

NHS Workforce Race Equality Standard (WRES)

Annual Report 2023

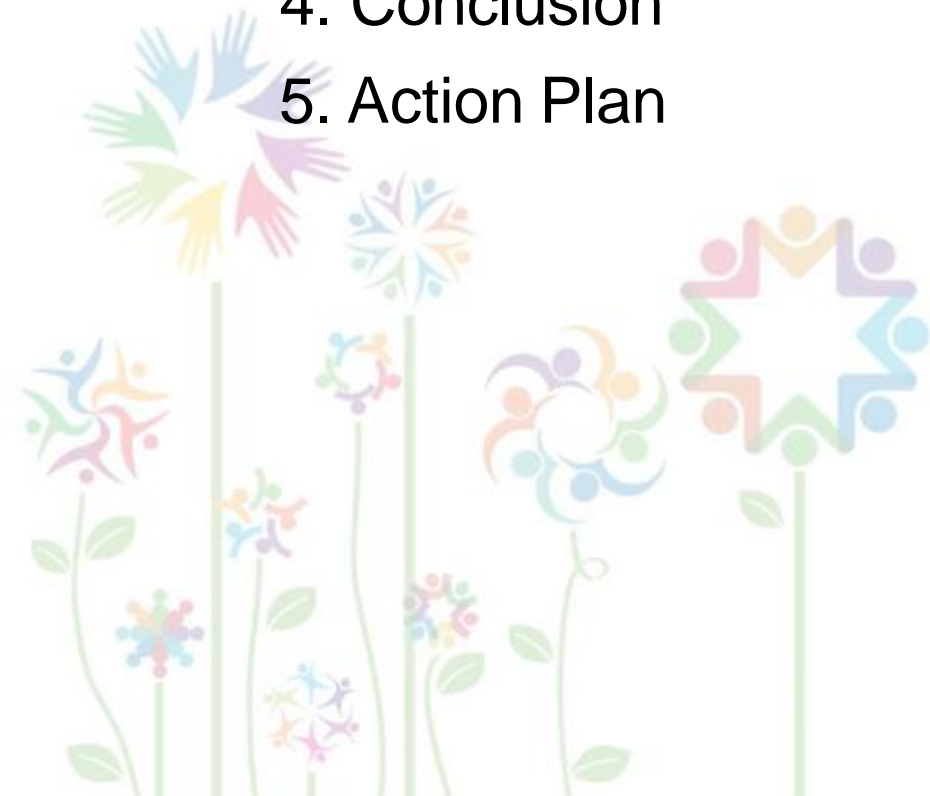


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NHS Trust

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Introduction



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- The Workforce Race Equality Standard (WRES) was launched in 2016 and aimed to improve the workplace and career experiences of our ethnically diverse workforce (Black and Minority Ethnic - BME) colleagues in the NHS.
- The Workforce Race Equality Standard is a set of nine specific measures that will enable NHS organisations to compare the experiences of our ethnically diverse and White staff. This report provides an overview of key areas and supports us in identifying direct actions to demonstrate progress against the indicators of Race equality
- The Equality and Diversity Council has commissioned the Workforce Race Equality Standard. It is mandated through the NHS Standard Contract.
- Metrics 5,6,7 & 8 are based on staff survey results. As a Trust, we facilitate a full census from all staff; the 2022 staff survey had 34% staff participation across the Trust.
- At The Royal Wolverhampton NHS Trust, we have a workforce of 12,000 staff. Our Electronic Staff Record (ESR) data shows that 25% of our workforce has declared themselves as ethnicities other than white. 11% of the workforce has not declared their race status.

The data sets in this report compare the experience of Black and Minority Ethnic (BME) staff to White staff.

Executive Summary (1 / 2)



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Embedding an inclusive culture where diversity is valued and therefore championed at all levels is essential to delivering high-quality services to patients (better patient care, satisfaction and outcomes) and developing a capable, innovative and effective workforce for our future at The Dudley Group. Research shows that organisations that have diverse leadership are more successful and innovative. Staff who feel valued are more likely to be engaged with their work, and senior-level diversity increases productivity and efficiency in the workplace.

Key findings for 2023:

- Our Black & Minority Ethnic (BME) representation is 35.7%, this is a 3.7% improvement on our 2022 data (32%).
- Relative likelihood of white candidates being appointed from shortlisting compared to BME applicants, the rate for 2023 is 1.41, this is a slight improvement on last year (1.5)
- Relative likelihood of BME staff entering the formal disciplinary process compared to white staff - The Trust's latest rate is 2.09, this has seen an increase since 2022(1.1).
- Relative likelihood of white staff accessing non-mandatory training and continuing professional development (CPD) compared to BME staff - The Trust's latest rate is 1.03; there was no data recorded for this at RWT for 2022 however in 2021 the figure was higher (1.3).
- Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months - Percentage rates for BME (24.2%) and white staff (23%), these figures have improved since last year BME (26%) and white staff (22%)
- Percentage of BME staff experiencing harassment, bullying or abuse from other staff in the last 12 months has declined for our BME staff. Percentage rates for BME 28.7% (26% in 2021), and white 22% (22% in 2021).

Executive Summary (2 / 2)



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- Percentage of staff believing that their trust provides equal opportunities for career progression or promotion - The percentage rate has decreased slightly for BME staff (2021=48% to 46% in 2022). This is also reflected in our White staff scores (2021=64%, 63% in 2022).
- Percentage of staff that personally experienced discrimination at work from a manager, team leader or other colleagues – There seems to be a slight increase in BME staff whilst our white staff scores are in line with last year's scores; BME 14%, White 5% (2021 BME 13%, White 5%)
- Board Membership including non-executive members representation is 11.1%

We are committed to being a more inclusive organisation, ensuring equal opportunity and celebrating diversity. Encouraging and supporting the workforce we employ to reach their potential. This will support our ultimate goal to be a brilliant place to work and thrive.

During 2022 / 2023, we have achieved the following:

- Developed and launched our Equality, Diversity, and Inclusion (EDI) Journey, a three-year strategic plan focused on six elements of the employee lifecycle. The Journey will continue supporting the Trust in embedding equality, diversity, and inclusion as a 'golden thread' throughout our organisation.
- Continuing to review our progress and delivery against statutory requirements and beyond, i.e. public sector equality duty, as well as a set of more ambitious objectives for embedding equality and inclusion across the organisation through both the response to WRES, WDES, Gender pay gap, Race Code and the NHS People Plan.
- Developed a robust framework that sets out how the Trust will embed inclusive leadership across all parts of the organisation through direct engagement and representation. This approach will engage with staff from all communities, professions and protected characteristics to improve the experience for everyone working at The Royal Wolverhampton Trust

Annual Submission Measures



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The Workforce Race Equality Standard is a set of nine specific measures which enable NHS organisations to compare the workplace and career experiences of ethnically diverse staff (Black and Minority Ethnic- BME) and White staff.

The Measures provide high-level view, we have therefore completed a more detailed analysis to inform our conclusions and actions plans.

Workforce Race Equality Standard Metrics:

1. Workforce Representation
2. Recruitment
3. Disciplinary
4. Training and Continuing Professional Development (CPD)
5. Harassment, Bullying and Abuse from Patients / Public
6. Harassment, Bullying and Abuse from staff
7. Career Progression
8. Discrimination
9. Board Representation



Workforce Race Equality Stand (WRES) Overview



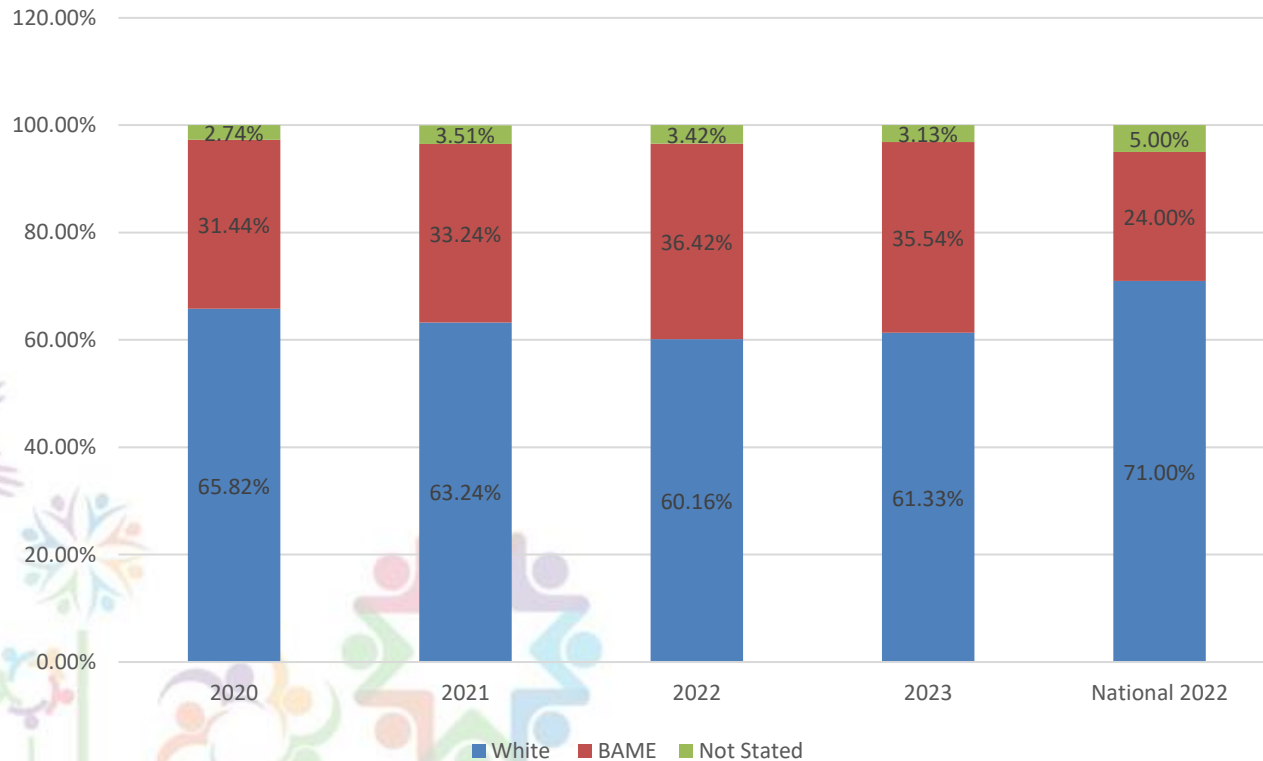
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| | WRES Indicator | | 2020 | 2021 | 2022 | 2023 | Trend |
|---|--|---------|--|------|------|------|-------|
| 1 | Percentage of Black & minority ethnic staff | Overall | 29.4 | 31 | 32 | 35.7 | |
| 2 | Relative Likelihood of white applicants being appointed from shortlisting across all posts compared to BAME applicants | | 1.41 | 1.44 | 1.5 | 1.41 | |
| 3 | Relative likelihood of BAME staff entering the formal disciplinary process compared to white staff | | 1.33 | 1 | 1.1 | 2.09 | |
| 4 | Relative likelihood of white staff accessing non mandatory training and continuous professional development (CPD) compared to BAME staff | | 1.18 | 1.3 | 0.95 | 1.03 | |
| 5 | Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months | White | 22.7 | 21.8 | 22 | TBC | |
| | | BAME | 23 | 25.5 | 24.2 | TBC | |
| 6 | Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months | White | 20.3 | 21.6 | 22.8 | TBC | |
| | | BAME | 24.4 | 26 | 28.7 | TBC | |
| 7 | Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion | White | 64.4 | 62.8 | 64.1 | TBC | |
| | | BAME | 48.2 | 45.6 | 46.3 | TBC | |
| 8 | Percentage of staff personally experiencing discrimination at work from a manager/team leader or other colleagues | White | 4.6 | 5.4 | 6.8 | TBC | |
| | | BAME | 12.7 | 14.3 | 15.1 | TBC | |
| 9 | BAME Board membership | Overall | Currently sits at 11.1% with an aim to be at 20% by 2028 | | | | |



Metric 1 & 9 – Overall Ethnic Representation

Percentage of Staff by Ethnicity 2023



Board member representation – Is currently 11.1% BME, this compares to a total BME workforce representation of 24%

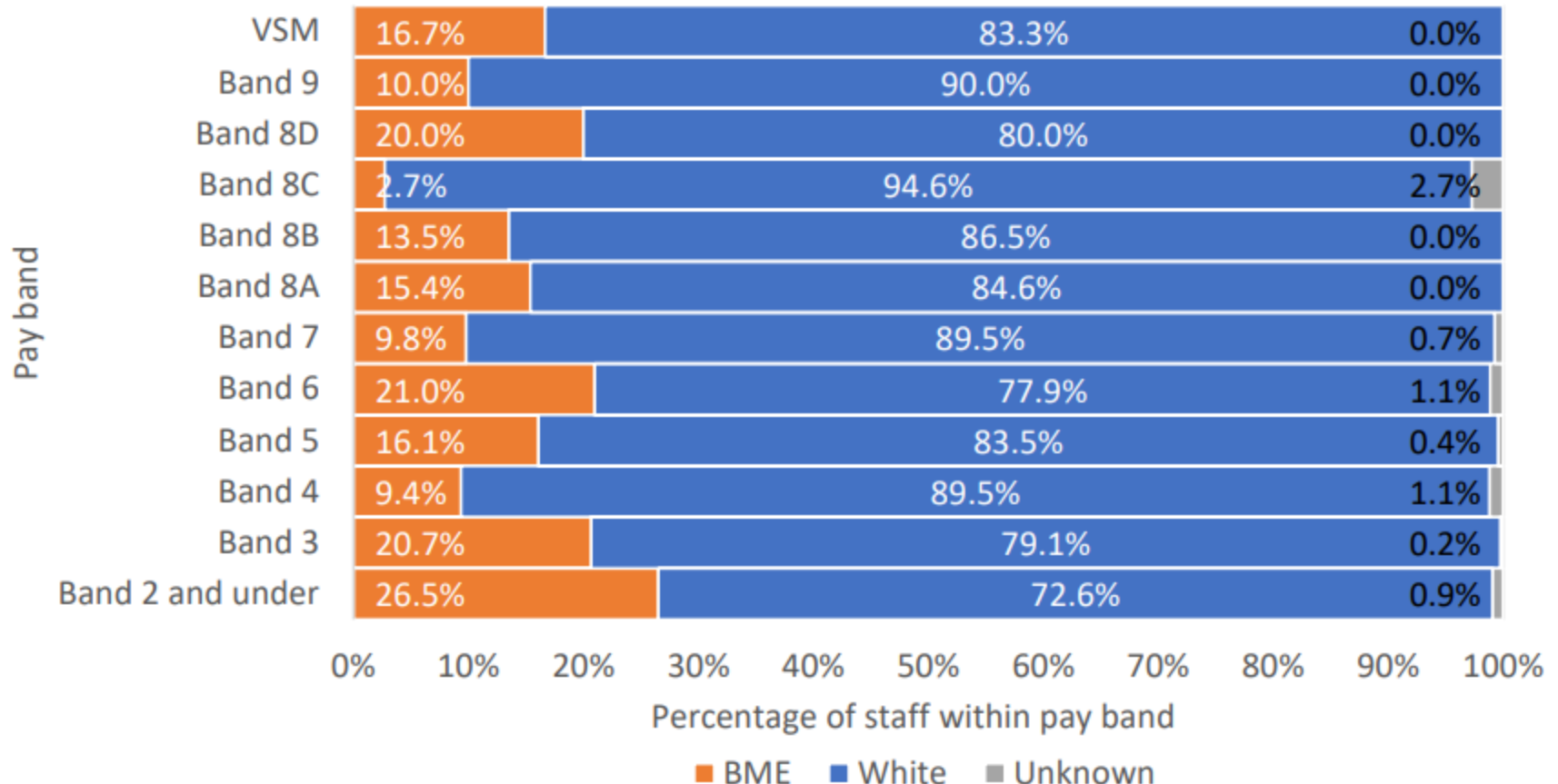
BME = Black and Minority Ethnic

Metric 1 – Non-Clinical Banding Comparison 2022 - 2023



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AfC bands: non-clinical (percentage representation)



NB, Very Senior Manager (VSM) excludes Non-Executive Directors/Chair from submission (11.1% BME with Non-Executive Directors included)

AfC = Agenda for Change

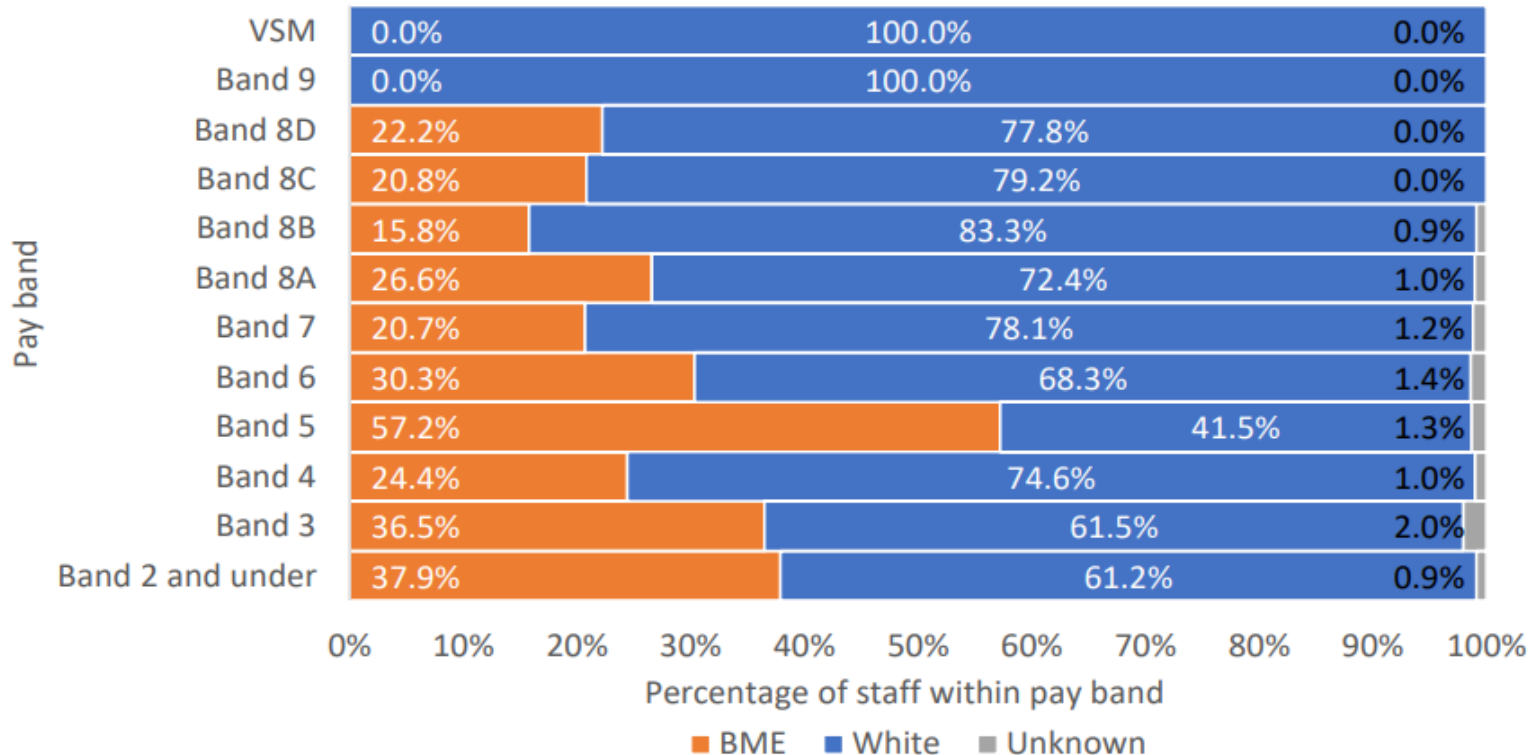
BME – Black and Minority Ethnic

Metric 1 – Clinical Banding Comparison 2022 - 2023



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AfC bands: clinical (percentage representation)



VSM - Very Senior Manager

AfC - Agenda for Change

BME – Black and Minority Ethnic

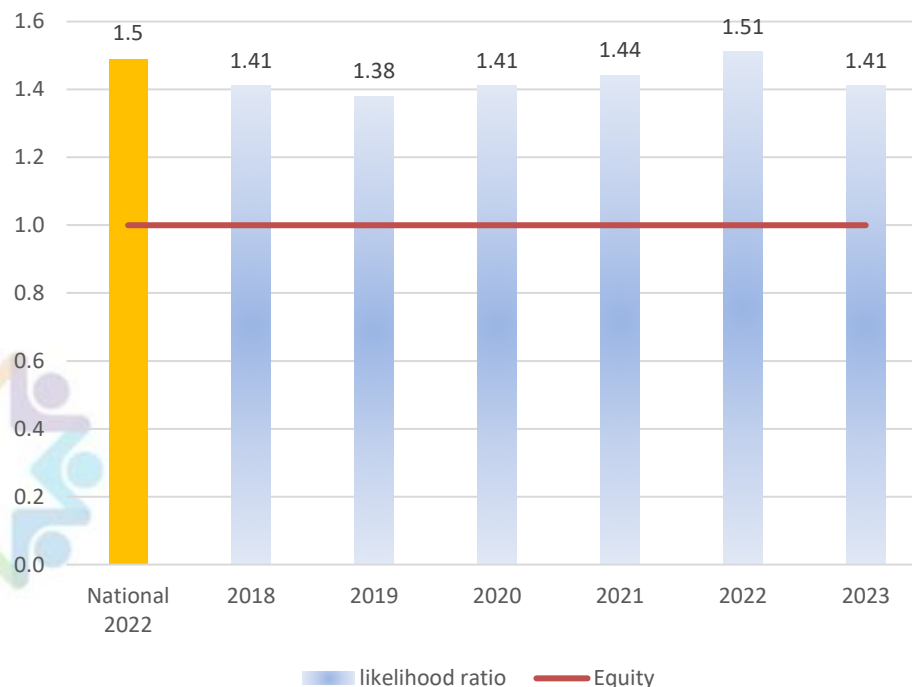
Metric 2 - Relative likelihood of white applicants being appointed from shortlisting across all posts compared to ethnically diverse applicants shown here as BME

This table shows the differences from 2018 through to the 2023 submissions for metrics 2

The Trust's latest rate is 1.54, which is in line when compared to the previous year's performance and the 2022 National average.

Even though our overall ethnically diverse workforce continues to grow, the submission will show representation at each band for both clinical and non-clinical staff and highlight underrepresentation at more senior levels and particularly at board level.

Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants

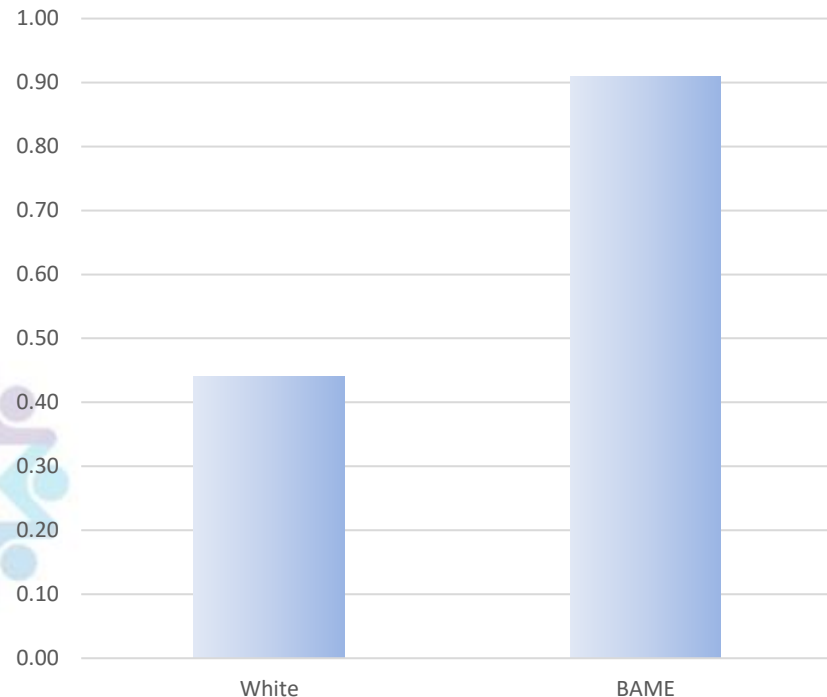


Metric 3 - The relative likelihood of ethnically diverse staff entering the formal disciplinary process compared to white staff

A figure above 1:00 indicates that ethnically diverse staff are more likely than White staff to enter the formal disciplinary process.

The likelihood of ethnically diverse staff entering the formal disciplinary process has deteriorated as the percentage has increased from 0.41 to 1.43 in 2022; again in 2023 the figure has risen to 2.09. The Trust has performed better than 20% of Trusts and worse than 72% of Trusts

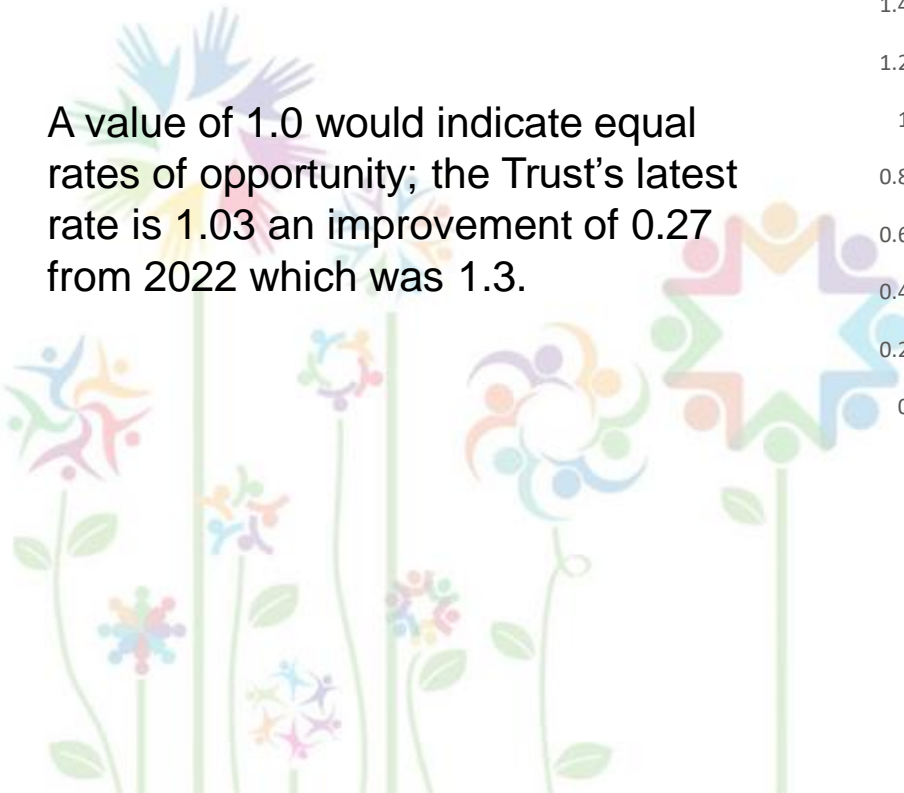
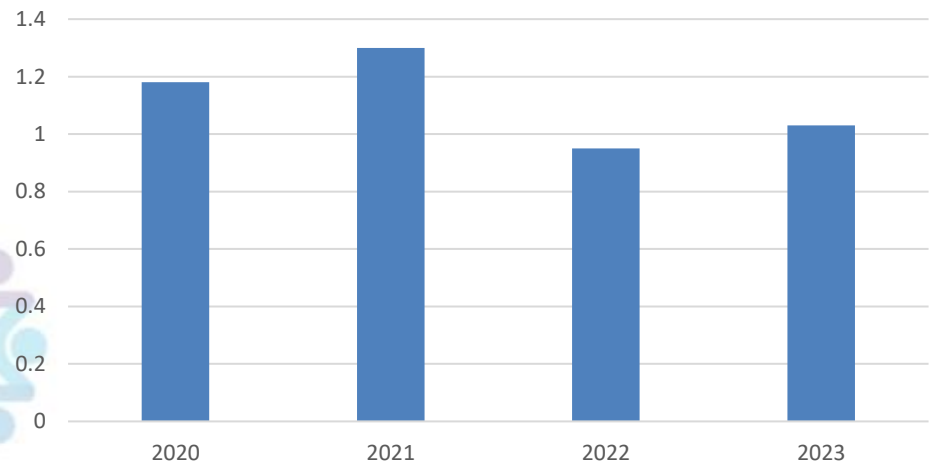
Relative likelihood of BAME staff entering a disciplinary process



Metric 4 - The relative likelihood of white staff accessing non-mandatory training and continuing professional development (CPD) compared to ethnically diverse staff shown here as BME

A value of 1.0 would indicate equal rates of opportunity; the Trust's latest rate is 1.03 an improvement of 0.27 from 2022 which was 1.3.

Relative likelihood of white staff accessing non mandatory training and continuous professional development (CPD) compared to BAME staff



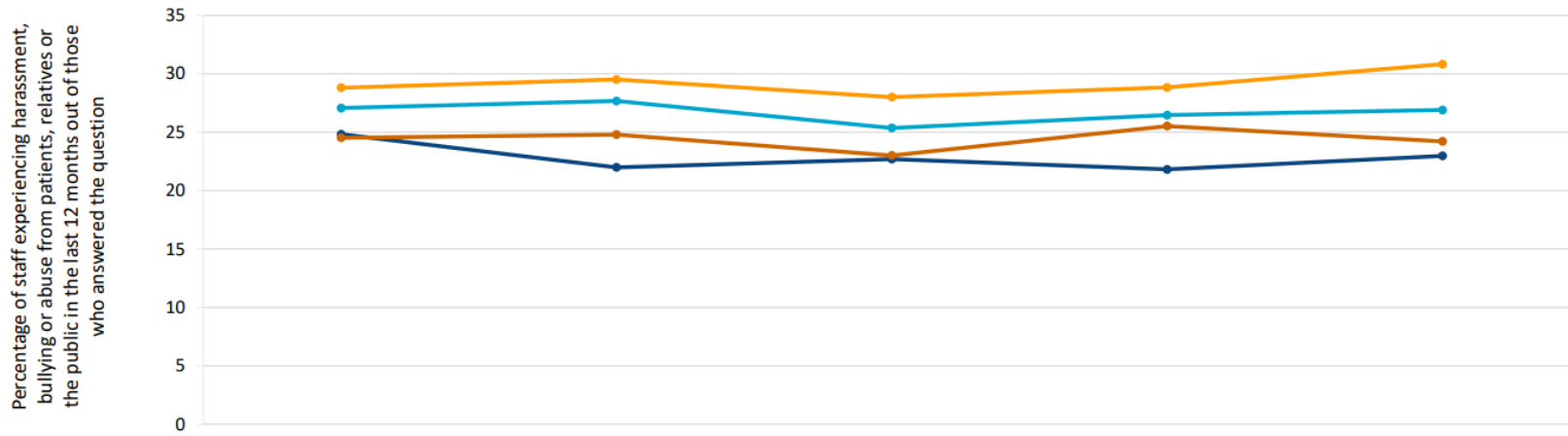
Metric 5 - The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



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Surveys completed by ethnically diverse staff account for 26% of completed surveys for 2022; in 2021, this rate was 24.9%.

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



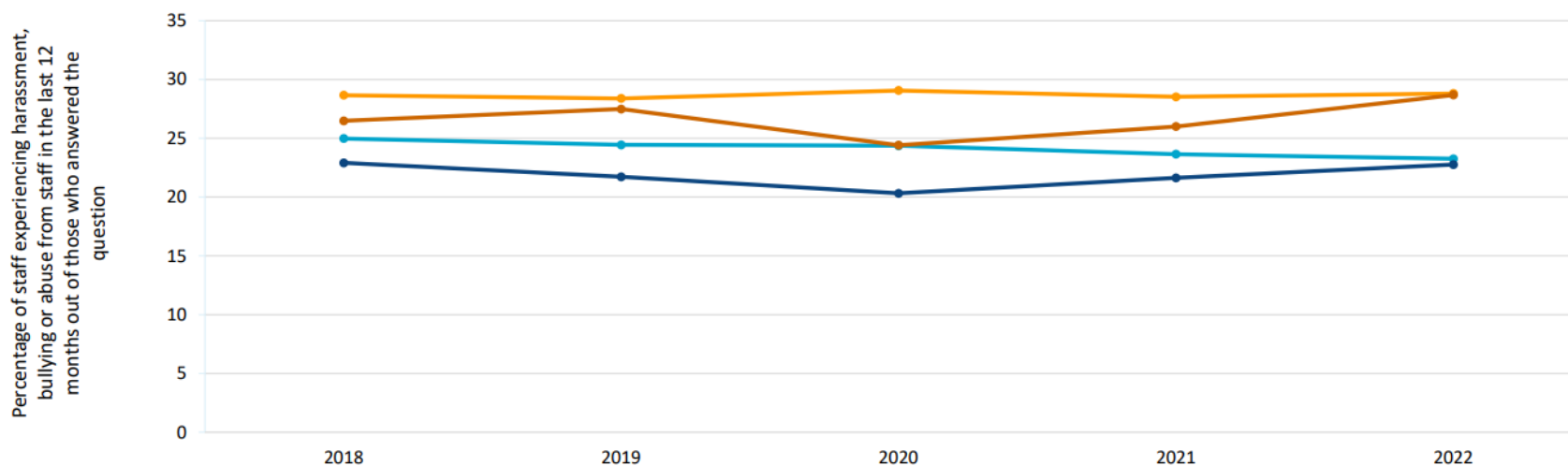
| | 2018 | 2019 | 2020 | 2021 | 2022 |
|-------------------------------------|-------|-------|-------|-------|-------|
| White staff: Your org | 24.8% | 22.0% | 22.7% | 21.8% | 23.0% |
| All other ethnic groups*: Your org | 24.5% | 24.8% | 23.0% | 25.5% | 24.2% |
| White staff: Average | 27.1% | 27.7% | 25.4% | 26.5% | 26.9% |
| All other ethnic groups*: Average | 28.8% | 29.5% | 28.0% | 28.8% | 30.8% |
| White staff: Responses | 2357 | 2483 | 2405 | 2879 | 2603 |
| All other ethnic groups*: Responses | 624 | 726 | 765 | 952 | 921 |

*Staff from all other ethnic groups combined

Average calculated as the median for the benchmark group

Metric 6 - The percentage of staff who experienced harassment, bullying or abuse from other staff in the last 12 months

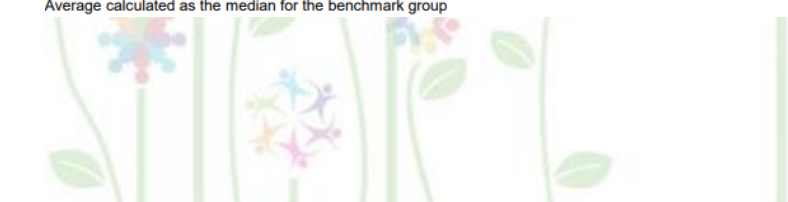
Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months



| | 2018 | 2019 | 2020 | 2021 | 2022 |
|-------------------------------------|-------|-------|-------|-------|-------|
| White staff: Your org | 22.9% | 21.7% | 20.3% | 21.6% | 22.8% |
| All other ethnic groups*: Your org | 26.5% | 27.5% | 24.4% | 26.0% | 28.7% |
| White staff: Average | 25.0% | 24.4% | 24.4% | 23.6% | 23.3% |
| All other ethnic groups*: Average | 28.7% | 28.4% | 29.1% | 28.5% | 28.8% |
| White staff: Responses | 2353 | 2477 | 2397 | 2861 | 2596 |
| All other ethnic groups*: Responses | 623 | 724 | 766 | 950 | 910 |

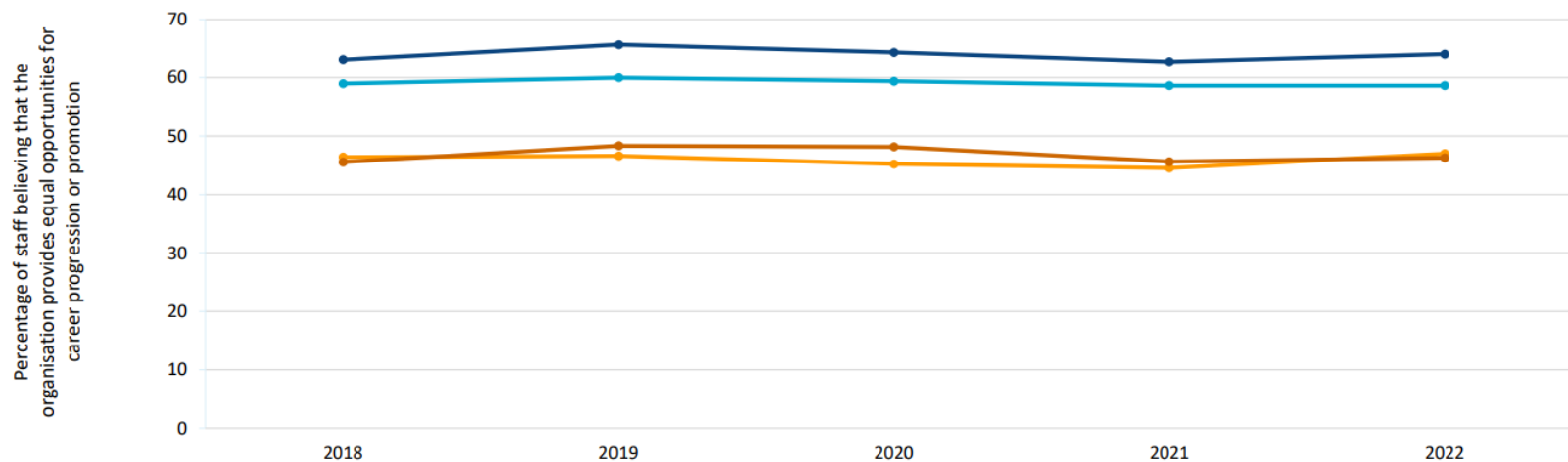
*Staff from all other ethnic groups combined

Average calculated as the median for the benchmark group



Metric 7 - The percentage of staff who believed that the trust provided equal opportunities for career progression or promotion

Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.



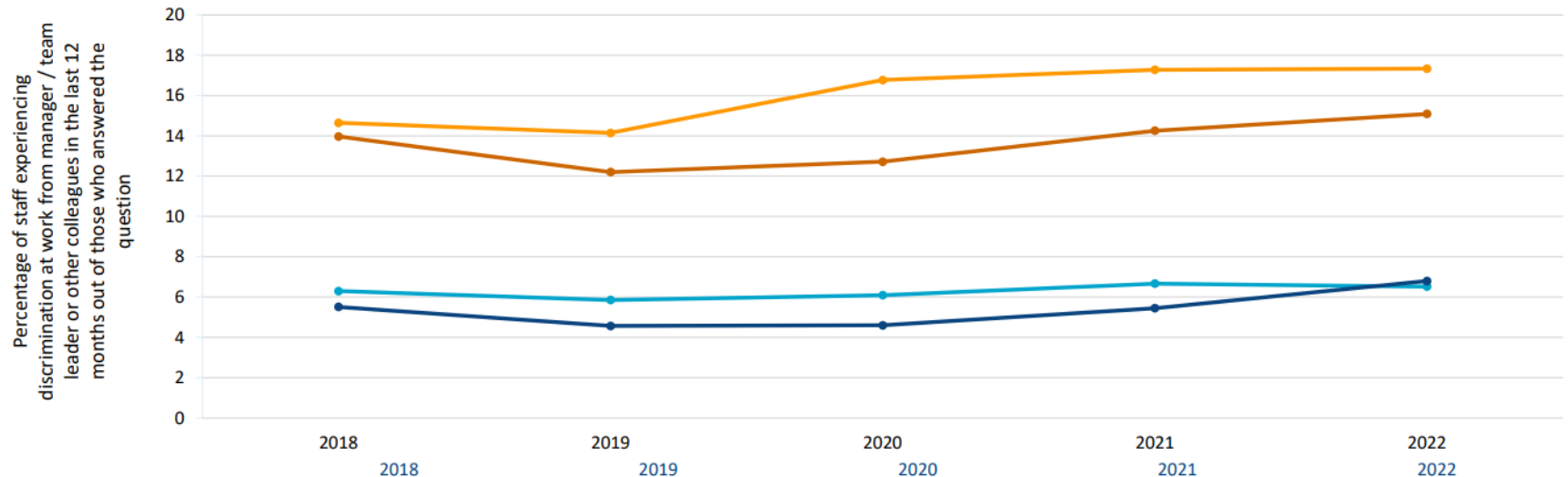
| | 2018 | 2019 | 2020 | 2021 | 2022 |
|-------------------------------------|-------|-------|-------|-------|-------|
| White staff: Your org | 63.2% | 65.7% | 64.4% | 62.8% | 64.1% |
| All other ethnic groups*: Your org | 45.6% | 48.4% | 48.2% | 45.6% | 46.3% |
| White staff: Average | 59.0% | 60.0% | 59.4% | 58.6% | 58.6% |
| All other ethnic groups*: Average | 46.4% | 46.6% | 45.2% | 44.6% | 47.0% |
| White staff: Responses | 2353 | 2481 | 2409 | 2839 | 2573 |
| All other ethnic groups*: Responses | 632 | 732 | 762 | 927 | 905 |

*Staff from all other ethnic groups combined

Average calculated as the median for the benchmark group

Metric 8 - The percentage of staff who personally experienced discrimination at work from a manager, team leader or other colleagues

Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months.



| | 2018 | 2019 | 2020 | 2021 | 2022 |
|-------------------------------------|-------|-------|-------|-------|-------|
| White staff: Your org | 5.5% | 4.6% | 4.6% | 5.4% | 6.8% |
| All other ethnic groups*: Your org | 14.0% | 12.2% | 12.7% | 14.3% | 15.1% |
| White staff: Average | 6.3% | 5.9% | 6.1% | 6.7% | 6.5% |
| All other ethnic groups*: Average | 14.6% | 14.1% | 16.8% | 17.3% | 17.3% |
| White staff: Responses | 2340 | 2453 | 2391 | 2863 | 2604 |
| All other ethnic groups*: Responses | 623 | 713 | 755 | 940 | 908 |

*Staff from all other ethnic groups combined

Conclusion and Action planning

Our vision is “To deliver exceptional care together to improve the health and wellbeing of our communities”. We intend to build on and uphold our pledge to become a more inclusive Trust. The Equality, Diversity and Inclusion (EDI) Workforce Journey provides a framework to support the delivery of this vision.

The Equality, Diversity & Inclusion Journey is integral to our organisational ‘Shaping #Our Future Strategy’ and covers three years from 2023-2025 and identifies six core workforce priorities with key actions anchored in the employee life cycle. We reflect on national and regional workforce equality and inclusion strategies and priorities, including The Race Equality Code.

The EDI Journey is aligned with the Public Sector Equality Duty (PSED) compliance requirements under the Equality Act 2010. Taking into account national compliance drivers:

- Equality Delivery Systems (EDS)
- Work Race Equality Standard (WRES)
- Work Disability Equality Standard (WDES)
- Accessible Information Standard (AIS)
- Sexual Orientation Monitoring Standard (SOMS)
- Gender Pay Gap (GPG)