

The Royal Wolverhampton



NHS Trust

NHS Workforce Race Equality Standard (WRES)



NHS Workforce Race Equality Standard



- The NHS Equality and Diversity Council (EDC) consulted in 2014/15 on nine standards to improve workforce equality issues across the NHS. As from 1st April 2015 the Workforce Race Equality Standard (WRES) became mandatory. The standard and metric indicators are now included in the NHS Standard Contract and all NHS organisations are required to demonstrate progress against nine indicators including:
 - Four workforce data metrics;
 - Four NHS national staff survey findings regarding White and BME experiences;
 - One Board metric to address low levels of BME representation.

[These nine indicators are as set out in the tables below.]

- The following presents the baseline data as at end of year 2014/15; this data has been submitted to the CCG in line with reporting requirements under the NHS Standard Contract.
- There are notable gaps in our ability of accurately reporting information on the number and percentage of white and BME applicants having been appointed from shortlisting stage. This is due to the fact that the areas across the Trust who are de-centralised recruiting departments (nursing and medical are centralised only) have not been closing the loop on NHS Jobs to record details of appointees. This will need to be addressed for future reporting moving forward.
- Data comparison and progress of the action plan will be reported and monitored on a quarterly basis at the relevant Trust committees and Clinical Quality Review meeting.

Reporting Requirements



- Baseline data analysis results and initial actions to be reported to CCG by 1st July 2015.
- Baseline data analysis results and initial actions to be published on the Trust Website – Equality and Diversity page on 1st July 2015.
- Reporting to the Clinical Quality Review meeting (CQR) with Wolverhampton CCG:
 - To be reported to CQR meeting as part of the Annual Public Sector Equality Duty Report – Q3 = January 2016.
 - Progress updates to be included in the overall quarterly report on NHS Standard Contractual Requirements for Equality and Diversity (including EDS2):
 - Q1 = 1st August 2015
 - Q2 & 3 = 1st January 2016
 - Q4 = 1st May 2016
- Report, by April 2016, baseline data for comparison with April 2015, including steps underway to address key shortcomings.

WRES Baseline Data (1)



Workforce Race Equality Standard - Indicators	2015	2014	Comments / Initial Actions
1. Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce	12.77% % BME of the overall workforce in this category is 22.06%	13.8 % % BME of the overall workforce in this category was 22.69%	Decrease shown. Analyse breakdown of staffing categories to identify clinical 'specialist' posts.
2. Relative likelihood of BME staff being appointed from shortlisting compared to that of white staff being appointed from shortlisting across all posts.	Likelihood of white staff being appointed from shortlisting = 1.09 Likelihood of BME staff being appointed from shortlisting = 0.83 Relative likelihood of white staff being appointed from shortlisting compared to BME staff is therefore 1.32 times greater.	No Data Available	26% of BME applicants over the 12 months reported via NHS Jobs were shortlisted. It should be noted that all personally identifiable information including monitoring data is withheld from recruiters and this ensures objective shortlisting based on the job description and person specification only. It should be noted that these statistics are based on data as recorded via NHS jobs, which is showing a high level of gaps in the 'Appointed' category and it will not be possible to update this backdated information easily. The action is to emphasise to recruiting departments (de-centralised areas) to update the 'hire applicant' section on NHS jobs in order to enable more accurate reporting moving forwards. Recruitment to run monthly reports to monitor progress and encourage completion in gaps of information. Ensure that WRES is included in the Trust's Recruitment and Selection Training.
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.	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff is 1.52 times greater.	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff was 1.52 times greater.	No change. The HR Advisory team to undertake a detailed analysis of the types of conduct and to identify any key themes within this as well as supportive or remedial action taken either prior to or as a result of disciplinary action.
4. Relative likelihood of BME staff accessing non mandatory training and CPD as compared to white staff	Likelihood of white staff accessing non mandatory training/CPD is 9.59 (i.e. 9 in 10) Likelihood of BME staff accessing non mandatory training/CPD is 4.04 (i.e. 4 in 10)	Likelihood of white staff accessing non mandatory training/CPD was 9.70 Likelihood of BME staff accessing non mandatory training/CPD was 3.83	Small increase in BME staff accessing training. All training opportunities are advertised openly across the organisation including the KITE site which is accessible by all employees and regular advertising of courses through the All Staff bulletin. Undertake further detailed analysis by band/profession. Review other methods of advertising non-mandatory training opportunities across the organisation. Export all postgraduate LBR completions to OLM and develop online study leave form to enable better monitoring.

WRES Baseline Data (2)



National NHS Staff Survey findings.				
5.	KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	24%; of which 21% white and 32% BME	26%; of which 24% white and 41% BME	Based on 2014 and 2013 national staff survey results. Note that results are based on % respondents of 850 staff randomly selected for the survey.
6.	KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	22%; of which 21% white and 24% BME	21%; of which 22% white and 16% BME	Based on 2014 and 2013 national staff survey results. Note that results are based on % respondents of 850 staff randomly selected for the survey. 2015 internal Chatback survey question: <i>In the last 12 months, have you experienced bullying or harassment at work?</i> - 87% of respondents stated they had not.
7.	KF 27. Percentage believing that the Trust provides equal opportunities for career progression or promotion	89%; of which 90% white and 83% BME	88%; of which 90% white and 75% BME	Based on 2014 and 2013 national staff survey results. Note that results are based on % respondents of 850 staff randomly selected for the survey. 2015 internal Chatback survey question: <i>The Trust values diversity and recognises and respects the value of differences in race, gender, age, etc.</i> - 88% of respondents agreed with this statement.
8.	Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	12% overall and 6% from manager/team leader, colleagues. 4% stated this to be based on ethnic background.	7% overall and 4% from manager/team leader/colleagues. 3% stated this to be based on ethnic background.	Based on 2014 and 2013 national staff survey results. Note that results are based on % respondents of 860 staff randomly selected for the survey. 2015 internal Chatback survey question: <i>In the last 12 months, have you experienced any form of discrimination at work (e.g. racism, sexism, discrimination on grounds of religion, sexuality, etc)?</i> - 94% of respondents stated they had not.
Trust Board Representation				
9.	Boards are expected to be broadly representative of the population they serve.	The Trust Board BME representation is 14.29%. Wolverhampton's population BME reported in 2011 census is 31.98%	The Trust Board BME representation was 0 % Wolverhampton's population BME reported in 2011 census is 31.98%	At the time of report submission the Trust Board BME representation stands at 21.43% ; following appointment of a new Non-Executive Director since the start of the new financial year (2015/16).

NEXT STEPS



- Publish the 1st April data including action plan by 1st July 2015.
- Work to start to address any data shortcomings and to understand and address shortfalls identified by the WRES indicators – Between now and March 2016. This will include further drill down and analysis of data, any process gaps and agreeing further detailed actions to address any issues.
- Agree consistent reporting timetable for annual report on Public Sector Equality Duty, Equality Delivery System and Workforce Race Equality Standard.
- April 2016 – Complete baseline data for comparison with April 2015, including steps underway to address key shortcomings in data, or significant gaps between the treatment and experience of white and BME staff.