

Workforce Race Equality Standard (WRES) 2022/23 Report

1. Background

This report details the Trust's 2022/23 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 31 October 2023.

2. Introduction

The Trust employed 9,505 staff at 31 March 2023. This is an increase of 367 staff in total compared to the previous reporting period (9,138 staff as at 31 March 2022).

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

Ethnicity	31 March 2022	31 March 2023
White	7433 (81.34%)	7541 (79.34%)
BAME	1558 (17.05%) (+130)	1777 (18.70%) (+219)
Not Stated	147 (1.61%)	187 (1.96%)
Grand Total	9,138	9,505

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

2 WRES 2022/23 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 175 staff across all ethnicities (from 2105 to 2278). Of this there has been an increase of BAME staff by 27 (from 76 to 103).

Table 1: The number and percentage of **NON-CLINICAL** staff at 31 March 2023

	White		BAME		Unknown	
	Headcount	%	Headcount	%	Headcount	%
Under B1	8	100.00	0	0.00	0	0.00
B1	17	94.44	1	5.56	0	0.00
B2	911	92.96	58	5.92	11	1.12
B3	464	95.67	18	3.71	3	0.62
B4	207	96.28	6	2.79	2	0.93
B5	159	95.78	7	4.22	0	0.00
B6	130	97.74	3	2.26	0	0.00
B7	89	90.82	4	4.08	5	5.10
B8a	65	94.20	2	2.90	2	2.90
B8b	44	93.62	2	4.26	1	2.13
B8c	19	100.00	0	4.17	0	0.00
B8d	8	88.89	0	0.00	1	11.11
B9	4	100.00	0	0.00	0	0.00
VSM	25	92.59	2	7.41	0	0.00
Total	2150		103		25	

Clinical Non-Medical Staff

In the clinical non-medical category, there has been a total increase of 215 staff across all ethnicities (from 5628 to 5843). Which includes there has been an increase of BAME staff by 164 (from 731 to 895).

The most significant contributor to the increase in BAME staff headcount is due to the Trust's continued sourcing of internationally educated nurses who will account for the majority of the increase in Band 5 BAME nurses.

Table 2: The number/percentage of **CLINICAL NON-MEDICAL** staff at 31 March 2023

	White		BAME		Unknown	
	Headcount	%	Headcount	%	Headcount	%
Under B1	61	95.31	3	4.69	0	0.00
B1	1	100.00	0	0.00	0	0.00
B2	1061	92.99	69	6.05	11	0.96
B3	487	95.49	17	3.33	6	1.18
B4	209	96.31	7	3.23	1	0.46
B5	1287	66.27	621	31.98	34	1.75
B6	911	87.85	115	11.09	11	1.06
B7	605	92.79	41	6.29	6	0.92
B8a	163	88.81	19	10.27	3	1.62
B8b	51	98.08	1	1.92	0	0.00
B8c	20	95.24	1	4.76	0	0.00
B8d	3	100.00	0	0.00	0	0.00
B9	2	100.00	0	0.00	0	0.00
VSM	14	87.50	1	6.25	1	6.25
Total	4875		895		73	

Medical and Dental Staff

There has been a total increase of medical and dental staff across all ethnicities by 88 (from 1304 to 1392) included in this is an increase of BAME staff by 31 (from 751 to 782).

Table 3: The number/percentage of **MEDICAL AND DENTAL** staff at 31 March 2022

2021/22	White		BAME		Unknown	
	Headcount	%	Headcount	%	Headcount	%
Consultants	234	44.73	271	52.34	15	2.93
Non-Consultant Career Grade	14	22.58	46	74.19	2	3.23
Trainee Grades	273	33.70	465	57.41	72	8.89
Other	0	0.00	0	0.00	0	0.00
Total	521		782		89	

Table 4: The number and percentage of **NON-CLINICAL** staff in each band over 2 years

	2021/22		2022/23		2021/22		2022/23		2021/22		2022/23	
	White Headcount	White %	White Headcount	White %	BAME Headcount	BAME %	BAME Headcount	BAME %	Unknown Headcount	Unknown %	Unknown Headcount	Unknown %
Under B1	5	100.00	8	100.00	0	0.00	0	0.00	0	0.00	0	0.00
B1	29	93.55	17	94.44	2	6.45	1	5.56	0	0.00	0	0.00
B2	898	94.83	911	92.96	39	4.12	58	5.92	10	1.06	11	1.12
B3	440	96.70	464	95.67	11	2.42	18	3.71	4	0.88	3	0.62
B4	197	96.57	207	96.28	6	2.94	6	2.79	1	0.49	2	0.93
B5	185	97.88	159	95.78	4	2.12	7	4.22	0	0.00	0	0.00
B6	100	96.15	130	97.74	4	3.85	3	2.26	0	0.00	0	0.00
B7	86	91.49	89	90.82	3	3.19	4	4.08	5	5.32	5	5.10
B8a	67	90.54	65	94.20	4	5.41	2	2.90	3	4.05	2	2.90
B8b	41	95.35	44	93.62	1	2.33	2	4.26	1	2.33	1	2.13
B8c	23	95.83	19	100.00	1	4.17	0	4.17	0	0.00	0	0.00
B8d	6	85.71	8	88.89	0	0.00	0	0.00	1	14.29	1	11.11
B9	1	100.00	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00
VSM	27	96.43	25	92.59	1	3.57	2	7.41	0	0.00	0	0.00
Total	2105		2150		76		103		25		25	

Table 5: The number and percentage of **CLINICAL NON-MEDICAL** staff in each band over 2 years

	2021/22		2022/23		2021/22		2022/23		2021/22		2022/23	
	White Headcount	White %	White Headcount	White %	BAME Headcount	BAME %	BAME Headcount	BAME %	Unknown Headcount	Unknown %	Unknown Headcount	Unknown %
Under B1	67	95.71	61	95.31	3	4.29	3	4.69	0	0.00	0	0.00
B1	4	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
B2	1016	95.85	1061	92.99	34	3.21	69	6.05	10	0.94	11	0.96
B3	497	96.13	487	95.49	14	2.71	17	3.33	6	1.16	6	1.18
B4	194	94.63	209	96.31	11	5.37	7	3.23	0	0.00	1	0.46
B5	1344	70.81	1287	66.27	528	27.82	621	31.98	26	1.37	34	1.75
B6	906	89.53	911	87.85	92	9.09	115	11.09	14	1.38	11	1.06
B7	582	93.57	605	92.79	32	5.14	41	6.29	8	1.29	6	0.92
B8a	140	89.17	163	88.81	14	8.92	19	10.27	3	1.91	3	1.62
B8b	48	96.00	51	98.08	2	4.00	1	1.92	0	0.00	0	0.00

Final 26/10/23

B8c	16	94.12	20	95.24	0	0.00	1	4.76	1	5.88	0	0.00
B8d	2	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00
B9	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
VSM	11	91.67	14	87.50	1	8.33	1	6.25	0	0%	1	6.25
Total	4829		4875		731		895		68		73	

Table 6: The number and percentage of **MEDICAL AND DENTAL** staff in each band over 2 years

	2021/22		2022/23		2021/22		2022/23		2021/22		2022/23	
	White Headcount	White %	White Headcount	White %	BAME Headcount	BAME %	BAME Headcount	BAME %	Unknown Headcount	Unknown %	Unknown Headcount	Unknown %
Consultants	223	46.36	234	44.73	245	50.94	271	52.34	13	2.70	15	2.93
Non-Consultant Career Grade	16	27.12	14	22.58	40	67.80	46	74.19	3	5.08	2	3.23
Trainee Grades	260	34.03	273	33.70	466	60.99	465	57.41	38	4.97	72	8.89
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	499		521		751		782		54		89	

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

In comparison to the 2021/22 WRES data, this year's data shows:

- 1606 BAME applicants were shortlisted and 322 appointed compared to last year (which showed 1083 BAME applicants were shortlisted and 204 appointed).
- The percentage of BAME staff being appointed from shortlisting has slightly improved. This reflects through in the slight improvement in the relative likelihood of appointment. The relative likelihood is that White staff are 1.30 times more likely to be appointed from shortlisting compared to BAME colleagues.

Table 7: The percentage of staff **SHORTLISTED** and **APPOINTED** over 2 years

Ethnicity	2021/22	2022/23
White	25.17%	26.00%
BAME	18.84%	20.05%
Not Stated	45.83%	31.67%
Relative likelihood	1.34	1.30

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.

In comparison to the 2021/22 WRES data, the 2022/23 data shows:

- BAME staff are more likely to enter into the disciplinary process than White staff.
- The number of disciplinaries in total across all ethnicities from 1 April 2022 to 31 March 2023 has decreased by 49 (from 125 to 76).
- However, the number of BAME staff entering the formal disciplinary process has increased by 5 (from 10 to 15 in total over the last year).

Table 8: Percentage of staff who entered into a **FORMAL DISCIPLINARY PROCESS**

Ethnicity	2021/22	2022/23
White	1.52%	0.80%
BAME	0.64%	0.84%
Not Stated	1.36%	0.53%
Relative likelihood	0.42	1.06

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 2022/23 WRES data, this year's data shows:

- The number of BAME staff accessing training has increased marginally by 21 employees (from 1340 to 1361).
- Within the Trust, the relative likelihood shows that BAME staff are more likely to access non-mandatory training and CPD than White staff, though in effect there is equality of access.

Table 9: Percentage of staff who accessed **NON-MANDATORY TRAINING** and **CPD**

Ethnicity	2021/22	2022/23
White	88.04%	74.69%
BAME	86.01%	76.59%
Not Stated	88.44%	74.33%
Relative likelihood	1.02	0.98

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

3.5 Indicator 5-8 Staff Survey Results

The 2022/23 Staff Survey results show in comparison to the 2021/22 data:

- Bullying & Harassment by patients and service users towards BAME staff and White staff has risen significantly.
- Bullying and harassment from staff has increased for both White and BAME staff, however it has increased more for BAME staff.
- The number of staff who feel that the Trust provides equal opportunities for career progression or promotion has increased by nearly 2% for BAME staff, whilst slightly falling for White staff.
- The number of BAME staff who stated that they personally experienced discrimination at work from a manager/team leader or other colleagues has decreased by nearly 2%.

To complement the Staff Conflict Resolution Policy introduced in May 2021 the Trust launched the Zero Tolerance to Racism framework during August 2022, this has encouraged employees that are the recipients of harassment at work to make a formal report to the organisation for interventions to be made, these relate to behaviour by colleagues, managers and patients the impact of this will be measurable when the 2023 staff survey results are available.

Table 10: Data for Indicators 5 to 8

Staff Survey Indicators	White %		BAME %	
	2021/22	2022/23	2021/22	2022/23
Indicator 5: KF25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	25.5%	28.8%	28.8%	33.0%
Indicator 6: KF26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	19.7%	21.5%	26.1%	31.3%
Indicator 7: KF21. Percentage believing that the Trust provides equal opportunities for career progression or promotion	58.7%	58.1%	44.8%	46.6%
Indicator 8: Q17. In the last 12 months have you personally experienced discrimination at work from a manager/team leader or other colleagues	7.3%	6.6%	18.2%	16.4%

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 2023, the Trust has 17 Board members in total, of which:

- 15 (88.2%) are of White ethnicity compared to 16 in the previous year.
- 2 (11.8%) are BAME staff members which is the same as the previous year.

Table 11: Percentage difference between the **BOARD MEMBERSHIP VS. OVERALL WORKFORCE**

Ethnicity	2021/22	2022/23
Difference (total Board – overall workforce)	-5.9%	-6.9%

4 Achievements throughout 2022/23

There have been a number of achievements in the past year, which are detailed below:

4.1 Zero Tolerance to Racism

On 10 June 2022 the Trust announced it’s Anti-Racist stance at the BAME staff Conference, the Zero Tolerance to Racism reporting tool along with the framework was launched on the 1st August 2022.

A Circle group was established that meets on a fortnightly basis, it’s members are EDI Manager, Head of Workforce, Freedom to Speak Up Guardian, Senior Organisation Development Manager, Security Manager & BAME staff network chair. Support is given to and issues addressed directly with Staff, systemic interventions are sought. Examples are infrastructural support for nursing students working with Higher Education providers to provide clear guidance for student nurses over recourse to fair processes, Recommendation to HUTH inequalities steering group for project team to be established to engage with the Gypsy Roma Traveller community, exploring options for greater support for International Medical Graduates that join the Trust recommendation to EDI steering group.

A significant percentage (40%) of reports considered by the Circle group relate to patient behaviours which we challenge, working with operational management. The poster campaign to publish the launch of the framework and publicity in the local press raised the profile of issue in the community.

4.2 Recruitment

A process mapping group has been established to break down all elements of the recruitment process and establish ways that we can make the process more inclusive and improve representation. In all cases where AAC panels constituents would not include a BAME member, the Chief Executive and Chief Medical Officer have mandated that an additional panel member who is BAME shall be included as a full member of the panel, and to have an equality representative on the panel guidance has been produced.

The process mapping group is also reviewing our use of Values Based Recruitment and how it can be made more inclusive

4.3 Career Enhancing Programme

It wasn’t believed that the shadow board concept would be a practical solution to the issue of BAME representation in the Trust, instead an alternative programme is being developed in conjunction with the BAME staff network that will offer BAME staff opportunities at career enhancement, involving a blend of development, secondments and mentoring.

4.4 BAME Conference

A very successful and well attended hybrid conference on the theme of “Achieving equity in our diverse workforce” was held during the year. It featured the adoption of an Anti-Racist statement by the Trust underscored by the Zero Tolerance to Racism Framework^{4.6} and a talk about how BAME staff can progress their careers.

4.5 BAME Network Chair

During the year Dumbor Ngaage completed his 2 year term as network chair and after a selection process he was replaced by Yoghini Nagandran a Consultant Geriatrician. Dawda Jatta also completed his term as Deputy Chair, the Network thanked Dumbor & Dawda for all their efforts on behalf of BAME staff in the Trust in particular for the leadership that Dumbor provided in supporting the Trust and colleagues through the Covid pandemic.

4.6 Working on Anti-Racism

The Trust ran a number of sessions in association with BRAP, the aim of which was to develop participants understanding of race and anti-racism. To discuss the challenges and opportunities they have as leaders, managers or general staff who want to transform the workplace culture.

4.7 Mandatory EDI Training

Has been reviewed and updated during the year and is more inclusive in particular it highlights the challenges that BAME staff encounter in the NHS & highlights areas of support and how white colleagues can act as Upstanders.

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, which will include a full review of recruitment processes, to BAME colleagues (in line with the national WRES Model Employer goals) needs to continue.
- BAME staff continue are now slightly more 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.

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 only decreased slightly.
- 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 2023/24 (see Appendix 2).

Appendix 1 - Workforce Race Equality Standard Action Plan 2023/24

The Action Plan 2023/24 has been developed, based on the 2022/23 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
Continue the work to promote & refine the Zero Tolerance to Racism Framework and Reporting tool that will enable the Trust to embed it's Anti-Racist stance	Indicators 5, 6, 8	Ongoing	EDI Manager
Explore ways that the Trusts EDI strategies can strengthen the addressing of Race Inequalities specifically taking into consideration the Group Structure of the organisation.	All	January 24/Ongoing	Workforce & OD EDI Team
Charge the project group working on improving the appraisal process to consider ways that specific inclusion objectives can be incorporated into the appraisal process	Indicators 6, 7, 8	December 23/Ongoing	EDI Manager & OD Team
Continue the work of the Project Group reviewing recruitment processes through the lens of EDI, introducing initiatives that will enable BAME staff to progress their careers on an equal basis, specifically Band 6+ nursing appointments	Indicators 1, 2, 7	October 23/Ongoing	EDI Manager
Review the use of Value Based Recruitment in the Trust from an EDI perspective and assess the inclusivity of the process and if there are issues recommend options to change VBR that will offer equality of opportunity irrespective of cultural background.	Indicator 2, 7	February 24/Ongoing	OD & EDI Manager
Introduce our internally designed Career Enhancing Programme that will be designed to expedite career opportunities for BAME staff through a blended mix of Mentoring, Development & Secondments	Indicator 1, 9	November 23/Ongoing	OD Team
Introduce a Pilot for having a number of EDI Champions in Pharmacy, following evaluation consider expanding throughout the Trust	Indicator 5, 6, 7, 8	December 23/Ongoing	EDI & Chief Pharmacist

<p>Strengthen our support for staff by:</p> <p>Participating in the national programme Introducing Cultural Intelligence programmes for nursing managers of Internationally Educated Nurses</p>	Indicator 6	November 23/Ongoing	EDI Manager & Nursing Director
<p>Run another Withstand Development Programme to bolster our offer to Band 4-6 Clinical BAME staff</p> <p>It is an innovative programme designed to bridge the gap between where participants are and where they would like their future career to be.</p>	Indicator 1, 7	November 23	OD Team
<p>Staff Network Chair to participate in the North East & Yorkshire regional Development programme and feedback via EDI steering Group</p>	All	December 23	Staff Network Chair

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