

# Workforce Race Equality Standards

## Action Plan 2021 / 2022



# Recruitment and Retention

**Indicator 1 – Percentage of staff in AFC pay bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce**

Year	White staff		BME Staff		Unknown		Total
	Count	Percentage	Count	Percentage	Count	Percentage	
2021	6471	56.20%	3135	27.24%	1907	16.56%	11,513
2022	5647	58.9%	2829	29.5%	1112	11.6%	9,588

There are marked improvements in the self reporting of ethnicity and the number of 'unknown' has decreased. However, we recognise that a proportion of staff are still to disclose their ethnicity.

\*Caution these figures do not include Internationally recruited nurses and midwives (see below)

**Indicator 2 – Relative likelihood of BME staff being appointed from shortlisting across all posts**

2021	0.96
2022	1.48

A figure below 1 indicates that BME staff are more likely than White staff to be appointed from shortlisting

**Indicator 3 – Relative likelihood of BME staff entering the formal capability process**

2021	1.03
2022	0.50

A figure above 1 indicates that BME staff are more likely than White staff to enter the formal capability process

Although the figures show that BME staff are less likely to be appointed from shortlisting, these figures are to be taken with caution. Internationally recruited nurses and midwives are not recruited via the NHS Jobs/ TRAC system and therefore will be excluded from these figures.

However, the number of BME staff entering the formal capability process has decreased.

# Recruitment and Retention

Objective	Action	Lead	Timescale
Raise the profile of the Trust as an 'Employer of Choice' and continue to reduce the inequality of employment	<ul style="list-style-type: none"> <li>Targeted recruitment campaigns</li> <li>Continued dialogue with Supporting People of Colour Network (SPOC)</li> <li>Joint working with the ESR and Workforce Team to regularly monitor trends</li> <li>Complete review of recruitment and selection processes to identify any discriminatory practices.</li> <li>Ensure interview panels reflect the Trust values and that unconscious bias awareness is embedded within the process</li> <li>Launch inclusive mentoring pilot</li> </ul>	<p>Recruitment Services EDI / SPOC</p> <p>Workforce / ESR / EDI</p> <p>Recruitment Services / EDI</p> <p>OD / EDI</p>	Review March 2023
Increase reporting to reduce the 'Unknown' Category	<ul style="list-style-type: none"> <li>Focussed administrative support to encourage more people to report their ethnicity</li> <li>Continue the communication campaigns to raise awareness and support self-reporting</li> </ul>	Workforce / ESR / EDI	Review March 2023
Include International recruits in the WRES data	<ul style="list-style-type: none"> <li>Review the current information processes to establish why international recruits are not included within the data</li> </ul>	Workforce / ESR / EDI	Review March 2023

# Violence and Aggression

## Indicator 5 - Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months

	2018	2019	2020	2021
White staff	28.2%	28.5%	28.6%	31.8%
BME staff	22.1%	24.5%	26.4%	27.8%

The figure for White staff is higher than the national average and the figure for BME staff is slightly lower than the national average.

## Indicator 6- Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months

	2018	2019	2020	2021
White staff	26.8%	25.9%	27.3%	25.2%
BME staff	25.0%	25.5%	29.8%	27.5%

Again, the figure for White staff is higher than the national average and the figure for BME staff is slightly lower than the national average.

# Violence and Aggression

Objective	Action	Lead	Timescale
Reduce the numbers of staff facing abuse from both the public and from other colleagues	<ul style="list-style-type: none"><li>• Targeted No Excuse for Abuse campaigns</li><li>• Hate Crime Training for staff</li></ul>	EDI / SPOC  Violence and Aggression Task Group	Review March 2023
Increase reporting to reduce abuse and increase support for staff	<ul style="list-style-type: none"><li>• Communication campaigns to raise awareness and support reporting of incidents</li><li>• Review reporting mechanisms</li></ul>	Violence and Aggression Task Group	Review March 2023

# Belonging

## Indicator 7 - Percentage believing that the Trust provides equal opportunities for career progression or promotion

	2018	2019	2020	2021
White staff	60.0%	61.9%	58.7%	61.0%
BME staff	46.4%	47.6%	39.6%	42.1%

The figure for BME staff is lower than the national average and is of concern

## Indicator 8 – In the last 12 months have you personally experienced discrimination at work from any of the following? Manager / Team Leader or other colleagues

	2018	2019	2020	2021
White Staff	5.7%	4.8%	7.4%	7.0%
BME Staff	12.0%	11.7%	18.8%	16.5%

The figure for BME staff double the figure for white staff experiencing discrimination.

Although we see a slight decrease since last year, this figure is high and is of concern.

# Belonging

Objective	Action	Lead	Timescale
Provide more opportunities for staff to receive support to progress their development, ensuring a high level of participation from BME Staff	• Look at the support available in terms of training and coaching on offer	EDI / OD	Review March 2023
	• Continue engaging with SPOC to establish further support needed	EDI / SPOC	
	• Monitor the effectiveness of the Inclusive Mentoring Programme	EDI / OD	
Reduce the number of BME staff experiencing discrimination	• Review the mechanisms in place to support BME staff reporting discrimination	Workforce Team	Review March 2023
	• Training and awareness on equality related issues including microaggressions and what can cause offence	EDI / OD	



# Leadership

## Indicator 9 – Percentage difference between the organisations’ Board membership and its overall workforce disaggregated

	White	BME	Unknown
2021	3.8%	-13.9%	10.1%
2022	12.5%	-15.2%	2.7%

The figure is to be taken with caution as there are two members of the Board who have not declared their ethnicity .

It is to be noted, that there is a high number of staff that have not also declared their ethnicity.

This figure is the difference (Total Board- Overall workforce)

Objective	Action	Lead	Timescale
Improve self reporting of Board members	<ul style="list-style-type: none"> <li>Focussed administrative support to encourage more people to report their ethnicity</li> <li>Continue the communication campaigns to raise awareness and support self-reporting</li> </ul>	Workforce / ESR / EDI	Review March 2023
Trust leaders to identify and use opportunities to promote inclusive practice and model behaviours	<ul style="list-style-type: none"> <li>Review leadership and management programmes to ensure inclusive practices and behaviours are explicit within them.</li> <li>Development of the Compassionate Organisation work stream</li> <li>Review the appraisal process for leaders and managers to consider a shared objective focused on inclusive practices.</li> <li>Launch of the inclusive mentoring pilot</li> </ul>	OD / EDI OD / EDI OD / EDI OD / EDI	Review March 2023