



## Workforce Race Equality Standard (WRES)

### Reporting for June 2015

#### 1. Introduction

The NHS Equality and Diversity Council agreed in July 2014 that action across the NHS needs to be taken to ensure employees from black and ethnic minority (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

The move followed recent reports which have highlighted disparities in the number of BME people in senior leadership positions across the NHS, as well as lower levels of wellbeing amongst the BME population.

The WRES comes into force on the 1st April 2015, with the first submission of data due by 1<sup>st</sup> July 2015. Thereafter, submission will be annually on the 1<sup>st</sup> April.

#### 2. The metrics

There are nine metrics. Four of the metrics are specifically on workforce data and four of the metrics are based on data derived from the national NHS Staff Survey indicators. The latter will highlight any differences between the experience and treatment of White staff and BME staff in the NHS, with a view to closing the gaps highlighted by those metrics. The final metric requires provider organisations to ensure that their Boards are broadly representative of the communities they serve.

The CQC will take this into account within the 'Well Led' domain.

#### 3. Results

**3.1.** For each of these four workforce indicators, the Standard compares the metrics for white and BME staff.

**WRES 1.** Percentage of BME staff in Bands 8-9 and VSM compared with the percentage of BME staff in the overall workforce.

| Total Workforce | Headcount | %      |
|-----------------|-----------|--------|
| BME             | 200       | 6.97%  |
| White British   | 2671      | 93.03% |

| Managers 8-9 & VSM | Headcount | %      |
|--------------------|-----------|--------|
| BME                | 2         | 1.31%  |
| White British      | 151       | 98.69% |

### WRES 2.

Relative likelihood of BME staff being recruited from shortlisting compared to that of white staff being recruited from shortlisting across all posts.

|               | Shortlisted | Appointed | Ratio |
|---------------|-------------|-----------|-------|
| BME           | 221         | 12        | 0.054 |
| White British | 1630        | 124       | 0.076 |

Therefore, the likelihood of White people being appointed from shortlisting compared with BME people is 1:4.

### WRES 3.

Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation<sup>1</sup>

|               | Number |
|---------------|--------|
| BME           | 4      |
| White British | 21     |

### WRES 4.

Relative likelihood of BME staff accessing non-mandatory training and CPD, compared with White staff.

| Total Workforce | Headcount | Number of staff accessing non mandatory training and CPD |
|-----------------|-----------|----------------------------------------------------------|
| BME             | 200       | 48 (24%)                                                 |
| White British   | 2671      | 948 (35%)                                                |

## 3.2. NHS Staff Survey Findings

For each of these five staff survey indicators, the Standard compares the metrics for each survey question response for white and BME staff.

**3.2.1.** For the 2014 NHS Staff Survey the Response Rates are as follows

|                   | White Employees | BME employees |
|-------------------|-----------------|---------------|
| Acute             | 333 ((4%)       | 22 (6%)       |
| Mental Health     | 132 (96%)       | 5 (4%)        |
| Ambulance Service | 49 (98%)        | 1 (2%)        |

<sup>1</sup> This indicator is based on data from a two year rolling average of the current year and the previous year

For the purpose of this report, the results from the Staff Survey for the Acute Trust, Mental Health and the Ambulance Service have been combined.

**WRES 5.**

What percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months?

| Incidences - White Employees |          |          | Incidences - BME employees |         |        |
|------------------------------|----------|----------|----------------------------|---------|--------|
| Never                        | 1-2      | 3+       | Never                      | 1-2     | 3+     |
| 310 (64%)                    | 92 (19%) | 81 (19%) | 18 (72%)                   | 5 (20%) | 2 (8%) |

Of those white employee's 24 (5%) have experienced being harassed, bullied or abused more than 10 occasions.

**WRES 6.**

What percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

| Incidence - White Employees |          |         |         | Incidences - BME employees |         |        |        |
|-----------------------------|----------|---------|---------|----------------------------|---------|--------|--------|
| Never                       | 1-2      | 3-5     | 6+      | Never                      | 1-2     | 3-5    | 6+     |
| 361 (75%)                   | 73 (15%) | 36 (7%) | 12 (3%) | 11 (46%)                   | 9 (38%) | 2 (8%) | 2 (8%) |

**WRES 7.**

What percentage of staff believes the trust provides equal opportunities for career progression or promotion?

| White Employees |          |            | BME employees |         |            |
|-----------------|----------|------------|---------------|---------|------------|
| Yes             | No       | Don't know | Yes           | No      | Don't know |
| 264 (85%)       | 48 (15%) | 177 (36%)  | 11 (73%)      | 4 (27%) | 10 (40%)   |

**WRES 8.**

In the last 12 months have you personally experienced discrimination at work from any of a colleague or manager/team leader?

| White Employees |           | BME employees |          |
|-----------------|-----------|---------------|----------|
| Yes             | No        | Yes           | No       |
| 105 (48%)       | 432 (90%) | 7 (29%)       | 17 (71%) |

## WRES 9. Board Membership

- i. Boards are expected to be broadly representative of the population they serve.
- ii. The population of the Isle of Wight is predominately white (94.8%)

|               | IOW Ethnicity % (ONS Data) | IOW NHS Trust Board % |
|---------------|----------------------------|-----------------------|
| BME           | 5.2                        | 0                     |
| White British | 94.8                       | 100                   |

## 4. Action Plan

| WRES Indicator | Action                                                                                                   | Desired Outcome                                                                                                                                          | Timescales                                                                    |
|----------------|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|
| 1              | With BME Network, identify barriers to career progression within the Trust.                              | Greater proportion of BME staff in senior posts <sup>2</sup>                                                                                             | 31 <sup>st</sup> August 2015                                                  |
| 2              | Analyse data to establish themes and trends                                                              | Establish Manager Equality and Diversity Training which will include the impact of Unconscious Bias                                                      | 1 <sup>st</sup> session to be held by 30 September 2015                       |
| 3              | None                                                                                                     |                                                                                                                                                          |                                                                               |
| 4              | Review systems and processes                                                                             | All non-mandatory training is be captured by Education, Training and Development                                                                         | 31 <sup>st</sup> Dec 2015                                                     |
|                | Further analysis of data                                                                                 | To establish if any applications made by BME staff were rejected and why.                                                                                |                                                                               |
| 5 and 6        | Take positive action promoting CPD activities are open to all                                            | The proportion of BME staff accessing non-mandatory CPD is equal to white staff members.                                                                 | 1 <sup>st</sup> meeting to have taken place by 1 <sup>st</sup> September 2015 |
|                | Compare staff survey responses with reported incidences (formal and informal) of bullying and harassment | Better understanding of data<br>Put in place appropriate support mechanism and training                                                                  |                                                                               |
|                |                                                                                                          | To link with work being undertaken by Talentworks to ensure the Appraisal process and documentation facilitates conversation about behaviours and values |                                                                               |
| 7              | Need to undertake further                                                                                | In order to determine appropriate                                                                                                                        |                                                                               |

<sup>2</sup> As defined in WRES Technical Guidance

|          | analysis of the data                                                    | action                                                                                                                                                                                                                                                                                                  |                                                         |
|----------|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
|          | Consider commissioning cultural awareness and unconscious bias training | To that BME employees feel confident that they will not be discriminated against when seeking career development opportunities.<br><br>Unconscious bias training with recruitment managers and clinicians will make them more aware of their personal bias and how it influences their decision-making. | 1 <sup>st</sup> session to be held by 30 September 2015 |
| <b>8</b> | Work with Staff Survey Action Group                                     |                                                                                                                                                                                                                                                                                                         | 1 <sup>st</sup> September 2015                          |
| <b>9</b> | Take positive action whenever the next Board vacancy arises.            | To make the Trust Board more representative of the population we serve.                                                                                                                                                                                                                                 |                                                         |

5. This report was approved by the Trust Executive Committee on Monday 8<sup>th</sup> June 2015.

**Liz Nials**  
Equality and Diversity Lead  
28<sup>th</sup> May 2015