

Workforce Race Equality Standards (WRES) Report

June 2024

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Background

All the available evidence shows that Black, Asian and Ethnic Minority (BAME) staff have a significantly inferior experience of the NHS as employees when compared to white staff. This report details the background to and the content of the Workforce Race Equality Standard (WRES) report that is required annually of all NHS organisations in order to help ensure the fulfilment of the public sector equality duty as set out in the Equality Act 2010.

The aim of the WRES is to improve the experience of Black, Asian and Ethnic Minority (BAME) staff in the workplace. This includes employment, promotion and training opportunities as well as the experience of employment relations processes. It also applies to BAME people who want to work in the NHS.

WUTH has declared its commitment to supporting staff to feel they belong in our organisation as outlined in our People Strategy 2022 – 2026 and to address areas of inequality. This is delivered through our equality, diversity and inclusion strategic commitment:

“To create an inclusive and welcoming environment, where everyone feels a sense of belonging and the diversity of our staff is valued, supported and celebrated”.

WUTH is also committed to ensuring that it upholds the principles of the Public Sector Equality Duty to:

- To eliminate unlawful harassment and victimisation.
- To foster good relations between people who share a protected characteristic and those who do not.
- To advance equality of opportunity between people who share a protected characteristic and those who do not.

WRES data provides an invaluable opportunity to annually review staff experiences and Trust performance against a series of nationally agreed indicators and support identification of key areas of progress and areas requiring additional attention.

In the context of the WRES, “white staff” comprises of white British, white Irish and white other, whereas “BAME staff” comprise all other categories with the exception of “not stated”.

Executive Summary

The aim of the Workforce Race Equality Standard is to improve the experience of Black, Asian and Minority Ethnic (BAME) staff in the workplace. This includes employment, promotion and training opportunities as well as the experience of employment relations processes. It also applies to BAME people who want to work in the NHS.

Appendix A provides a summary overview of the Trust's results, compared to national and regional data where available.

Trust has seen a mixture of results this year with some improvements however a number of areas of decline.

2023/24 data highlights improvements in:

- Trust demographics – with increased representation of non-white staff across clinical and non-clinical roles.
- The likelihood of non-white staff entering the formal disciplinary process – non-white staff are less likely to enter the disciplinary process this year with a similar likelihood to white staff.
- Staff feeling that the Trust provides equality opportunities for career progression or promotion.

However, all other areas have unfortunately declined this year.

Non-white applicants are less likely to be appointed this year when compared to white applicants and indicators relating to staff experiences, appear less positive this year.

The Trust has now signed up to the North-West Anti-Racist framework and has publicly declared its commitment to being an anti-racist organisation. It is working towards achievement of bronze status as the first step in our journey towards achieving Gold and to ensure we support improvements in staff experiences.

As part of the Trust's People Strategy, race equality has been identified as a key priority for 2024/25. The action plan detailed in appendix B outlines key areas of focus this year to ensure improvements.

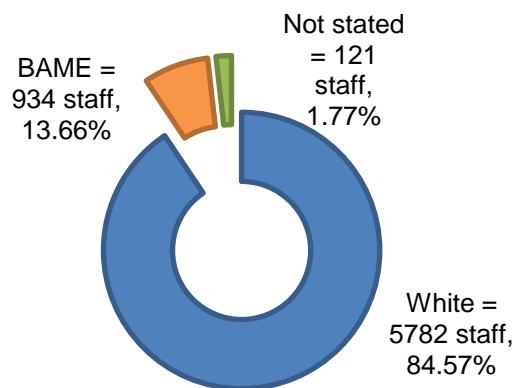
The WDES has been mandated by the NHS Standard Contract and all NHS Trusts and Foundation Trusts will be required to publish their results and develop action plans to address the differences highlighted by the Indicators with the aim of improving workforce race equality.

Total Staff by Ethnicity 31 March 2024

As of 31 March 2024, a total of 6837 staff were employed by WUTH. Of these, 934 (13.66%) were BAME and 5782 (84.57%) were white. 121 staff however, (1.77%) were unstated for their ethnicity (as per our electronic staff record (ESR)). Work will continue to take place to support and encourage staff to update personal information within ESR.

The results highlight therefore that there continues to be a significant increase in the number of BAME staff within the Trust, with numbers remaining higher than that within the local population (95.2% of residents identified as “white” in the 2021 census). That said, there is a significant disparity between the levels of BAME staff within clinical and non-clinical roles, however increases can be seen in both areas, including very senior managers.

**Staff Employes as at 31 March 2024
by Ethnic Group**



The definitions of “Black, Asian and Minority Ethnic” and “White” used have followed the national reporting requirements of Ethnic Category in the NHS Data Model and Dictionary, and as used in Health and Social Care Information Centre data. “White” staff includes White British, Irish and Any Other White. The “Black, Asian and Minority Ethnic” staff category includes all other staff except “unknown” and “not stated.”

Section One – WRES Standard Indicators

Table 1. The Workforce Race Equality Standard Indicators

Workforce Indicators

For each of these four workforce indicators, compare the data for White and BAME staff.

- 1 Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (*including executive Board members*) compared with the percentage of staff in the overall workforce disaggregated by:
 - Non-clinical staff
 - Clinical staff – of which
 - Non-medical staff
 - Medical and Dental staff
- 2 Relative likelihood of staff being appointed from shortlisting across all posts.
- 3 Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation*

Note: *this indicator will be based on data at 31 March.*
- 4 Relative likelihood of BAME staff accessing non-mandatory training and CPD.

National NHS Staff Survey findings (or equivalent)

For each of the four staff survey indicators, compare the outcomes of the responses for White and BAME staff.

- 5 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.
- 6 Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.
- 7 Percentage believing that trust provides equal opportunities for career progression or promotion.
- 8 In the last 12 months have you personally experienced discrimination at work from any of the following?
 - a) manager/team leader or other colleagues
 - b) manager/team leader or other colleagues

Boards representation indicator

For this indicator, compare the difference for White and BAME staff

- 9 Percentage difference between the organisation's Board voting membership and its overall workforce disaggregated:
 - By voting membership of the Board
 - By executive membership of the Board

Indicator 1

This indicator relates to the relative numbers of staff in each of the Agenda for Change Bands and VSM compared with the percentage of staff in the overall workforce. The tables below show this data for WUTH as a whole workforce as of 31 March 2024.

Staff breakdown for clinical and non-clinical combined

Payband	White	BAME	Not Stated	Grand Total	% in Band 2024	% in band 2023	% in band 2022
Band 1	105	0	2	107	0.00%	0%	0%
Band 2	1698	155	20	1873	8.28%	6.30%	4.20%
Band 3	677	31	3	711	4.36%	2.90%	2.10%
Band 4	411	10	10	431	2.32%	4.20%	13.30%
Band 5	913	376	37	1326	28.36%	26.90%	19.10%
Band 6	801	79	13	893	8.85%	7.80%	8.20%
Band 7	490	29	10	529	5.48%	5.30%	4.10%
Band 8A	206	19	2	227	8.37%	5.90%	6.80%
Band 8B	90	5	2	97	5.15%	5.50%	7.90%
Band 8C	29	2	0	31	6.45%	3.10%	0.00%
Band 8D	14	0	0	14	0.00%	9.10%	14.30%
Band 9	4	0	0	4	0.00%	0%	0%
M&D - Career Grade	31	30	2	63	47.62%	49.10%	45.20%
M&D - Consultant	196	106	11	313	33.87%	33.60%	34.60%
M&D - Trainee	108	92	9	209	44.02%	37.80%	26.20%
Other Incl VSM	9	0	0	9	0.00%	5.30%	0.00%
Grand Total	5782	934	121	6837	13.66%	12.30%	10.40%

Staff breakdown by clinical and non-clinical staff group

Clinical/Non Clinical	Staff Group	White	BAME	Not Stated	Grand Total	2023/24	2022/23
Clinical - Medical	Medical and Dental	335	228	22	585	38.97%	35.40%
Clinical - Non Medical	Add Prof Scientific and Technic	188	17	1	206	8.25%	7.10%
	Additional Clinical Services	1164	143	14	1321	10.83%	8.56%
	Allied Health Professionals	413	46	7	466	9.87%	7.60%
	Healthcare Scientists	136	14	1	151	9.27%	8.20%
	Nursing and Midwifery Registered	1430	419	47	1896	22.10%	21.40%
Non Clinical	Administrative and Clerical	1123	42	14	1179	3.56%	2.80%
	Estates and Ancillary	993	25	15	1033	2.42%	2.10%
Grand Total		5782	934	121	6837	13.66%	12.30%

Clinical staff breakdown by pay band

Pay Band	White	BAME	Not Stated	Grand Total	% BAME staff in band 2023/24	% BAME staff in band 2022/23
Band 2	719	121	8	848	18.34%	10.4%
Band 3	290	17	1	308	6.66%	3.5%
Band 4	144	5	5	154	3.33%	7.3%
Band 5	798	372	35	1205	26.05%	29.4%
Band 6	731	77	8	816	17.64%	8.1%
Band 7	419	24	10	453	9.79%	6.0%
Band 8A	155	16	2	173	3.74%	6.0%
Band 8B	54	5	1	60	1.30%	10.0%
Band 8C	15	2	0	17	0.37%	6.3%
Band 8D	4	0	0	4	0.09%	33.3%
Band 9	2	0	0	2	0.04%	0.0%
M&D – Career Grade	31	30	2	63	1.36%	49.1%
M&D – Consultant	196	106	11	313	6.77%	33.6%
M&D – Trainee	108	92	9	209	4.52%	37.8%
Other Incl VSM	1	0	0	1	0.0%	0.0%
Grand Total	3672	774	98	4544	100%	100%
% of clinical staff	79.26%	18.75%	1.99%	100%		

Non-clinical staff breakdown by pay band

Pay Band	White	BAME	Not Stated	Grand Total	% BAME staff in band 2023/24	% BAME staff in band 2022/23
Band 1	105	0	2	107	4.84%	0.0%
Band 2	979	34	12	1025	46.34%	2.7%
Band 3	387	14	2	403	18.22%	2.5%
Band 4	267	5	5	277	12.52%	2.5%
Band 5	115	4	2	121	5.47%	1.6%
Band 6	70	2	5	77	3.48%	5.2%
Band 7	71	5	0	76	3.44%	1.3%
Band 8A	51	3	0	54	2.44%	5.5%
Band 8B	36	0	1	37	1.67%	0.0%
Band 8C	14	0	0	14	0.63%	0.0%
Band 8D	10	0	0	10	0.45%	0.0%
Band 9	2	0	0	2	0.09%	0.0%
Other Incl VSM	9	0	0	9	0.41%	5.6%
Grand Total	2116	67	29	2212	100.00%	2.5%
% of non-clinical	95.66%	3.03%	1.31%	100.00%		

Key Findings:-

- The percentage of non-white staff employed at WUTH has increased from 12.3% last year to 13.66% this year with increases seen across clinical and non-clinical roles. Representation continues to be significantly higher within clinical roles.
- The majority of bands have increased, with the exception of bands 4, 8B, 8D, Career Grade Doctors and Other including VSM and band 9 has remained the same at 0%.
- Medical Trainees have seen a significant increase, rising from 37.8% to 44.02%
- The percentage of non-white staff employed at WUTH (13.66%) is greater than the population of Wirral as a whole (4.8%, 2021 Census).
- The number of non-white clinical staff is significantly higher than non-clinical BAME staff with 18.75% (17.0% last year) of non-white staff being clinical and only 3.03% non-clinical (2.5% last year).

Indicator 2

This indicator relates to the relative likelihood of BAME staff being appointed from shortlisting compared to that of white staff being appointed from shortlisting across all posts.

Key Findings

Whilst a significant improvement was identified in the 2022/23 data, results have unfortunately declined this year. BAME applicants are less likely to be appointed from shortlisting than white applicants this year, with a relative likelihood of 2.02 (1.28 last year).

As part of the Trust's focus on race equality this year, a recruitment audit process will be established this year along with listening events with staff to understand any potential reasons for the deterioration in results.

Indicator 3

This indicator relates to the relative likelihood of BAME staff entering the formal disciplinary process, compared with that of non-BAME staff.

Key Findings:

Within 2023/24, 73 people (1.07%) entered the disciplinary process. 2 staff were BAME (0.03% of workforce numbers), 64 were white (including any "white ethnic group") (0.94% of workforce numbers) and 6 people have an undefined / unknown ethnicity (0.09%).

This data therefore highlights that BAME staff are less likely to enter the disciplinary process than white staff, with a relative likelihood of 0.6.

Indicator 4

Relative likelihood of BAME staff accessing non-mandatory training and CPD.

Key Findings

Data highlights that BAME staff have an equal likelihood of accessing non-mandatory training and CPD as with white colleagues.

National NHS Staff Survey Findings

The next 4 indicators are taken directly from the 2023 staff survey report and relate to relative staff experience of bullying and harassment, career progression opportunities and personally experienced discrimination.

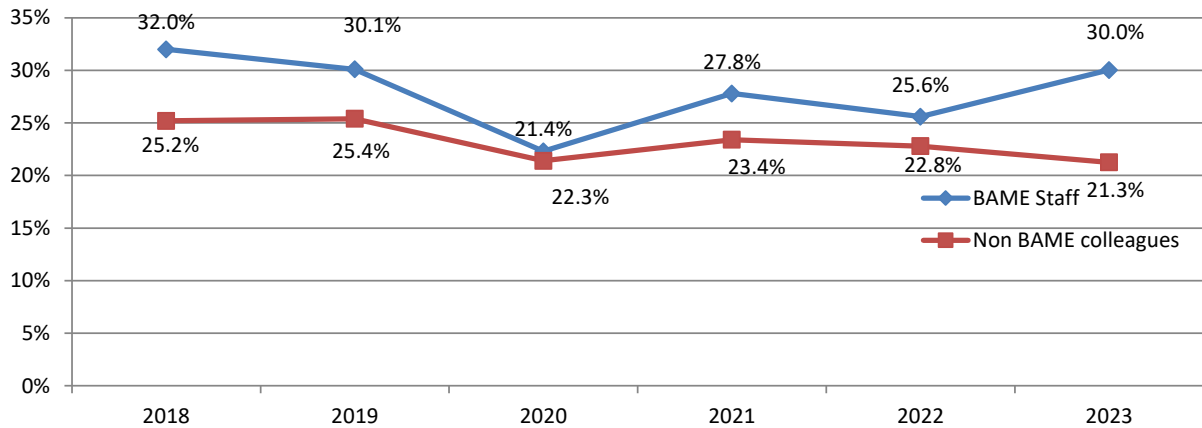
Indicator 5

30.0% of our staff have indicated that they have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months. To follow is a chart to highlight annual data comparisons.

Chart 1 - Annual Data Comparison

	2018	2019	2020	2021	2022	2023	National Average 2023
BAME Staff	32.0%	30.1%	22.3%	27.8%	25.6%	30.0%	27.3%
Non BAME colleagues	25.2%	25.4%	21.4%	23.4%	22.8%	21.3%	24.1%

Chart 2 - Annual Comparison



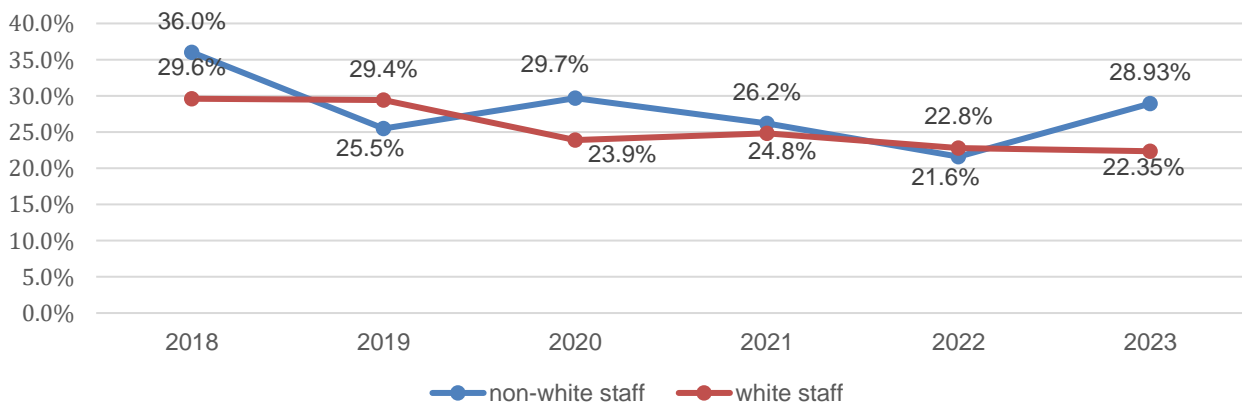
Indicator 6

The chart below highlights the percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.

Chart 3 - Annual Data Comparison

	2018	2019	2020	2021	2022	2023	National Average 2023
BAME Staff	36.0%	25.5%	29.7%	26.2%	21.6%	28.9%	25.3%
Non BAME colleagues	29.6%	29.4%	23.9%	24.8%	21.5%	22.4%	22.1%

Chart 4 – Annual Comparison



Indicator 7

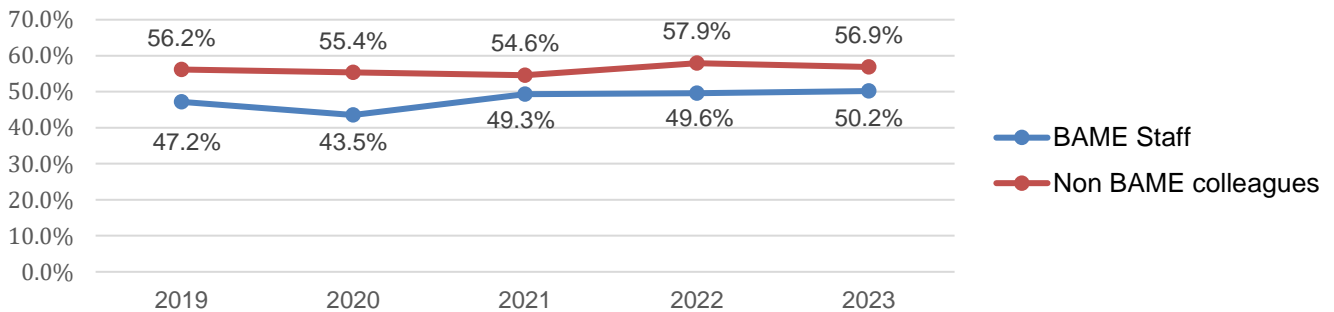
The chart below shows the percentage believing that the Trust provides equal opportunities for career progression or promotion.

Data prior to 2019 is not included as a national error was identified 2022/23 and available data updated to 2019 only.

Chart 5 - Annual Comparison

	2019	2020	2021	2022	2023	National Average 2023
BAME staff	47.2%	43.5%	49.3%	49.6%	50.2%	49.6%
Non-BAME colleagues	56.2%	55.4%	54.6%	57.9%	56.9%	58.8%

Chart 6 - Annual Data Comparison



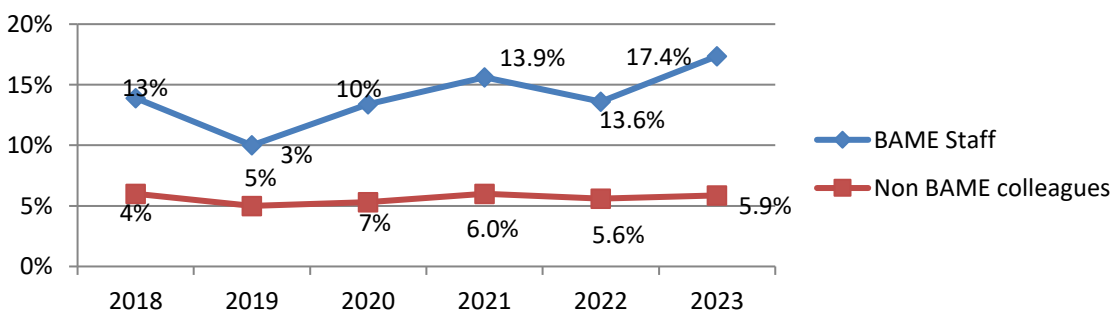
Indicator 8

In the last 12 months have you personally experienced discrimination at work from manager/team leader or other colleagues?

Chart 7 - Annual Data Comparison

	2018	2019	2020	2021	2022	2023	National Average 2023
BAME Staff	13.9%	10.0%	13.4%	15.6%	13.6%	17.4%	16.2%
Non BAME colleagues	6.0%	5.0%	5.3%	6.0%	5.6%	5.9%	6.7%

Chart 8 - Annual Data Comparison



Indicator 9

Percentage difference between the organisation's Board voting membership and its overall workforce disaggregated:

- **By voting membership of the Board**
- **By executive membership of the Board**

Key Finding:

The Trust has 14 Board members, 12 of whom are voting members and 11 identify as white (which includes all white categories as defined within ESR).

This gives a percentage difference for both the Trust boards voting and executive membership and its overall workforce of – 7%.

Additional WRES Data Collections Introduced for 2023/24

The national WRES team introduced two additional data collections in 2022/23:

- Bank WRES
- Medical WRES

Whilst these were submitted as required last year, collections have currently been postponed for 2023/24.

Conclusion

The Trust has seen a mixture of improvements and also a number of areas of decline this year.

Improvements can be seen in:

- Trust demographics – with increases in non-white staff across clinical and non-clinical roles.
- The likelihood of non-white staff entering the formal disciplinary process
- Staff feeling that the Trust provides equality opportunities for career progression or promotion.

However, the remaining areas have declined, with staff experiences appearing less positive this year.

Whilst deterioration can be seen in a number of areas this year and is concerning, it is also pleasing to see an overall improving trend since 2018 in the majority of staff experience related indicators, with the exception of staff unfortunately experiencing discrimination.

Further to the data received, WUTH has identified race equality as a key priority for 2024/25, with a commitment to undertaking actions to understand and improve staff experiences. It is vital that bullying, harassment, abuse and discrimination is eradicated and a zero tolerance approach is taken. The action plan detailed in appendix B therefore outlines key areas of focus this year to ensure improvements.

has now signed up to the North-West Anti-Racist framework and has publicly declared its commitment to being an anti-racist organisation.

Appendix A - WRES Indicator Summary table for NHS trusts in England compared to WUTH 2023/24

WRES Indicator			NHS Trusts in England 2022/23	Acute Trusts 2022/23	NHS Trusts in North West 2022/23	National Average 2023/24	WUTH 2021/22	WUTH 2022/23	WUTH 2023/24
1	% of BAME Staff	Overall	26.4%	28.9%	17.1%		10.4%	12.3%	13.66%
		VSM					0%	5.3%	0%
		Clinical					14.6%	17.0%	18.75%
		Non-Clinical					1.7%	2.5%	3.01%
2	Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BAME applicants		1.59	1.58	1.58		0.96	1.28	2.02
3	Relative likelihood of BAME staff entering the formal disciplinary process compared to white staff		1.03	1.02	1.11		0.48	0.22	0.6
4	Relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff		1.12	1.15	1.14		1.1	1.0	1.0
5	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	BAME	30.4%	30.6%	26.9%	27.34%	27.8%	25.6%	30.03%
		White	26.8%	26.8%	24.2%	24.05%	23.4%	22.8%	21.25%
6	% of staff experiencing harassment, bullying or abuse from staff in the last 12 months	BAME	27.7%	28.5%	26.8%	25.25%	26.2%	21.6%	28.93%
		White	22.0%	23.1%	20.7%	22.12%	24.8%	21.5%	22.35%
7	% of staff believing that the Trust provides equal opportunities for career progression or promotion	BAME	46.4%	46.3%	46.1%	49.64%	49.3%	49.6%	50.19%
		White	59.1%	58.9%	59.5%	58.84%	54.6%	57.9%	56.86%
8	% of staff personally experiencing discrimination at work from a manager, team leader or other colleagues	BAME	16.6%	17.0%	17.0%	16.17%	15.6%	13.6%	17.36%
		White	6.7%	6.7%	6.3%	6.73%	6%	5.6%	5.86%
9	BAME Board membership		-10.9%	-14.9%	-5.8%		-10.4%	-6.4%	-7.0%

Key:

- Improved from last year and above the national average
- Improved from last year however below the national average **or** reduced from last year however above the national average
- Reduced from last year and below the national average

Appendix B - Workforce Race Equality Standard (WRES) Action Plan 2024/25

Elements		Action	Responsibility	Deadline
Seek to Understand	1	Develop process of regular recruitment audits of processes for under-represented areas / roles to understand challenges / barriers or areas of potential bias	Recruitment / SL	30/09/2024
	2	Working with the Trust's multicultural staff network to undertake a series of listening events to understand experiences of working at WUTH and identify potential reasons for areas of deterioration and actions needed to ensure improvements.	CPO	31/08/2024
	3	Develop a process to identify and triangulate data relating to incidents/concerns and employee relations case linked to protected characteristics	TN / SL	31/12/24
Support	1	Build capacity and capability of Trust staff networks, with appointment of new co-chairs and re-establishment of regular meetings.	SL / Exec Partners	31/03/2025
	2	Increase the number of non-white FTSU Champions to promote and encourage staff to speak up	TN	31/12/24
	3	Continue to encourage staff to enter/update personal information via ESR self-service, with guidance documents and support offered to complete.	Comms / Workforce Information / SL	31/03/25
Educate and Develop	1	Visible Respect at Work campaign to promote zero tolerance to bullying, harassment or abuse within the workplace	HR / H&S	Ongoing
	2	Application submitted for NHS Northwest Anti-Racist Framework Bronze Status with outcome reviewed and further areas of priority to be identified.	SL	30/06/24
	3	EDI training to support leaders in understanding how to ensure WUTH is an anti-racist organisation and upholds the principles of the sexual safety charter.	CPO	31/03/25
Celebrate and Promote	1	Annual calendar of events to ensure proactive celebration of diversity and raising awareness of key EDI events / festivals/ awareness days sharing staff experiences and linking external / internal support mechanisms to aid and enhance understanding and support	SL	Ongoing
	2	Promoting WUTH as an inclusive employer that celebrates diversity and harnesses individuality	SL / Comms / Recruitment	Ongoing
	3	Develop a series of staff stories to share experiences of non-white staff	SL / Staff network	