

## Workforce Race Equality Standard Report (WRES)

### Executive Summary

This report provides an overview of the work required for RDaSH to meet its contractual requirements of the Workforce Race Equality Standard (WRES) by promoting equality for its Black, Asian and Minority Ethnic (BAME) staff.

The associated documents that are required by the National WRES Team at NHS England and Improvement are attached as appendices. The EDI Standards Workstream and the BAME Staff Network will co-produce an Action Plan that addresses the metrics which require improvement.

Comparing the 2020 WRES Data against the data collected in 2019 has highlighted a number of areas which have improved and one that has remained static. These are:

- Percentage of staff in each of the AFC Bands 1-9 and VSM  
**Metric 1, improvement in non-clinical staff, non-medical staff, and medical staff, medical staffing has remained static**
- Number of BME staff being appointed from shortlisting  
**Metric 2, year on year improvement**
- Percentage of staff experiencing harassment, bullying or abuse from patients relatives or the public  
**Metric 5, improvement on 2019**
- The number of BME staff that believe the Trust provides equal opportunities for career progression or promotion  
**Metric 7, improvement on 2019**
- The number of BME staff that believe they have experienced discrimination  
**Metric 8, improvement on 2019**

The areas that have deteriorated are concerning:

- BME staff entering the formal disciplinary process  
**Metric 3, deteriorated from 2019**
- A decrease in the number of BME staff who have accessed non-mandatory training and CPD compared to White staff  
**Metric 4, deteriorated from 2019**
- Percentage of staff experiencing harassment, bullying or abuse from staff

## **Metric 6, no improvement from 2019**

- Percentage difference between the organisation's Board voting membership and its overall workforce

## **Metric 9, deteriorated from 2019**

### **1. Introduction**

This report states the process followed for data collection and analysis and co-production of the action plan. It provides details of the changes in the data gathered via ESR and the National Staff Survey and the progress made against the action plan created in 2019. This report also highlights the areas of focus for 2020.

### **2. Strategic context**

The Workforce Race Equality Standard (WRES) is a set of nine evidenced based metrics which will enable NHS organisation's to compare the experiences of their BAME staff with White staff. The WRES came into effect in 2015, is mandated in the NHS Standard Contract and implemented by the National WRES Team at NHS England.

The data gathered is based on 2019/2020 financial year data and will enable RDaSH to compare and report on the experiences of BAME staff compared to White Staff based on the nine metrics.

RDaSH will be expected to publish its results and develop plans to address any discrepancies. This will enable the Trust to demonstrate progress against the metrics and introduce new measures and practices which will help improve workforce disability equality.

Focusing on race equality will enable RDaSH to demonstrate inclusivity and compassion by ensuring that its workforce is supported and developed. The WRES supports our Trust's vision; It promotes Ambition Four "develop a healthcare workforce who are equipped to provide the highest level of clinical care and its value of "Empowering and supportive of staff."

### **3. Main body of the report**

The National WRES Team sent organisations a pre-populated spreadsheet with data collected from ESR which provided information against five of the nine metrics for RDaSH. This data was then verified by the Human Resources Department then sent to the Head of Equality and Diversity and Inclusion for analysis. (Appendices 1 and 2.)

On 1 April NHS England and Improvement wrote to organisations informing them that reporting on the WRES was suspended for this year due to the COVID-19 pandemic. On 20 May a second communication was received stating that the pandemic had highlighted the critical importance of workforce equality and it had

been decided that WRES implementation, including data collections, would continue as usual this year

A letter from Prerana Issar, Chief People Officer for the NHS, and Dido Harding, Chair of NHS Improvement, highlighting the above was sent to CEOs, chairs and accountable officers of NHS organisations on Tuesday 19 May 2020. It stated: "This is a challenging time for everyone, especially our NHS staff working on the frontline; it presents even more reason for us to ensure we are living the principles of equality and inclusion in all that we do, and continue to progress WRES and WDES work within organisations."

On 4 June 2020 the National WRES Team wrote to organisations with an update, the update included information that there was no requirement to submit data on the Staff Survey indicators 5-8.

### **Areas of Deterioration**

#### **3.1 Disciplinary Process**

In 2019 RDaSH reported that no BME members of staff were taken through the disciplinary process. There has been a slight increase of a head count of 2, which is 1.1% in terms of the relative likelihood compared to white staff.

#### **3.2 Access to non-mandatory training and CPD**

This has decreased for both white and BME staff but the decrease is higher for BME staff.

#### **3.3 Harassment , bullying or abuse from staff**

There has been an increase for both white and BME staff but the change remains higher for BME staff at 17.7%.

#### **3.4 Percentage difference between the organisation's Board voting membership and its overall workforce**

In comparison to the figures reported in 2019 there has been an increase in white Directors on the Trust Board and a decrease in BME Directors. This can be explained by the appointment of a new Non-Executive Director, and two Executive Directors.

### **Areas of Improvement**

**3.5** The percentage of BME staff in each pay band has increased since 2019 except for within the medical workforce where it has remained the same for both BME and white staff. The BME Clinical workforce has seen a rise from 2.7% to 4.4%.

**3.6** The number of BME staff being shortlisted and appointed from shortlisting has increased and whilst the relative likelihood of appointment from shortlisting has also

increased this is only a small increase and is less likely compared to white staff.

- 3.7** There has been a decrease for both white and BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months, the decrease is 3.9% for white staff and just under 1% for BME staff.
- 3.8** The percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion has increased by 0.5% since 2019 from 83.3% to 83.8% but remains lower than for white staff at 91.3%.
- 3.9** There has been a significant decrease in the number of BME staff that have experienced discrimination at work from their manager or team from 9.6% in 2019 to 5.1% in 2020.

#### **4. Consultation**

The outcome of the data analysis was discussed at the August EDI Standards Workstream and BAME Staff Network meeting to obtain an initial observation regarding the changes in the data.

#### **5. Conclusion**

Whilst there are areas of improvement against the WRES metrics there are still a number of areas which require focusing on to improve the overall experiences of our BME staff. The Care Groups hold regular EDI focused meetings where the WRES is a standing agenda item for them to incorporate into their local action plans. Further work is required to ensure that Corporate Services incorporate the WRES into their team meetings.

The 2019 Action Plan was very ambitious and this year's plan will focus on priority areas for improvement to drive through change, which will be influenced and supported by RDaSH's WRES Expert.

#### **6. Recommendations**

The Trust's WRES Expert will work with the necessary parties to conduct a deep dive into the data in order to establish the cause for change. Discussions will also take place with the BAME Staff Network and EDI standards Workstream to co-produce an annual Action Plan based on the findings of the data analysis.

The Board is asked to review the data, its implications, agree on the action plan and sign off the information presented prior to submission through the Strategic Data Collection Service by 31 August 2020 and the Trust's website by 31 October 2020.

## **List of Appendices**

Appendix 1 WRES Submission Template

Appendix 2 WRES Data Table

Appendix 3 WRES 2019 Action Plan

**Virginia Golding**

**Head of Equality, Diversity and Inclusion**

**3 August 2020**