

People and Culture Committee

09.05.2024

Paper title:	Workforce Race Equality Standard 2024	Agenda Item XX
Presented by:	Lisa Wright Head of Equality, Diversity and Inclusion	
Prepared by:	Lisa Wright Head of Equality, Diversity and Inclusion	
Committees where content has been discussed previously	Strategic Staff EDI Partnership (May 2024)	
Purpose of the paper Please check ONE box only:	<input checked="" type="checkbox"/> For approval <input type="checkbox"/> For information <input type="checkbox"/> For discussion	

Relationship to the Strategic priorities and Board Assurance Framework (BAF)		
The work contained with this report contributes to the delivery of the following themes within the BAF		
Being the Best Place to Work	Looking after our people	Y
	Belonging to our organisation	Y
	New ways of working and delivering care	
	Growing for the future	Y
Delivering Best Quality Services	Improving Access and Flow	
	Learning for Improvement	Y
	Improving the experience of people who use our services	Y
Making Best Use of Resources	Financial sustainability	Y
	Our environment and workplace	
	Giving back to our communities	Y
Being the Best Partner	Partnership	Y
Good governance	Governance, accountability & oversight	Y

Purpose of the report
This report provides the 2024 NHS Workforce Race Equality Standard results and proposed action plan for approval.

Executive Summary

The Trust has improved performance in six of the nine metrics, performance has stayed the same in two of the metrics and worsened in two of the metrics of the NHS Workforce Race Equality Standard.

The key priorities for improvement in the inequalities identified are:

1. To reduce the gaps between white and ethnically diverse staff across all metrics with particular emphasis on:
 - Equal opportunity to career progression.
 - Likelihood of entering into a disciplinary.
 - Likelihood of being appointed after shortlisting.
2. To identify and share good practice and case studies where the Trust is performing above the national average baseline and improvements have been made.

Data is presented for approval in appendix 1 and an action plan is presented for approval in appendix 2.

Do the recommendations in this paper have any impact upon the requirements of the protected groups identified by the Equality Act?

- ☒ **Yes** (please set out in your paper what action has been taken to address this)
- ☐ **No**

Recommendation(s)

The People and Culture Committee is asked to:

- Approve the data in appendix 1 and this report for submission to NHS England and publication on the BDCFT website.
- Approve the action plan detailed in Appendix 2.

Links to the Strategic Organisational Risk register (SORR)

The work contained with this report links to the following corporate risks as identified in the SORR:

Care Quality Commission domains

Please check **ALL** that apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> Safe | <input checked="" type="checkbox"/> Caring |
| <input checked="" type="checkbox"/> Effective | <input checked="" type="checkbox"/> Well-Led |
| <input checked="" type="checkbox"/> Responsive | |

Compliance & regulatory implications

The following compliance and regulatory implications have been identified as a result of the work outlined in this report:

- Equality Act 2010
- NHS Workforce Race Equality Standard
- NHS EDI Improvement Plan
- Equality Delivery System 2022 Domain 2 and 3.

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NHS Workforce Race Equality Standard 2024

1 Purpose

The Workforce Race Equality Standard (WRES) is part of the NHS Standard Contract and supports NHS organisations to be compliant with the Equality Act 2010 and the 2017 Regulations. The WRES was launched by NHS England in July 2015. Bradford District Care Foundation Trust (BDCFT) has been publishing data against the WRES metrics annually for six years and has collected data every year since 2014.

The implementation of the WRES is an [Equality Objectives 2024-2028](#) for the Trust. The Equality Objectives run from 2024 - 2028 and are a legal requirement to have under the Public Sector Equality Duty.

The Belonging and Inclusion Plan was approved at Trust Board in October 2021 and will run until October 2024. The plan includes the Trust's priorities and what commitments are made to improve the Trust's performance against the NHS Workforce Race Equality Standard. An EDI Strategic Staff Partnership scrutinises and supports implementation. A Workforce Race Equality Standard Task Group is also in place to drive change around the WRES priorities. The Aspiring Cultures Staff Network informs and scrutinises activity and performance throughout our Governance processes.

The data collected for the WRES will be submitted via the Strategic Data Collection Service (SCDS) NHS Digital database and the DCF online platform in May 2024. This report outlines the headlines for that submission, the comparison, and trends over the previous years and the actions that will be and already have been embedded into the Belonging and Inclusion Plan. The intention is that this report is published as evidence on the BDCFT website. Publication is a key element of compliance with the Public Sector Duty of the Equality Act 2010

In addition to these established standards NHS England have developed two new standards. They are the Medical Race Equality Standard and the Bank Staff Race Equality Standards. Reporting for 2024 will be nationally compiled and the Trust will need to develop actions relating to the outcomes once released in the summer.

2 Proposed Outcome

The Trust has improved performance in six of the nine metrics:

- The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months has reduced from 31% to 26%. The gap between white and ethnically diverse staff has closed by 1% since 2022 but is still 6%.

- There has been a 2% reduction since 2022 in the number of ethnically diverse staff saying that they have experienced harassment, abuse or bullying in the last 12 months from staff (19%). The Trust is 2% (19%) above the average national benchmark (21%). The gap between ethnically diverse and white staffs experiences of staff to staff abuse, bullying and harassment has closed by 1% to 2% in the 2023 results.
- There has been a steady reduction (7%) since 2019 in the percentage of ethnically diverse staff who have reported experiencing discrimination at work from their manager / team leader or other colleagues in the last 12 months. The Trust is performing above the baseline nationally by 3% for ethnically diverse staff and below for white staff by 1%. The gap between white and ethnically diverse staffs experiences has closed from 13% in 2019 to 4% in 2023. The gap reported nationally between these groups was 8% so the Trust is performing better than the average.
- There have been increases in representation of ethnically diverse people within the workforce (28%) and also in bands 8a (29%) and 8c (40%) and above.
- The likelihood of ethnically diverse staff entering disciplinary processes has reduced slightly by 0.28 since 2023.
- The likelihood score for White staff being appointed when compared with ethnically diverse staff after shortlisting is 2.11. This is a slight decrease from 2.65 in 2023.

Key activity this year which has contributed to these improvements have been:

- The launch of our Managing Racial and other Types of Abuse Framework and supporting resources, a programme of workshops and training linked to the implementation of this and our associated policy and the reframing of our 'zero tolerance approach' to a See It, Say It, Stop It campaign.
- The implementation of the Trusts Allocate employee relations case tracker which has enabled disciplinary activity to be tracked in real time with data about the proportion of cases that involved ethnically diverse staff.
- Use of the Kind Life ethos and resolution guide materials alongside our new EDI training offer.
- Ongoing diversity in recruitment efforts, deliver of training that supports managers to lead with EDI in mind.

Despite these improvements there are still gaps in staffs experience in all metrics which need closing. The representation of ethnically diverse people in the workforce is below the Bradford Local Authority population baselines of 39%.

The Trust has maintained performance in two of the nine metrics:

- The percentage of ethnically diverse staff who feel that the organisation provides equal opportunity to career progression and promotion has increased since 2019 (42%) by 10% to 52% in 2023. Performance has not improved since 2022 with 52% of ethnically diverse staff agreeing with the statement in both years. The Trust is performing slightly

above the 51% national baseline (1% higher).

The gap between how ethnically diverse and

white staff answer this question is still significant at 11%. This has increased from 2022 by 2%. The gap in the national benchmark is 11 meaning the Trust is in keeping with the national picture.

- The likelihood of ethnically diverse staff accessing non-mandatory training and continuing professional development when compared with White staff has stayed static at 1.03 over the last 2 years.

The gap in perception of equal opportunity to career progression is a key priority for improvement in 2024 – 2025.

The Trusts performance in one of the nine metrics has worsened:

- The representation of voting ethnically diverse people on the Trusts Board has reduced since 2024 when compared to the representation of ethnically diverse staff in the whole workforce by -3.57.

The metric 2 results around recruitment indicates a big change since 2023. This needs to be unpicked through further data analysis at band, service and profession level. An analysis of the workforce data available July 2023 – December 2023 found the percentage of white applicants accounted for 15.1% of applications, with the percentage more than doubling to 39.1% of appointed applicants. In contrast, on appointment the proportion of BME applicants dropped by 26.5% when compared against the proportion being shortlisted.

Of staff receiving a promotion, 38.5% identified as BME, which is high when compared to the percentage of staff currently in post. The majority of promotions for both White and BME staff was for band 3.

A full analysis and breakdown of these results over time is presented in appendix 1.

3 Options

The key priorities for improvement are:

1. To reduce the gaps between white and ethnically diverse staff across all metrics with particular emphasis on:
 - Equal opportunity to career progression.
 - Likelihood of entering into a disciplinary.
 - Likelihood of being appointed after shortlisting.
2. To identify and share good practice and case studies where the Trust is performing above the national average baseline and improvements have been made.

An action plan is included in appendix 2 for approval.

4 Risk and Implications

The Trust aims to be the Best Place to Work for all staff. This report outlines the inequalities of perception, experience and representation of our ethnically diverse people within the workforce.

The Equality Act 2010 places responsibility on us to address discrimination, harassment and victimisation, further equality of opportunity and foster good community relations of groups protected by the equality act. The Trust must act proactively to continue to address these issues where they are identified to be compliant with this legislation.

The implications of not doing so effectively can be reputational, financial and legal.

5 Results

This information has been shared and discussed at the Strategic EDI Staff Partnership and will be shared with the Aspiring Cultures Staff Network and the NHS Workforce Race Equality Standard Task Group.

Further updates on the action plan in appendix 2 will be brought to the People and Culture Committee in November 2024 and to all the groups listed above.

Lisa Wright
Head of EDI
26.04.24