**NHS Workforce Race Equality Standard Report, 2023**

1. **Introduction and Background**

The Workforce Race Equality Standard (WRES) is a national annual reporting scheme which York and Scarborough Teaching Hospitals NHS Foundation Trust is required to comply with. Trusts are required by the NHS Standard Contract to use this data to develop action plans aimed at improving the experiences of BME colleagues. The data is required to be submitted to NHS England (NHSE) by 31 May 2023. An action plan is to be co- produced, submitted to NHSE and published on the Trust’s website by 31 October 2023.

The WRES covers 9 Metrics regarding the career progression and work experiences of BME colleagues. The data was collected for the period of 1 April 2022-31 March 2023 and is taken from the Electronic Staff Record (ESR) and the national Staff Survey, with a snapshot of the data as of 31 March 2023. The Staff Survey data is from the 2022 Staff Survey.

This report provides an analysis of the 2023 data for the 9 Metrics covering the last three years. For the purposes of the WRES the term BME is defined as non-white, which means that staff from white minority groups are not included. Given this it is important to note that any wider inclusion work within the Trust must consider the needs of white minority colleagues.

Bank, medical and dental workers were not included in this year’s data as separate BWRES and MWRES documents are to be published with a submission deadline date of 30 June 2023. This will be reported on by the respective teams. The reason for this is because of their unique experiences and that organisations could determine whether they included Bank staff in their WRES submissions or not.

Considerations

The National WRES Team has provided the Trust with a Trust specific report, which provides information against the 2021/22 data submission. This has not been referred to within this report but will be used to better understand the Trust’s data.

1. Current Position/Issues

**2023 Data Analysis**

This analysis has used a method which highlights the positive, negative and static changes in the data. Positive is in green, negative is in red and a figure below 0.5% shows little statistical movement, therefore considered static and is highlighted in yellow. Statistically significant movement is +/- .0.5%.

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| --- | --- | --- | --- |
| **Total White Staff Headcount & Percentage (for 2023)** | **Total BME Staff Headcount & Percentage (for 2023)** | **Total Staff Trust Headcount and Percentage (for 2023)** | **Total Headcount and Percentage of Staff Not Stated (for 2023)** |
| 7099, 85.9% | 893,10.8% | 8262 (100%)  (Exc. Bank and Medical) | 270, 3.3% |

**Metric 1. 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. Organisations should undertake this calculation separately for non-clinical and for clinical staff**

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| --- | --- | --- |
| **2021**  **Total BME** | **2022**  **Total BME** | **2023**  **Total BME** |
| **Nonclinical BME**   * Bands 1-4 = 1.72% * Bands 5-7 = 1.11% * Bands 8-9 = 0.11% * VSM = 0%   **Clinica**l   * Bands 1-4 = 2.84% * Bands 5-7 = 5.01% * Bands 8-9 = 0.1% * VSM = 0.01% * Consultants = 1.29% * Career Grades = 1.01% * M&D Trainees = 3.22% | **Nonclinical BME**   * Bands 1-4 = 3.31% * Bands 5-7 = 0.98% * Bands 8-9 = 0.1% * VSM = 0.03%   **Clinical**   * Bands 1-4 = 1.21% * Bands 5-7 = 8.84% * Bands 8-9 = 0.13% * VSM = 0% * Consultants = 1.81% * Career Grades = 1.74% * M&D Trainees = 3.26% | **Nonclinical BME**   * Bands 1-4 = 1.9% * Bands 5-7 = 0.5% * Bands 8-9 = 0.1% * VSM = 0.01%   **Clinical**   * Bands 1-4 = 0.8% * Bands 5-7 = 7.3% * Bands 8-9 = 0.07% * VSM = 0% |

Metric 1 has not seen any improvement in the number of BME staff employed in the Trust under Agenda for Change. Whilst there has been international recruitment, this has not impacted on numbers. It is suggested that the recruitment team have a deep dive into this data and establish whether it is impacted by the number of BME staff leaving the Trust.

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| --- | --- | --- | --- | --- |
| **Metric** | **Description** | **2021**  **Total BME** | **2022**  **Total BME** | **2023**  **Total BME** |
| **2** | **Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts** | 1.76 | 2.61 | 2.02 |

Metric 2 compares the relative likelihood of White colleagues being appointed from shortlisting compared to that of BME colleagues being appointed from shortlisting across all posts. The relative likelihood focuses on a figure of 1 being equity. As you can see from the above figures, the Trust the has seen no significant statistical change this year.

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| --- | --- | --- | --- | --- |
| **Metric** | **Description** | **2021**  **Total BME** | **2022**  **Total BME** | **2023**  **Total BME** |
| **3** | **Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process** | 0 | 0.51 | 0.67 |

There has been a slight negative statistical increase in the relative likelihood of BME staff entering the disciplinary process compared to white staff, but the likelihood is the same. It is important that experiences do not deteriorate any further.

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| --- | --- | --- | --- | --- |
| **Metric** | **Description** | **2020**  **Total BME** | **2021**  **Total BME** | **2022**  **Total BME** |
| **4** | **Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff** | 0.86 | 1.06 | 0  Data unavailable due to deletion of learning hub system |

It has not been possible to provide a statistical analysis for Metric 4 as the Learning Hub System has been unavailable.

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

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| --- | --- | --- | --- | --- | --- |
| **2021**  **(2020 Staff Survey)** | | **2022**  **(2021 Staff Survey)** | | **2023**  **(2022 Staff Survey)** | |
| **BME** | **White** | **BME** | **White** | **BME** | **White** |
| 25.5% | 22.5% | 28.0% | 25% | 32.9% | 23.1% |

There has been a significant deterioration over the last two years with the number of BME staff experiencing unwanted behaviour from those who use our services, this figure is high and is above the Staff Survey benchmark group average of 30.8%.

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

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| --- | --- | --- | --- | --- | --- |
| **2021**  **(2020 Staff Survey)** | | **2022**  **(2021 Staff Survey)** | | **2023**  **(2022 Staff Survey)** | |
| **BME** | **White** | **BME** | **White** | **BME** | **White** |
| 31% | 24.8% | 31.4% | 25.1% | 28.2% | 22.9% |

Metric 6 has seen a positive decrease in the 2023 data, which is also slightly below the Staff Survey benchmark group average of 28.8%.

**Metric 7 Percentage believing that the Trust provides equal opportunities for career progression or promotion**

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| --- | --- | --- | --- | --- | --- |
| **2021**  **(2020 Staff Survey)** | | **2022**  **(2021 Staff Survey)** | | **2023**  **(2022 Staff Survey)** | |
| **BME** | **White** | **BME** | **White** | **BME** | **White** |
| 46.7% | 55.6% | 41.9% | 56.8% | 43.3% | 56.2% |

After seeing a negative decrease in 2022, there has been a positive increase in 2023, but this needs to continue to improve to be above the Staff Survey benchmark group average of 47.0%.

**Metric 8 In the last 12 months have you** **personally experienced discrimination at work from any of the following? Manager/team leader or other colleague**

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| --- | --- | --- | --- | --- | --- |
| **2021**  **(2020 Staff Survey)** | | **2022**  **(2021 Staff Survey)** | | **2023**  **(2022 Staff Survey)** | |
| **BME** | **White** | **BME** | **White** | **BME** | **White** |
| 16.0% | 6.3% | 20.3% | 6.1% | 19.8% | 6.1% |

After seeing a steep deterioration in 2022 compared to 2021, there has been little statistical improvement in 2023. The Trust’s data is currently above the Staff Survey benchmark group average of 17.3%.

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| --- | --- | --- | --- | --- |
| **Metric** | **Description** | **2021**  **Total BME** | **2022**  **Total BME** | **2023**  **Total BME** |
| **9** | **BME Board Members**  **Percentage difference between the organisations’ Board voting membership and its overall workforce**  **Voting Board Members**  **Non-voting Members** | 0  0  0 | 1  6.25%  0  1 | 1  -4.9%  0    1 |

Metric 9 has seen no statistical improvement in the number of BME staff on the Trust’s Board of Directors and as voting board members.

1. Summary

There are several metrics that have either deteriorated or not made any statistical improvement. These are:

* Metric 1. 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. Organisations should undertake this calculation separately for non-clinical and for clinical staff
* Metric 2 Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts
* Metric 3 Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process
* Metric 5 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months
* Metric 8 In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleague
* Metric 9 Percentage difference between the organisations’ Board voting membership and its overall workforce

The results will be shared with BME staff for them to determine the metric that require the most focus, whilst the 2022 actions are still being implemented.

It is noted that improvement will take several years to become evident, so the Trust needs to consistently work to improve racial inequality.

1. Next Steps

* Engage and co-design an action plan to address the disparities.
* Report to the Trust Board on the action plan in October 2023.
* The Trust Board is asked to review and approve the data ahead of submission and publication.

**Date:** May 2023