (+1)	7.14%	0	0%	1	2.38%
B2	914	94.81%	962	94.50%	42	4.36%	46 (+4)	4.52%	8	0.83%	10	0.98%
B3	439	97.56%	469	97.51%	6	1.33%	7 (+1)	1.46%	5	1.11%	5	1.04%
B4	191	98.45%	185	97.37%	2	1.03%	3 (+1)	1.58%	1	0.52%	2	1.05%
B5	158	96.34%	172	97.18%	5	3.05%	4 (-1)	2.26%	1	0.61%	1	0.56%
B6	94	94.95%	94	95.92%	4	4.04%	3 (-1)	3.06%	1	1.01%	1	1.02%
B7	83	93.26%	91	91%	3	3.37%	5 (+2)	5%	3	3.37%	4	4%
B8a	55	93.22%	60	95.24%	2	3.39%	1 (-1)	1.59%	2	3.39%	2	3.17%
B8b	45	95.74%	42	95.45%	2	4.26%	2	4.55%	0	0%	0	0%
B8c	19	95%	19	100%	0	0%	0	0%	1	5%	0	0%
B8d	7	87.50%	7	87.50%	0	0%	0	0%	1	12.50%	1	12.50%
B9	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
VSM	22	100%	26	96.30%	0	0%	1 (+1)	3.70%	0	0%	0	0%
Total	2091		2173		68		75 (+7)		23		27	

NB: The number colour coded in brackets shows where the change is positive/negative for BAME colleagues

Table 6: The number and percentage of **CLINICAL NON-MEDICAL** staff by band at 31 March 2021 using a baseline of 13.92% (% of BAME staff)Table 7: The number and percentage of **CLINICAL NON-MEDICAL** staff in each band over 2 years

2020/21	2019/20		2020/21		2019/20		2020/21		2019/20		2020/21	
	White Headcount	White %	White Headcount	White %	BAME Headcount	BAME %	BAME Headcount	BAME %	Unknown Headcount	Unknown %	Unknown Headcount	Unknown %
Under B1	47	97.92%	66	94.29%	1	2.08%	4 (+3)	5.71%	0.00	0%	0	0%
B1	0	0%	6	100%	0	0%	0	0%	0	0%	0	0%
B2	1308	94.17%	1314	93.59%	68	4.90%	71 (+3)	5.06%	13	0.94%	19	1.35%
B3	545	95.78%	643	95.54%	11	1.93%	19 (+8)	2.82%	13	2.28%	11	1.63%
B4	187	97.40%	282	90.10%	5	2.60%	16 (+11)	5.11%	0	0%	15	4.79%
B5	1604	84.11%	1709	81.15%	280	14.68%	371 (+91)	17.62%	23	1.21%	26	1.23%
B6	938	92.78%	978	90.81%	59	5.84%	84 (+25)	7.80%	14	1.38%	15	1.39%
B7	591	92.78%	623	93.83%	35	5.49%	30 (-5)	4.52%	11	1.73%	11	1.66%
B8a	139	93.92%	150	89.82%	7	4.73%	14 (+7)	8.38%	2	1.35%	3	1.80%
B8b	48	92.31%	47	94%	4	7.69%	3 (-1)	6%	0	0%	0	0%
B8c	21	95.45%	21	95.45%	0	0%	0	0%	1	4.55%	1	4.55%
B8d	4	100%	4	100%	0	0%	0	0%	0	0%	0	0%
B9	3	100%	2	100%	0	0%	0	0%	0	0%	0	0%
VSM	8	88.89%	9	90%	1	11.11%	1	10%	0	0%	0	0%
Total	5443		5854		471		613 (+142)		77		101	

NB: The number colour coded in brackets shows where the change is positive/negative for BAME colleagues

Table 8: The number and percentage of **MEDICAL AND DENTAL** staff by band at 31 March 2021 using a baseline of 13.92% (% of BAME staff)Table 9: The number and percentage of **MEDICAL AND DENTAL** staff in each band over 2 years

	2019/20		2020/21		2019/20		2020/21		2019/20		2020/21	
	White Headcount	White %	White Headcount	White %	BAME Headcount	BAME %	BAME Headcount	BAME %	Unknown Headcount	Unknown %	Unknown Headcount	Unknown %
Consultants	239	47.90%	241	46.08%	249	49.90%	263 (+14)	50.29%	11	2.20	19	3.63%
Non-Consultant Career Grade	26	35.14%	22	30.14%	45	60.81%	48 (+3)	65.75%	3	4.05	3	4.11%
Trainee Grades	363	44.49%	337	41.25%	433	53.06%	429 (-4)	52.51%	20	2.45	51	6.24%
Other	0	0%	0	0%	0	0%	0	0%	0	0.00	0	0%
Total	628		600		727		740 (+13)		34		73	

NB: The number colour coded in brackets shows where the change is positive/negative for BAME colleagues

3.2 Indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts

In comparison to the 2019/20 WRES data, this year's data shows:

- 614 BAME applicants were shortlisted and 105 appointed compared to last year (which showed 454 BAME applicants were shortlisted and 77 appointed).
- The percentage of BAME staff being appointed from shortlisting has slightly improved. This however, is not enough of a change to affect the relative likelihood in a positive way. The relative likelihood is that White staff are 1.43 times more likely to be appointed from shortlisting compared to BAME colleagues.

Table 10: The percentage of staff **SHORTLISTED** and **APPOINTED** over 2 years

Ethnicity	2019/20	2020/21
White	22.13%	24.46%
BAME	16.96%	17.10%
Not Stated	50.91%	25%
Relative likelihood	1.30	1.43

NB: Colour coded to show where the change is positive/negative for BAME colleagues

3.3 Indicator 3: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

This indicator takes into account staff who have been through the formal disciplinary process by ethnicity. Where a collective disciplinary has occurred, multiple ethnicities are not recorded. During the reporting timeframe, there has been 1 collective disciplinary, which for the purposes of the WRES, has been included in the 'Not Stated' figures.

In comparison to the 2019/20 WRES data, the 2020/21 data shows:

- BAME staff are less likely to enter into the disciplinary process than White staff.
- The number of disciplinaries in total across all ethnicities from 1 April 2020 to 31 March 2021 has increased by 1 (from 116 to 117).
- However, the number of BAME staff entering the formal disciplinary process has decreased by 1 (from 10 to 9) in total over the last year.

Table 11: Percentage of staff who entered into a **FORMAL DISCIPLINARY PROCESS**

Ethnicity	2019/20	2020/21
White	1.20%	1.21%
BAME	0.79%	0.63%
Not Stated	5.97%	1.99%
Relative likelihood	0.66	0.52

NB: Colour coded to show where the change is positive/negative for BAME colleagues

3.4 Indicator 4: Relative likelihood of staff accessing non-mandatory training and CPD

In comparison to the 2019/20 WRES data, this year's data shows:

- The number of BAME staff accessing training has increased by 299 employees (from 1146 to 1445).
- Within the Trust, the relative likelihood shows that BAME staff are more likely to access non-mandatory training and CPD than to White staff.

NB: An outcome from the recent 2019/20 WRES data audit was to improve the data for this indicator. Therefore, in conjunction with the Head of Learning and Organisational Development, this will be reviewed to enable improvements to be made in next year's report.

Table 12: Percentage of staff who accessed **NON-MANDATORY TRAINING** and **CPD**

Ethnicity	2019/20	2020/21
White	97.06%	99.86%
BAME	90.52%	101.26%
Not Stated	94.03%	72.14%
Relative likelihood	1.07	0.99

NB: Colour coded to show where the change is **positive/negative** for BAME colleagues

3.5 Indicator 5-8 Staff Survey Results

The 2020/21 Staff Survey results show in comparison to the 2019/20 data:

- Bullying and harassment from patients, relatives or the public has increased for BAME staff, but has fallen for White staff.
- Bullying and harassment from staff has increased for both White and BAME staff, however it has increased more for BAME staff (by over 3%).
- The number of staff who feel that the Trust provides equal opportunities for career progression or promotion has reduced by over 1% for both White and BAME staff.
- The number of BAME staff who stated that they personally experienced discrimination at work from a manager/team leader or other colleagues has increased by over 1%.

With the launch of the Policy for Staff Conflict Resolution and Professionalism in the Workplace in May 2021, there is hope that this may have a positive impact on bullying and harassment figures in the future.

The policy (which replaces the Bullying and Harassment Policy) aims to address behaviours at the lowest possible level, when behaviours can often be identified as a minor disagreement or conflict between staff rather than a default claim of bullying and harassment.

An 'Unacceptable Behaviour Scale' has been included as a guide to categorising the behaviour being experienced to understand the potential avenues for resolution.

Identifying behaviours, particularly in the lower categories may help staff to determine the behaviours they are experiencing are unacceptable and there is a mechanism for this to be addressed/resolved.

Table 13: Data for Indicators 5 to 8

Staff Survey Indicators	White %		BAME %	
	2019/20	2020/21	2019/20	2020/21
Indicator 5: KF25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	24.72%	23.5%	25.25%	26.5%
Indicator 6: KF26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	25.75%	26.8%	30.07%	34.1%
Indicator 7: KF21. Percentage believing that the Trust provides equal opportunities for career progression or promotion	88.53%	87.2%	78.88%	77.0%
Indicator 8: Q17. In the last 12 months have you personally experienced discrimination at work from a manager/team leader or other colleagues	5.46%	5.6%	14.52%	15.9%

NB: Colour coded to show where the change is **positive/negative** for BAME colleagues

3.6 Indicator 9: Percentage difference between (i) the organisations' Board voting membership and its overall workforce and (ii) the organisations' Board executive membership and its overall workforce

As at 31 March 2021, the Trust has 16 Board members in total, of which:

- 15 (93.8%) are of White ethnicity compared to 13 in the previous year.
- 1 (6.3%) is a BAME staff member which is the same as the previous year.

Table 14: Percentage difference between the **BOARD MEMBERSHIP VS. OVERALL WORKFORCE**

Ethnicity	2019/20	2020/21
Difference (total Board – overall workforce)	-6.1%	-7.7%

4 Achievements throughout 2020/21

There have been a number of achievements in the past year as detailed below:

4.1 Appointment to EDI Roles

To embed the Trust's commitment to equality, diversity and inclusion, funding has been secured to make appointments to dedicated equality, diversity and inclusion posts, who will cover all the protected characteristics. The Trust's Senior OD Facilitator also continues to support the equality, diversity and inclusion agenda, particularly linked to issues which underpin the WRES.

4.2 BAME Leadership Network

With the successful appointments of the BAME Leadership Network Chair and Joint Deputy Chairs in 2020, the Network has continued to go from strength to strength, in what has been a challenging year due to the COVID-19 pandemic.

The Network meetings have continued during the pandemic via WebEx to enable members to stay connected and to enable important work to continue.

Alongside the Senior Management Team, the BAME Chair and Deputy Chairs have played a fundamental role in supporting BAME staff during the COVID-19 pandemic.

Following evidence that the BAME population nationally were more adversely impacted by COVID-19 compared to White people, the Trust introduced a number of proactive measures to support BAME staff. These included:

- Priority COVID-19 testing for BAME staff and their family members with mild symptoms.
- Priority antibody testing.
- Promoted avenues of support to BAME staff if they have any concerns about the support that they are receiving from line management during the pandemic.

The Trust continues to work with the BAME Leadership Network and BAME colleagues to review any additional support measures that are required as a result of the pandemic.

4.3 Success at the National BAME Health and Care Awards 2021

The Trust was very proud to have the work of three staff recognised as part of the National BAME Health and Care Awards 2020. These successes were in the Workforce Innovator of the Year, Compassionate and Inclusive Leader/Initiative and Outstanding Corporate Achievement categories.

4.4 Training

The Trust continues to be committed to developing BAME staff, with leadership development opportunities being promoted on a regular basis. These include BAME Leadership

Programmes 20/21, Great Leaders Coaching Network, Great Leaders Leadership Programmes, Reverse mentoring and the NHS Leadership Academy.

A series of management clinics were held to support Trust leaders and staff to take an inclusive approach and explore how they can better become allies to staff from a BAME, LGBTQ+, disabled or other protected characteristics background. The clinics focused on self-reflection and how to take proactive action to support colleagues. Over 80 members of staff attended these sessions in 2020/21.

'Let's talk about discrimination – Become an Ally' sessions were provided for staff across the Trust in October 2020 during Black History Month. These sessions focused on the importance of fostering an inclusive culture where all staff feel they belong and can progress at work, regardless of their identity. Further sessions will continue throughout 2021.

4.5 Our Voices Project

In September 2020, an exciting six-month project, 'Our Voices', launched to inform the Trust's Equality, Diversity and Inclusion Strategy and work going forward.

The project asked staff, volunteers and trainees to share their voices and lived experiences to improve staff experiences as measured by the national Staff Survey/feedback forums.

Understanding the lived experience of staff from all backgrounds will enable the Trust to meaningfully work towards a culture where, both in employment and service provision, no individual is discriminated against or treated less favourably due to age, disability, gender, pregnancy or maternity, marital status or civil partnership, race, religion or belief, sexual orientation or transgender (Equality Act 2010) and the vision as set out in the Trust's Equality, Diversity and Inclusion Strategy.

5 Summary

Improvements have been made across the following indicators:

- The total number of BAME staff has increased across the staff groups by 162 (from 1266 to 1428) which is a positive, however further work to provide career progression opportunities to BAME colleagues (in line with the national WRES Model Employer goals) needs to continue.
- BAME staff continue to be less likely to enter into the formal disciplinary process compared to White staff.
- BAME staff are marginally more likely to access non-mandatory training and CPD compared to White staff, although as noted in section 3.4, the 2019/20 WRES data audit concluded that the data for this indicator needs to be improved.

Further improvements need to be made across the following indicators:

- Although the percentage of BAME staff being appointed from shortlisting increased in the last 12 months, the relative likelihood of White staff being appointed from shortlisting compared to BAME staff continues to increase.
- Further work to improve the experiences of BAME staff in relation to bullying and harassment and career progression/promotion needs to continue.
- Work to improve the diversity of the Trust Board needs to continue.

The Trust continues to be committed to closing the gap between White and BAME worklife experience as detailed within the Action Plan 2021/22 (see Appendix 2).

Appendix 2 - Workforce Race Equality Standard Action Plan 2021/22

The Action Plan 2021/22 has been developed, based on the 2020/21 WRES technical data results, to help close the gaps in workplace experience between White and Black and Ethnic Minority (BAME) staff. A separate detailed workplan supports the Action Plan.

Action	WRES Indicator	Timescale	Lead
Launch an internal and external “Zero Tolerance To Racism” Campaign for staff, patients and visitors.	Indicators 5, 6, 8	December 2021	Director of Communications / Marketing Manager
Continue to empower BAME staff to speak up, raise concerns and ensure adequate/visible support mechanisms are in place.	Indicators 5, 6, 8	December 2021	Director of Workforce/ BAME Chair and Deputy Chairs
Continue to re-fresh and re-energise mandatory and statutory equality and inclusion training to include powerful, impactful videos to highlight and celebrate contribution of BAME colleagues within the Trust.	All	October 2021	Senior OD Practitioner / EDI Leads
Continue to develop mandatory leadership and management development programmes focusing on discrimination, bullying and harassment, unconscious bias, cross-cultural understanding and micro-aggression which develop managers to empower BAME staff to speak up and raise concerns.	Indicators 5, 6, 8	March 2022	Head of Learning and Organisational Development / Senior OD Practitioner
Design and launch a ‘Diversity in Recruitment’ scheme underpinned by diversity in recruitment specialists (pilot within nursing for band 6 and above role)	Indicators 1, 2, 7	Review pilot November 2021	Head of HR Services / EDI Leads / Senior OD Practitioner
Design a BAME specific induction programme highlighting the Trust’s commitment to BAME colleagues as well as signposting to colleagues in the Trust and local BAME community groups/services.	All	December 2021	Director of Communications / Head of Learning and Organisational Development
Review end to end process and outcomes to identify any bias in informal and formal grievance, investigation and disciplinary processes.	Indicator 3	March 2022	Head of Workforce / Chair of BAME Leadership Network

WRES Indicators

1. Indicator 1 - compare the data for white and BAME staff: Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce
2. Relative likelihood of staff being appointed from shortlisting across all posts
3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation
4. Relative likelihood of staff accessing non-mandatory training and CPD
5. KF: 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6. KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7. KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion
8. Q17. In the last 12 months have you personally experienced discrimination at work from a manager/team leader or other colleagues
9. Percentage difference between (i) the organisations' Board voting membership and its overall workforce and (ii) the organisations' Board executive membership and its overall workforce