

**Trust Board Meeting
Report Summary**

Date of meeting: 2 May 2024	
Title of Document: Workforce Race Equality Standard – 2023/24 Data Submission	
To be presented by: Kate Read, Director of People & OD	Author: Clare Harper, HR Business Manager – Staff Experience & Culture
1. Status: For <u>Approval/Discussion/Assurance/Noting/Information</u>	
2. Purpose: Approval of WRES Data for submission to National WRES team.	
Relates to:	
Strategic Objective	Support and develop our staff
Operational performance	If staff feel supported in terms of their experience in the workplace, this will support operational performance and service delivery.
Quality	Staff who are supported, valued and included will thrive in the workplace will in turn support our commitment to improve the quality of care for our patients (Quality Strategy) and deliver the Trust's ambition to offer the best care and experience and to increase equity in health outcomes
Legal, Regulatory, Audit	WRES reporting is a requirement for NHS commissioners and NHS healthcare providers through the NHS standard contract with annual WRES data submissions through the NHS Digital Strategic Data Collection Service (SDCS). Where the data shows areas that fall short of national recommendations, interventions need to be implemented to address any anomalies.
Equality and diversity	Through the WRES statutory reporting process, the Trust has an obligation to review the data to identify areas of focus where there may be evidence of processes which may discriminate or disadvantage individuals from BAME background. Where focus areas are identified, interventions must be implemented to improve the equity of processes and in turn, improve staff experience.
Finance	None included in this report.
Governance	The WRES data is provided direct from the ESR, TRAC, ZEBRA and OLM systems used at this Trust. Oversight of this data set will be reviewed by the POD Committee before Board approval. Any areas of improvement identified will be monitored for progress by the EDI Operational Group, overseen by the EDI Strategic Reference Group and POD Committee.
NHS policy/public consultation	https://www.england.nhs.uk/about/equality/equality-hub/workforce-equality-data-standards/equality-standard/
Accreditation/ Inspection	The data is assessed by the National WRES team post submission each year and any disparities are checked with the Trust.
Anchor institutions	The Trust is committed to being an inclusive employer and service

	provider and regularly reviews its accessibility for all cohorts of people for both employment opportunities and service provision.
ICS/ICB/Alliance	We ensure there is transparency in terms of availability of our WRES data which is published on our website by 31 October each year. We work collaboratively with the wider health and care system (Suffolk & North East Essex Integrated Care System, etc.) to share best practices relating to staff experience improvement initiatives.
Board Assurance Framework (BAF) Risk	This report provides additional assurance in relation to risk BAF5 - Workforce – recruitment and retention, in terms of the rigorous review of the data and progress when addressing any downward trends which may signify inequality in processes within the organisation.
Other	N/A

3. SUMMARY:

The NHS England mandatory data collection and reporting window for the NHS Workforce Race Equality Standard (WRES) 2023/24 data is 1-30 May 2023. Thereafter a WRES Annual Report and Action Plan is required to be approved and published on the Trust's website by 31 October 2024.

ESNEFT WRES 2023/24 Data

The Trust's WRES data for 2023/24 comprises of a snapshot of the workforce from ESR as of 31 March 2024, the employee relation cases from Apr'23 to Mar'24 (Zebra system), the number of shortlisted applicants v appointed between Apr'23 and Mar'24 (TRAC system), and the number of staff accessing non mandatory training between Apr'23 and Mar'24 (OLM system). The data is attached in Appendix 1 and upon analysis it shows that:

- Our workforce consists of 26.4% BAME (22.7% previous year), 73.5% white and 0.06% who do not wish to disclose their ethnicity. This is a positive increase particularly when comparing with the local demographics of both the Suffolk and Essex population.
- The relative likelihood of BAME staff entering the formal disciplinary process compared to white staff is 0.83 compared to 0.56 the previous year. Although this has risen slightly, BAME staff are still less likely to enter formal disciplinary processes than their white colleagues and praise is given to our trained Mediators and Cultural Ambassadors who have heavily supported the Employee Relations team on informal cases which have actually reduced the number moving to formal. The competencies that our Cultural Ambassadors have over many of our support teams is their cultural lived experience which most definitely provides an enhanced understanding and connection with the individuals involved in processes and ultimately improves their experience.
- There was little change in the relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff (0.53 from 0.59 previous year). A ratio of 1 would mean equitable access to non-mandatory training and CPD therefore the data tells us that BAME staff are more likely to access non-mandatory training and CPD than white colleagues. However we will be looking into this data to understand whether this cohort of staff are taking up these training and development opportunities as a requirement for their current role, or for career progression purposes. If the latter, we are keen to work with them to ensure the training provision is fit for purpose or whether other options would be more appropriate for them i.e. mentoring, networking, etc. opportunities. In addition to this, we would like to review the uptake in terms of any areas that may not be taking advantage of development opportunities available.
- The relative likelihood of white staff being appointed from shortlisting compared to BAME staff reduced from 1.41 to 1.30. This figure had risen steadily over the past 4 years therefore it is encouraging to see this improvement. Whilst the move to the TRAC system

has provided greater accuracy in data recording, our newly created EDI Dashboard will provide the opportunity for in-year monitoring and a deep dive into our recruitment processes is being undertaken by the recruitment team to provide more assurance around equitable and non-bias decision making. This will be presented to the EDI Strategic Reference Group in late April 2024.

- Whilst there remains a disparity in the number of BAME people being appointed which is being investigated, there has been an increase in the number of BAME representation in 7 out of the 8 bandings between Band 6-VSM, which is really encouraging (shown in green text in Appendix 1).

The ESNEFT WRES 2023/24 data set remains broadly similar for Indicators 3 and 4 when compared to previous years and Appendix 2 details the five year trend to date as an illustration of the movement. Whilst it is accepted that the data quality over this period has improved in most areas, a further deep dive in to the trend analysis will be undertaken and presented to the EDI Strategic Reference Group.

Next Steps

Given that further assurance is required around ensuring our recruitment and formal processes are non-bias and supportive, and that all staff are receiving equitable opportunity to train and learn, work will continue to complete the actions within the EDI Work plan which was produced in October 2023 and encompassed the WRES/WDES action plans and EDI priorities. The plan details specific areas which support the continued work we are doing across our WRES metrics and has been reviewed regularly for assurance against progress at the EDI Operational and EDI Strategic Reference Groups:

1. EDI Data Dashboard – The EDI Data Group has been meeting monthly to collate and create the EDI Data Dashboard. The Group will continue to meet to monitor data on all 9 protected characteristics. The first quarterly reporting using this data will be submitted to the EDI Strategic Reference Group in April and the EDI Operational Group will track monthly interventions.
2. The Recruitment and Selection training (which includes unconscious bias, writing and interviewing for inclusion) for all interview panel management posts has proved popular since roll out earlier this year and dates have been circulated to all staff over the coming year. This will be crucial training to enable further assurance around fair and equitable selection and interview processes, alongside the support provided by Cultural Ambassadors.
3. A recruitment drive is scheduled from the end of April to increase the numbers of Cultural Ambassadors by c. 35, whose remit was expanded last year to support interview panels for Band 8+ posts by ensuring equitable processes are followed to meet RCN's full cultural ambassador role scope, as well as continue to work closely with the Employee Relations team to support on formal processes. Increasing the numbers will enable more interview panels to be observed.
4. Understanding our demographics and locality, for some of this the focus be working with our existing BAME staff, to develop and support them into higher banding roles via the Women's Network which is launching next month as well as part of our retention work, talent programmes, mentoring and leadership programmes.
5. Policies that will benefit our ethnic minority staff such as the Equal Opportunities & Diversity Policy was reviewed and the Bullying & Harassment Policy (showing civility and respect at Work) was re-written at the end of 2023 and provides useful toolkits for staff. Next on the action plan is the drafting of a Cultural Ambassadors Policy which will explain in detail the role and responsibility as well support provision.
6. Completion of the outstanding recommendations associated with the Trust's recent sign up to the Race Equality Charter.
7. A more robust work plan has been produced by the EMBRace staff network with close

oversight by the EDI Operational Group. The network has provided excellent support in terms of promoting interventional training and support sessions.

8. Continued roll out of Talk to Transform training with 2 cohorts per month agreed for the next 6 months.
9. With the help from divisional leads, Cohort 3 of the Reverse Mentoring Programme has been promoted for commencement in June, which will again focus on all protected characteristics, and provide an opportunity for our senior leaders to learn lived experience in terms of barriers faced by certain cohorts within our workforce and enable more compassionate, inclusive and supportive leadership.
10. Establish the Staff Experience Reference Group and roll out of monthly staff listening events to encourage greater staff engagement, participation and remove the stigma of disclosure.

The WRES 2023/24 data was reviewed in detail by the People and Organisational Development Committee on 19 April 2024 who were satisfied that the data was accurate and felt assured around the action plan of interventional work that would be continued to improve the experience of our staff.

The committee therefore recommended to Board that the WRES 2023/24 Data be approved for submission to the national team by 30 May 2024. Thereafter, a WRES Annual Report will be drafted for approval at the July People and Organisational Development Committee. The Trust's data will be benchmarked against other similar sized Trusts when the annual report is produced, with a caveat that the national data available will be 2 years old.

4. Recommendations / Actions

The Board is invited to approve the WRES 2023/24 data set for submission to the national WRES team by 30 May 2024.

Appendix 1 – Workforce Race Equality Standard 2023/24 Data

INDICATOR	DATA ITEM	MEASURE	2023			2024			Notes	
			WHITE	BME	ETHNICITY UNKNOWN/NUL	WHITE	BAME	Not Stated		
1		1a) Non Clinical workforce	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures		
	1	Under Band 1	Headcount	0	0	0	0	0		
	2	Band 1	Headcount	58	21	3	48	21	0	
	3	Band 2	Headcount	909	120	0	900	157	2	
	4	Band 3	Headcount	549	38	0	580	50	0	
	5	Band 4	Headcount	454	14	1	484	33	0	
	6	Band 5	Headcount	283	21	0	295	30	0	
	7	Band 6	Headcount	152	10	0	142	21	0	6.71% increase
	8	Band 7	Headcount	171	20	1	195	22	0	0.28% decrease
	9	Band 8A	Headcount	95	5	0	94	5	1	
	10	Band 8B	Headcount	77	5	0	80	4	0	1.12% decrease
	11	Band 8C	Headcount	33	2	0	36	5	0	6.43% increase
	12	Band 8D	Headcount	23	0	0	18	1	0	5.26% increase
	13	Band 9	Headcount	8	0	0	10	2	0	16.67% increase
	14	VSM	Headcount	21	1	0	22	2	0	8.33% increase
			1b) Clinical workforce of which Non Medical							
	15	Under Band 1	Headcount	0	0	0	0	0	0	
	16	Band 1	Headcount	0	0	0	0	0	0	
	17	Band 2	Headcount	960	241	3	317	105	1	
	18	Band 3	Headcount	585	128	4	1228	359	1	
	19	Band 4	Headcount	451	51	1	414	51	0	
	20	Band 5	Headcount	1050	875	11	1033	970	0	
	21	Band 6	Headcount	1411	335	1	1412	428	1	4.07% increase
	22	Band 7	Headcount	976	101	3	970	142	1	3.41% increase
	23	Band 8A	Headcount	224	25	0	237	35	0	2.83% increase
	24	Band 8B	Headcount	49	9	0	49	9	0	
	25	Band 8C	Headcount	14	2	0	19	3	0	1.14% increase
	26	Band 8D	Headcount	15	1	0	14	1	0	0.42% increase
	27	Band 9	Headcount	5	0	0	5	0	0	
	28	VSM - Clinical	Headcount	1	0	0	1	0	0	
			<i>Of which Medical & Dental</i>							
	29	Consultants	Headcount	269	216	5	275	243	0	2.91% increase
	30	<i>of which Senior medical manager</i>	Headcount	2	0	0	0	0	0	
31	Non-consultant career grade	Headcount	63	161	6	64	253	0	9.81% increase	
32	Trainee grades	Headcount	197	289	26	158	320	0	10.95% increase	
33	Other	Headcount	0	0	0	0	0	0		

2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants	Headcount	5323	2211	102	3208	2306	49	
		35	Number appointed from shortlisting	Headcount	1351	398	69	1376	759	32	
		36	Relative likelihood of appointment from shortlisting	Auto calculated	25.38%	18.00%	67.65%	42.89%	32.91%	65.31%	
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated	1.41			1.30			
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation	38	Number of staff in workforce	Auto calculated	9103	2691	65	9100	3272	7	
		39	Number of staff entering the formal disciplinary process	Headcount	48	8	2	47	13	0	
		40	Likelihood of staff entering the formal disciplinary process	Auto calculated	0.53%	0.30%	3.08%	0.52%	0.40%	0.00%	
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated		0.56			0.77		
4	Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce	Auto calculated	9103	2691	65	9100	3272	7	
		43	Number of staff accessing non-mandatory training and CPD	Headcount	900	449	124	783	495	6	
		44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	9.89%	16.69%	190.77%	8.60%	15.13%	85.71%	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	0.59			0.57			
9	Percentage difference between the organisations' Board voting membership and its overall workforce Note: Only voting members of the Board should be included when considering this indicator	46	Total Board members	Headcount	18	1	0	17	2	0	5.26% increase
		47	of which: Voting Board members	Headcount	14	1	0	8	0	0	
		48	: Non Voting Board members	Auto calculated	4	0	0	9	2	0	
		49	Total Board members	Auto calculated	18	1	0	17	2	0	
		50	of which: Exec Board members	Headcount	11	0	0	6	0	0	
		51	: Non Executive Board members	Auto calculated	7	1	0	11	2	0	
		52	Number of staff in overall workforce	Auto calculated	9103	2691	65	9100	3272	7	2.21% increase
		53	Total Board members - % by Ethnicity	Auto calculated	94.7%	5.3%	0.0%	89.5%	10.5%	0.0%	
		54	Voting Board Member - % by Ethnicity	Auto calculated	93.3%	6.7%	0.0%	100.0%	0.0%	0.0%	
		55	Non Voting Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	81.8%	18.2%	0.0%	
		56	Executive Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		57	Non Executive Board Member - % by Ethnicity	Auto calculated	87.5%	12.5%	0.0%	84.6%	15.4%	0.0%	
		58	Overall workforce - % by Ethnicity	Auto calculated	76.8%	22.7%	0.5%	73.5%	26.4%	0.1%	
59	Difference (Total Board - Overall workforce)	Auto calculated	18.0%	-17.4%	-0.5%	16.0%	-15.9%	-0.1%			

Appendix 2 - ESNEFT WRES 5 Year Trend

