

Report Title	Workforce Race Equality Standard (WRES) 2023/24 Report Action Plan					
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Executive Sponsor	Debbie Herring, Interim Chief People Officer					
Financial Level	£3m+ <input type="checkbox"/>	£1m-£3m <input type="checkbox"/>	£100-£1m <input type="checkbox"/>	>£100K <input type="checkbox"/>	>£50k <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Quality Impact	Was a Quality Impact Assessment undertaken				<input type="checkbox"/>	N/A
Equality Impact	Was an Equality Impact Assessment undertaken				<input type="checkbox"/>	N/A
Triple Aim	<input type="checkbox"/> Better health and wellbeing of the people of England					
	<input checked="" type="checkbox"/> Better quality of health care services for the purposes of the NHS					
	<input type="checkbox"/> More sustainable and efficient use of resources by NHS bodies					
Governance Pathway	People and Organisation Development Committee				24/10/24	

Purpose	For Information <input type="checkbox"/>	For Assurance <input type="checkbox"/>	For Decision <input checked="" type="checkbox"/>
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Executive Summary

This report shares the nine Workforce Race Equality Standard (WRES) indicators for 2023/24, which the Trust is required to report on annually under the NHS Standard Contract. This report also shares actions taken and actions planned to improve race equality at the Trust.

The Trust has improved its performance against five(5)of the nine(9) WRES indicators between 2022/23 and 2023/24. These indicators are 1, 2,3,4 and 6. On the other hand, the Trust's performance against 4 WRES indicators reduced. These indicators are: 5,7,8 and 9. The Trust is performing below the national average figure against 5 WRES indicators and performing better against the national average across 4 indicators

Indicators 1- 9 are taken from 2023/24 Trust workforce data. They show:

- ❖ WRES 1: 16.6 of our staff are from ethnic minority groups (BME is the language used nationally in the WRES).
- ❖ WRES 2: white applicants are 1.47 times as likely to be appointed from shortlisting compared to applicants from ethnic minority groups.
- ❖ WRES 3: staff from ethnic minority groups are 0.29 times as likely to enter formal disciplinary proceedings than white staff.
- ❖ WRES 4: white staff are 1.02 times as likely to access non-mandatory training and continuing professional development (CPD) compared to staff from ethnic minority groups.

<ul style="list-style-type: none"> ❖ WRES 5: 34% ethnic minority staff experienced harassment, bullying or abuse from patients, service users, relatives, or the public in last 12 months compared to 24.3% of our white staff. ❖ WRES 6: 30.2% of ethnic minority staff experienced harassment, bullying or abuse from other colleagues in the last 12 months compared to 17.5% of our white staff. ❖ WRES 7: 35.1% of ethnic minority staff believe that their trust provides equal opportunities for career progression or promotion compared to 49.9% of white staff. ❖ WRES 8: 27% of ethnic minority group personally experienced discrimination at work from a manager/team leader or other colleague compared to 7.1% of our white staff. ❖ WRES 9: As at March 2024, 0.0% of the Trust Board members and voting members are from ethnic minority groups, 0.0% of Execs are from ethnic minority groups, and, -17.0% difference between the organisations' ethnic minority group and voting membership compared to the Trust overall workforce.
Action Requested
<ul style="list-style-type: none"> • approve publication of the report on the Trust's external website by 31 October 2024.
Next Steps
<p>Publication on the Trust's external website by 31 October 2024.</p> <p>Commence approved actions and provide updates on progress.</p>

1 Introduction

The Workforce Race Equality Standard (WRES) was introduced in 2015 to help NHS organisations, and other organisations providing NHS services, improve their workforce race equality performance. To support the advancement of EDI Agenda, NHS England published its first Equality, Diversity and Inclusion Improvement Plan On Thursday 8th June 2023. The plan includes six(6) high-impact action plans to address discrimination and prejudices in the NHS.

As an NHS Trust, we are focused on continuous improvement, we review the nine statutory WRES indicators on an annual basis and align our plan with the six high-impact actions. The actions planned are designed to address the gaps in race equality between our white staff and our staff from ethnic minority groups in the workplace and improve the experience of our BME staff.

An essential element of our plan is focused on improving representation at Board level as well as the creation of measurable EDI objectives for board members and executives. which would enable us to embed EDI initiatives from the top.

The plan aligns with our Trust vision to improve the lives of our community and provide excellence in healthcare, through partnership and innovation and our values of Kind, Safe and Effective.

2 Considerations

2.1 Research shows that unfair treatment of staff from Ethnic Minority Group(BME according to WRES) can negatively impact patient care, patient satisfaction, and patient safety.

2.2 2022/2023 to 2023/24 data comparison.

2.3 Racial equity is a process of eliminating racial disparities and improving outcomes for everyone.

The table below shows the Trust's 2023/24 performance against each of the nine WRES indicators, compared to 2022/23 data at national, and Trust level.

Green or red in the right-hand column indicates the Trust's direction since 2022/2023. The Trust has maintained or improved its performance against 5 of the nine WRES indicators. The table also shows the direction of internal and external racial equity gap.

Indicator	National average 2022 /2023	COCH 2022 /2223	COCH 2023 /2204	Progress Indicator	Internal Racial Equity Gap 2022/2023 2023/2024	External Racial Equity Gap 2022/2023
1. Percentage of staff from racially minoritised groups.	26.4	16	16.6		0.6	10.4
2. Relative likelihood of white applicants being appointed from shortlisting compared to applicants from ethnic minority groups	1.59	0.82	1.47		0.65	0.77
3. Relative likelihood of staff from ethnic minority groups entering the formal disciplinary process compared to white staff	1.03	0.59	0.29		-0.3	0.44
4. Relative likelihood of white staff accessing non-mandatory training and CPD compared to staff from ethnic minority groups.	1.12	1.11	1.02		-0.09	0.01
5. Percentage of staff from ethnic minority groups experiencing harassment, bullying or abuse from patients, relatives, or	30.5	33.9%	34%		0.1	-3.4

the public in the last 12 months						
6. Percentage of staff from ethnic minority groups experiencing harassment bullying or abuse from staff in the last 12 months.	27.5	34.6%	30.2%		-4.4	-7.1
7. Percentage of staff from ethnic minority groups believing the Trust provides equal opportunities for career progression or promotion	46.7	30.6%	35.1%		4.5	16.1
8. Percentage of staff from ethnic minority groups experiencing discrimination at work from manager/team leader/other colleagues in the last 12 months	16.4	24.0%	27.5%		3.5	-7.6
9. Percentage difference in global majority representation between the Trust's Board membership, voting rights and its overall workforce	15.6	-10.1%	-17.0%		-7.1	-25.5

2.4 Action taken

The Trust's 2022/23 WRES report set out six specific actions taken to tackle disparities in workplace experience:

1. **Board members were nominated as sponsors to BAME Staff Network.** Appointed December 2023
2. **Embed EDI training across the Trust Leadership Development, Skills and Talent Framework and ensure effective training delivery.** Commenced July 2024 On-going.
3. **Widened participation in the delivery of Trust services for our local community by increasing employment opportunities across all protected characteristics.** On track and reflected in improved. This is reflected in improvement in WRES indicator 2.
4. **Continue with the success of the ethnically diverse leadership course (The Elevate Programme).** Recruited and trained new cohort between August to November 2023. This is reflected in improvement to WRES indicator 4.

5. **Promoted the role of Freedom to Speak Up Guardian (FTSU) and actively encourage reporting concerns Ongoing Promotion via staff induction, internal comms and BAME network.** Promotion commenced in 2023 via staff induction, internal comms and BAME network and ongoing.
6. **Developed and launched Civility Charter alongside Equality Strategy and Wellbeing Via a Civility Roadshow.** Civility roadshow commenced in November 2023 and a civility pocket booklet has been provided to all staff in October 2024. Our Civility statement now read as follows:

‘ Our Civility Statement: ‘We will always treat everyone with respect and kindness, be polite and professional, listen and help each other whenever we can’.

3 Implications

The actions planned are part of the Trust's Equality, Diversity and Inclusion Improvement Plan 2023-25. The table below sets out each action alongside its responsible lead and the WRES indicators it is designed to impact.

S/N	Action	Accountable	Responsible lead	Target WRES indicators									
				1	2	3	4	5	6	7	8	9	
1.	Development of EDI and Human Rights Policy (EDIHR)	Chief People Officer	Head of HR and EDI Lead-Business Partner	X	X	X	X	X	X	X	X	X	X
2.	Development of specific and measurable EDI objectives by all Trust Board members, to be reviewed annually. including a specific objective on developing and embedding anti-racist framework and practice consistently.	Board Members	Chief People Officer and Chief Executive	X	X						X		X
3.	Introduction of enhanced Staff Network Framework to improve the efficacy and reach of the Ethnic Minority Staff Network and other network groups	Chief People Officer & Head of HR	EDI Lead-Business Partner and EDI Coordinator					X	X	X	X		
4.	Prepare Equality Impact Assessment Schedule for EDI related Policies and support completion of EIA's, including training managers on how to conduct EIAs'	Head of HR	EDI Lead-Business Partner and EDI Coordinator	X	X	X	X	X	X	X	X	X	
4	Publish annual Ethnicity Pay Gap report	Chief People Officer	Workforce Lead EDI Coordinator								X	X	X

5.	Develop EDI training, to improve staff understanding of EDI principles, inclusive leadership, tailored and active Bystander training, anti-racism, discrimination and harassment etc.		Senior OD Practitioner EDI Lead - Business Partner Lead for Service Users and Carers, EDI Coordinator	X	X	X	X	X	X	X	X	X
6	Review and relaunch Recruitment and Selection Policy, review recruitment data quarterly and launch of Inclusive Recruitment training for recruiting managers, to improve race equality in recruitment processes.	Chief People Officer and Head of HR	Workforce Lead, Recruitment Lead, EDI-Business Partner and EDI Coordinator	X	X						X	X
7	Request expansion of induction and onboarding for internationally recruited staff, e.g. offering Cultural Competence training to teams welcoming internationally educated colleagues. This is aimed to enhance talent management practices	Deputy Chief People Officer	Senior OD Practitioner and EDI Lead-Business Partner and EDI Coordinator				X	X	X	X	X	
8	Request quarterly update on health and wellbeing initiatives for marginalised staff.	Workforce EDI Lead	EDI- Business Partner and EDI Coordinator				X	X	X	X	X	
9.	Monitor and report to the board on disciplinary, grievance, bullying and harassment case gap between ethnic minority staff and white staff.	Chief People Officer and Deputy Chief People Officer	Head of HR EDI Lead-Business Partner and EDI Coordinator				X	X	X	X	X	

The Trust is dedicated to becoming an inclusive employer of choice for candidates ethnic minority groups, and to improving the workplace experiences of ethnic minority colleagues.

The actions planned, outlined in section 3, are part of the Trust's overarching Equality, Diversity and Inclusion Strategy 2023- 2026 as aligned to the NHS Improvement Plan 2023 and will further improve the Trust's performance against the nine statutory WRES indicators.