

NHS Workforce Race Equality Standard (WRES)

Annual Report 2023

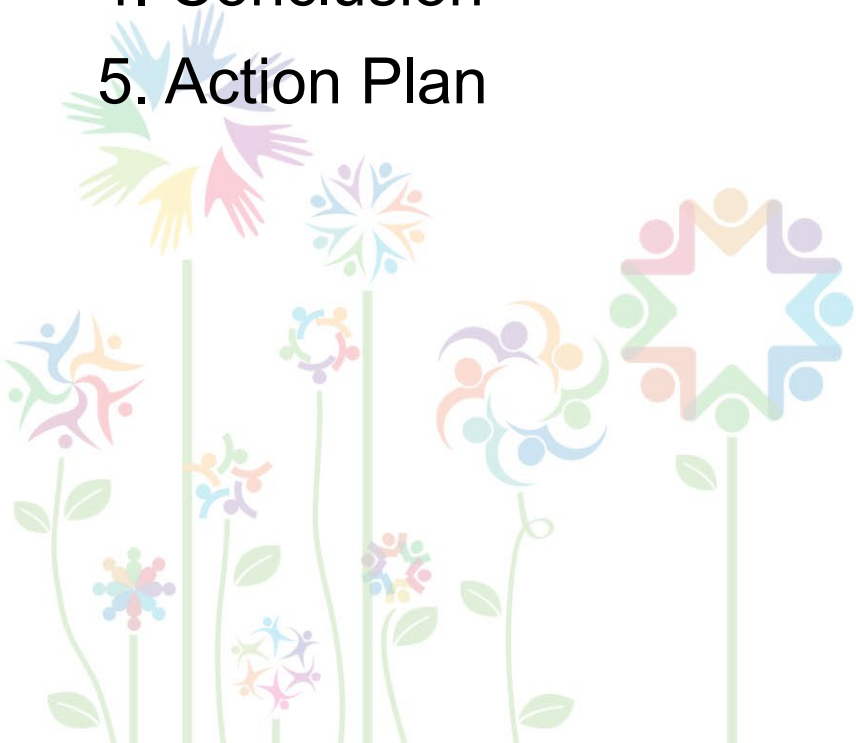
NHS

The Dudley Group
NHS Foundation 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 49% staff participation across the Trust.
- At The Dudley Group, we have a workforce of 6,000 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.

As a Trust, we are moving away from using the term Black and Minority Ethnic (BME) or Black, Asian, Minority Ethnic (BAME). Instead, with full support from our EmbRACE Staff Network, we will use the term 'ethnically diverse' or refer directly to ethnicity or nationality. The data sets in this report compare the experience of Black and Minority Ethnic (BME) staff to White staff; however, our narrative will always avoid these acronyms.



Executive Summary (1 / 2)

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 25%, this is a 5% improvement on our 2022 data (20%).
- Relative likelihood of white candidates being appointed from shortlisting compared to BME applicants, the rate for 2023 is 1.5, this is consistent with last year (1.49)
- Relative likelihood of BME staff entering the formal disciplinary process compared to white staff - The Trust's latest rate is 0.79, an improvement of 0.28 on 2022 (1.07).
- Relative likelihood of white staff accessing non-mandatory training and continuing professional development (CPD) compared to BME staff - The Trust's latest rate is 1.02; the variance has improved by 0.93 since 2022 (1.95).
- Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months - Percentage rates for BME (26.2%) and white staff (24.8%) are broadly in line with last year's results.
- Percentage of BME staff experiencing harassment, bullying or abuse from other staff in the last 12 months has continued to improve. Percentage rates for BME are now 24% (26.8% in 2021), and white are now 15.6% (19.7% 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 improved slightly for BME staff (2021=45.5% to 47.2% in 2022). However, there is still a variance between BME and White staff scores (BME 47.2%, White 63.2%).
- Percentage of staff that personally experienced discrimination at work from a manager, team leader or other colleagues - Both BME and white staff scores are in line with last year's scores; however, there continues to appear to be variance between scores from BME and White staff (BME 16.4%, White 5.3%).
- Board Membership - Board member representation is 17%; this compares to a total workforce representation of 25%

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 Dudley Group.



Annual Submission Measures

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 Standard (WRES) Overview



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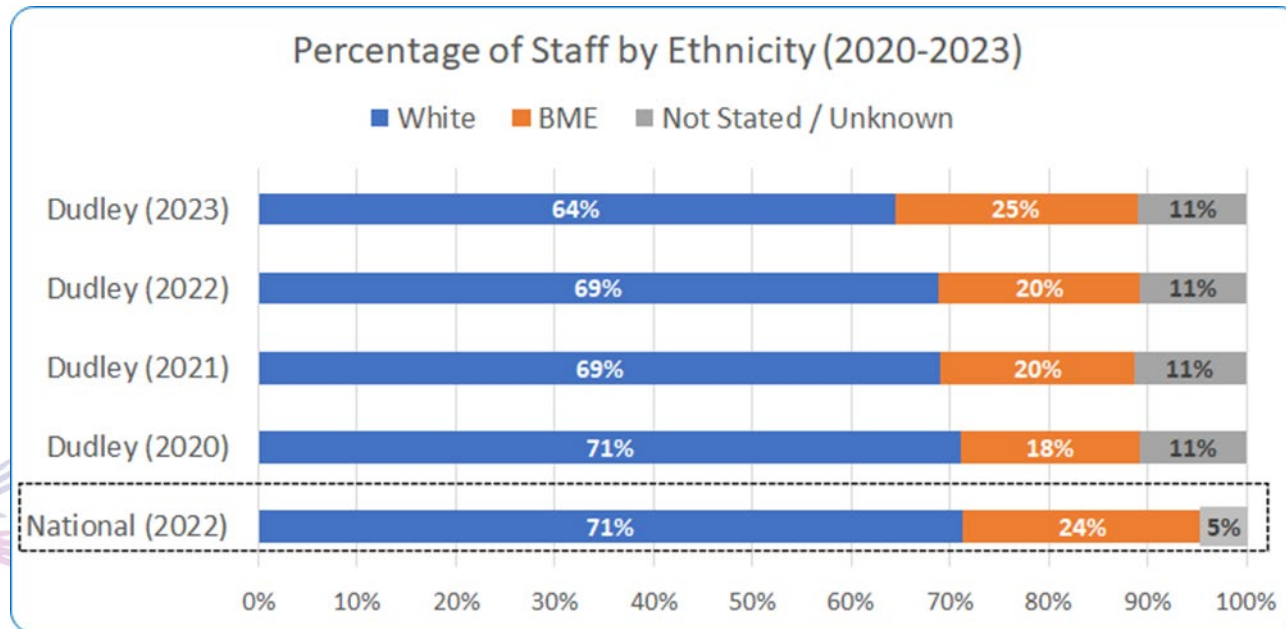
WRES Indicator			2020	Reporting Year		2023	Trend
			2021	2022			
1	Percentage of black and minority ethnic (BME) staff	Overall	18%	20%	20%	25%	
2	Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants		2.6	2.0	1.5	1.5	
3	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff		0.9	1.1	1.1	0.79	
4	Relative likelihood of white staff accessing non mandatory training and continuous professional development (CPD) compared to BME staff		1.52	1.17	1.95	1.02	
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months*	BME	31.2%	27.1%	27.7%	26.2%	
		White	31.6%	25.6%	25.5%	24.8%	
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months*	BME	33.0%	32.8%	26.8%	28.8%	
		White	28.4%	25.7%	19.7%	20.3%	
7	Percentage of staff believing that trust provides equal opportunities for career progression or promotion*	BME	42.9%	44.2%	45.5%	47.2%	
		White	56.5%	61.8%	61.2%	63.2%	
8	Percentage of staff personally experiencing discrimination at work from a manager/team leader or other colleagues*	BME	17.4%	17.5%	16.3%	16.4%	
		White	6.3%	6.0%	5.1%	5.3%	
9	BME board membership **	Overall		5.6%	16.7%	16.7%	

* Staff survey from previous year

** Total board members



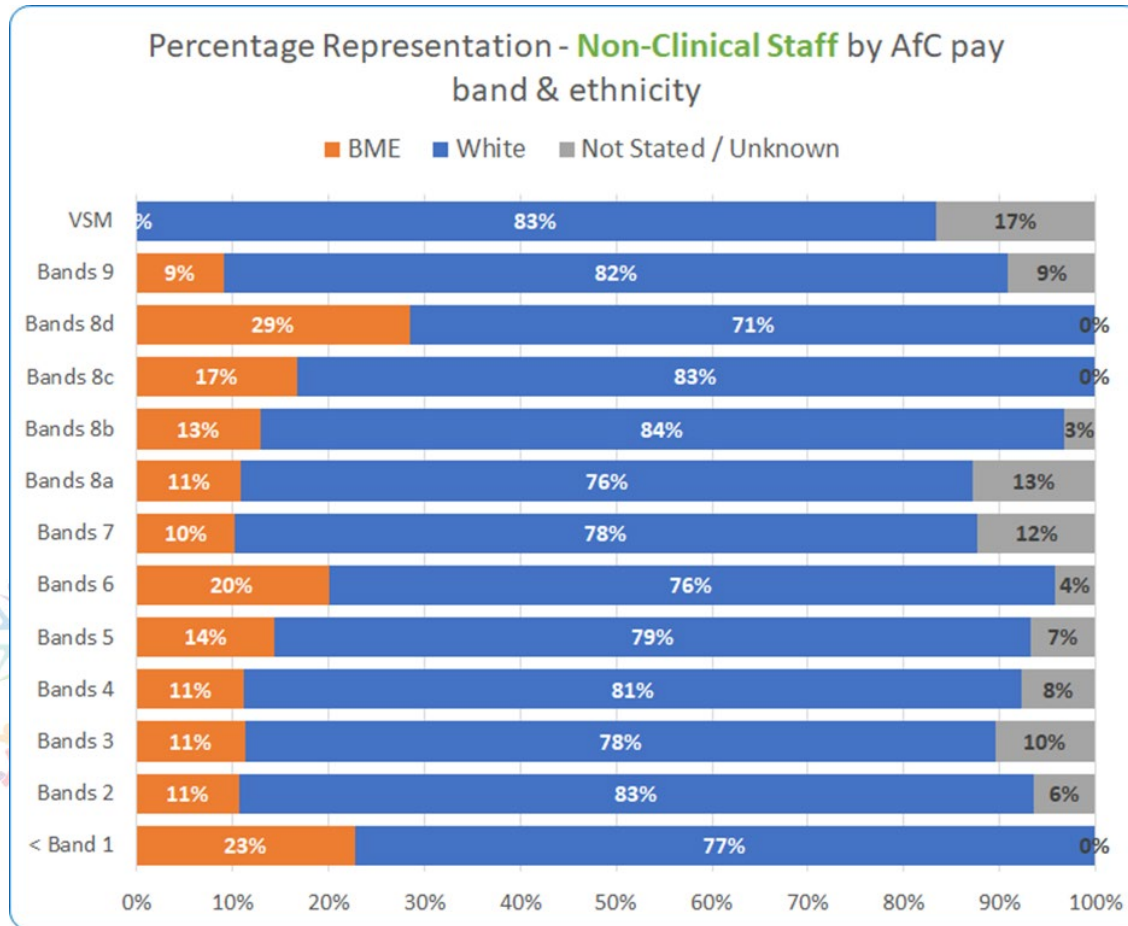
Metric 1 & 9 – Overall Ethnic Representation



Board member representation – Is currently 17% BME, this compares to a total BME workforce representation of 25%

BME = Black and Minority Ethnic

Metric 1 – Non-Clinical Banding Comparison 2022 - 2023



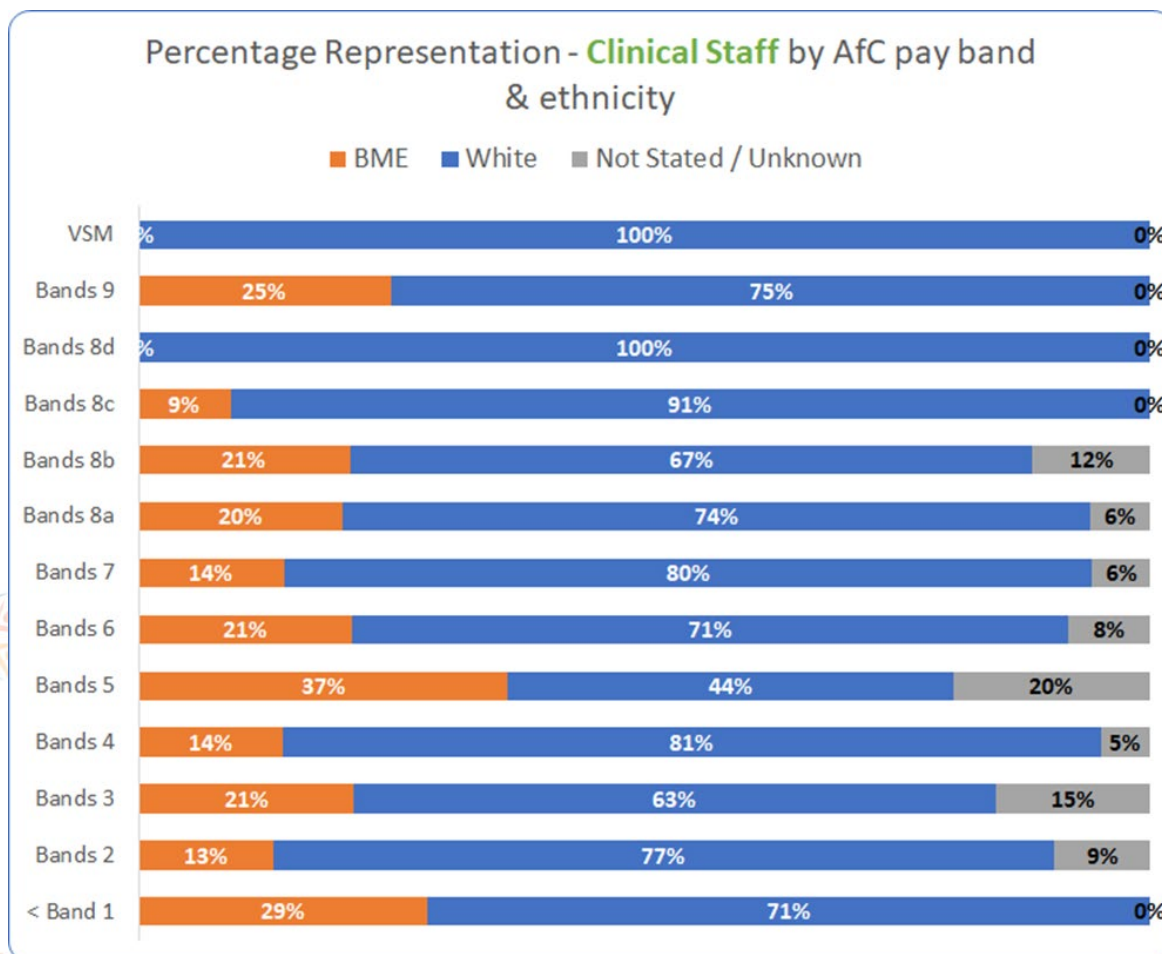
NB, Very Senior Manager (VSM) excludes Non-Executive Directors/Chair from submission (17% BME with Non-Executive Directors included)

AfC = Agenda for Change

BME – Black and Minority Ethnic

Metric 1 – Clinical Banding Comparison

2022 - 2023



VSM - Very Senior Manager

AfC - Agenda for Change

BME – Black and Minority Ethnic



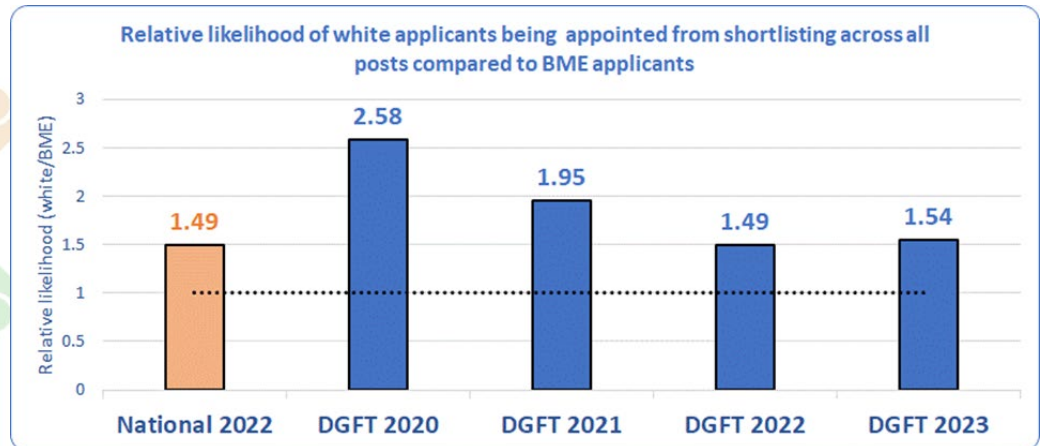
Metric 2 - Relative likelihood of white applicants being appointed from shortlisting across all posts compared to ethnically diverse applicants shown here as BME

The tables below show the differences from 2020 through to the 2023 submissions for metrics 2

Values	White	BME	Unknown	Grand Total
Number of Shortlisted Applicants	3006	2103	83	5192
Number Appointed from Shortlisting	673	305	27	1005
Relative Likelihood of appointment from shortlisting	22%	15%	33%	19%
Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants	1.54			

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.

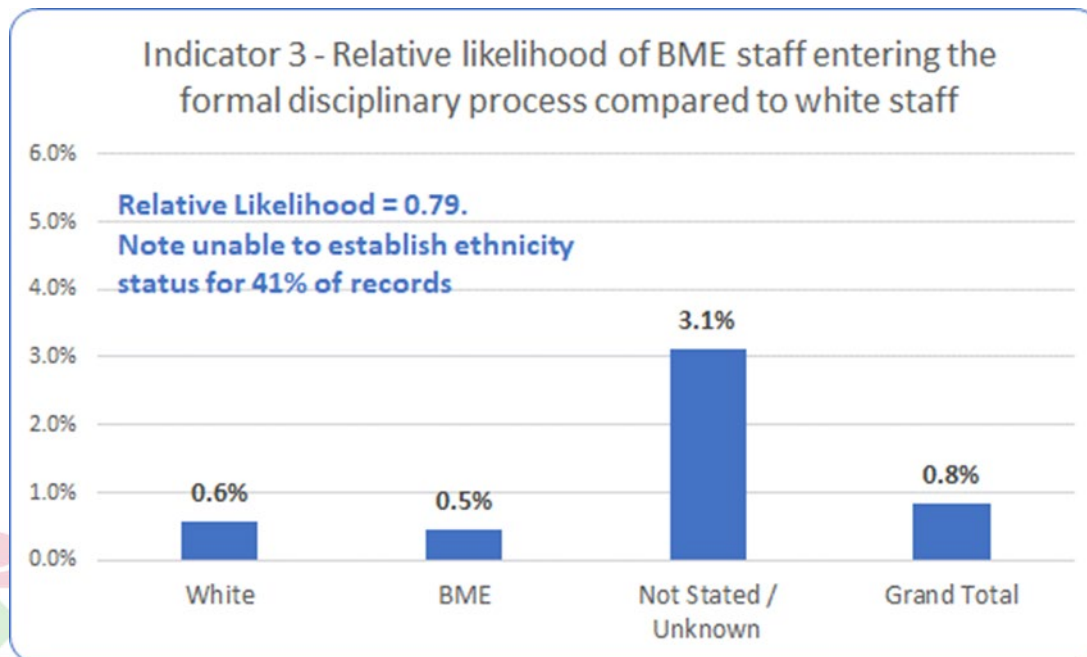
Even though our overall ethnically diverse workforce continues to grow, the submission will show representation at each band for both clinical and non-clinical staff and highlight underrepresentation at more senior levels and particularly at board level.



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.

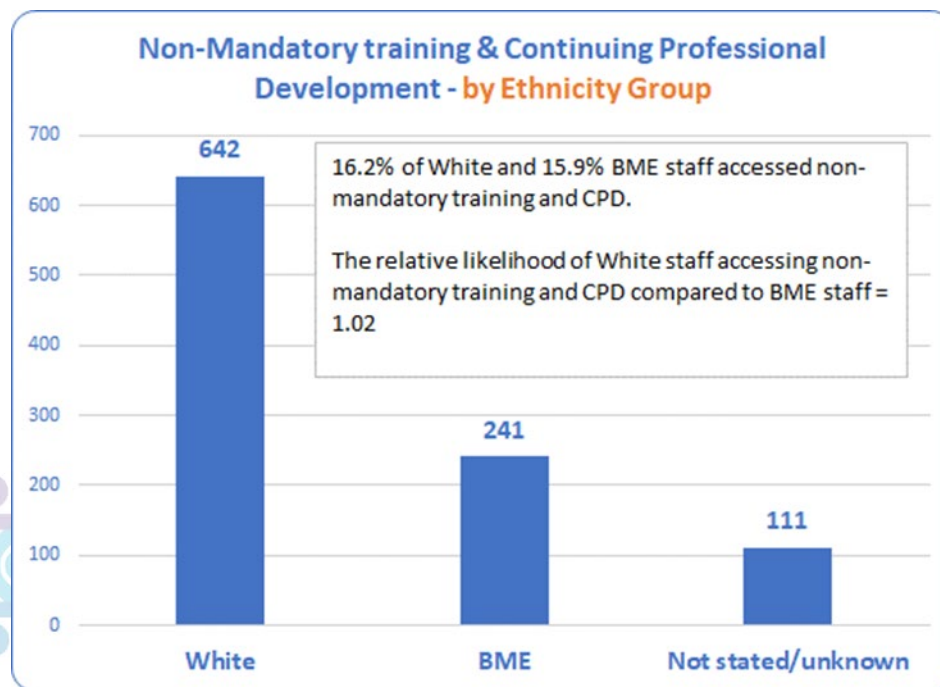
The likelihood of ethnically diverse staff entering the formal disciplinary process improved by 0.4 to 1.07 in 2022; it has again improved to 0.79 in 2023. However important to note we could not establish ethnicity data for 41% of records.



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

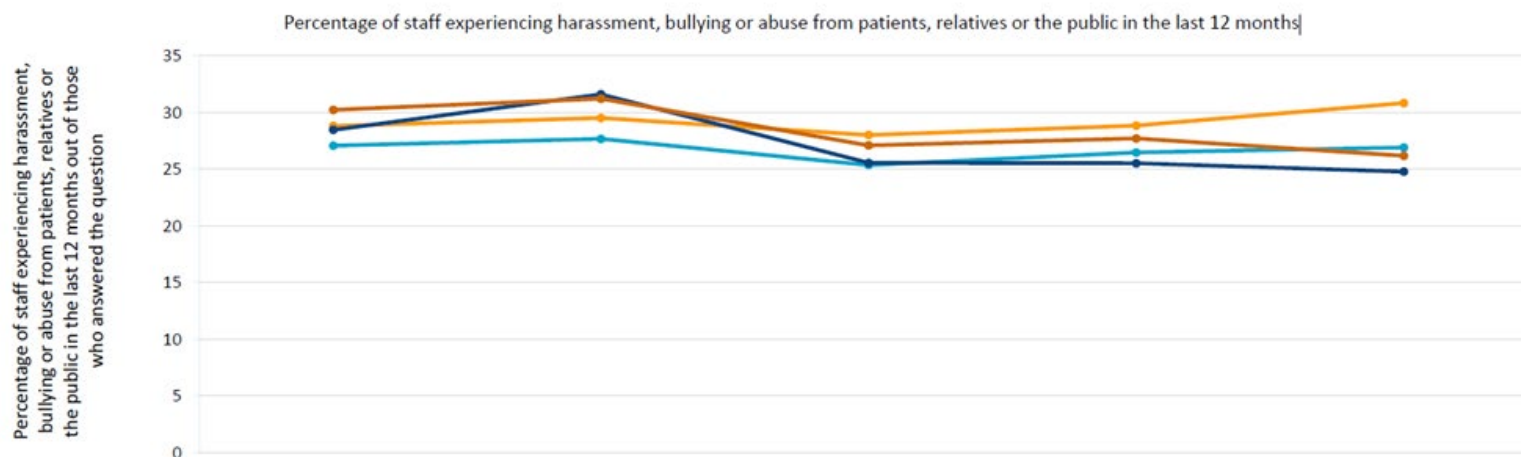
A value of 1.0 would indicate equal rates of opportunity; the Trust's latest rate is 1.02 an improvement of 0.93 from 2022 which was 1.95.

16.2% of White and 15.9% BME staff accessed non-mandatory training and CPD as a proportion of the total substantive workforce.



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

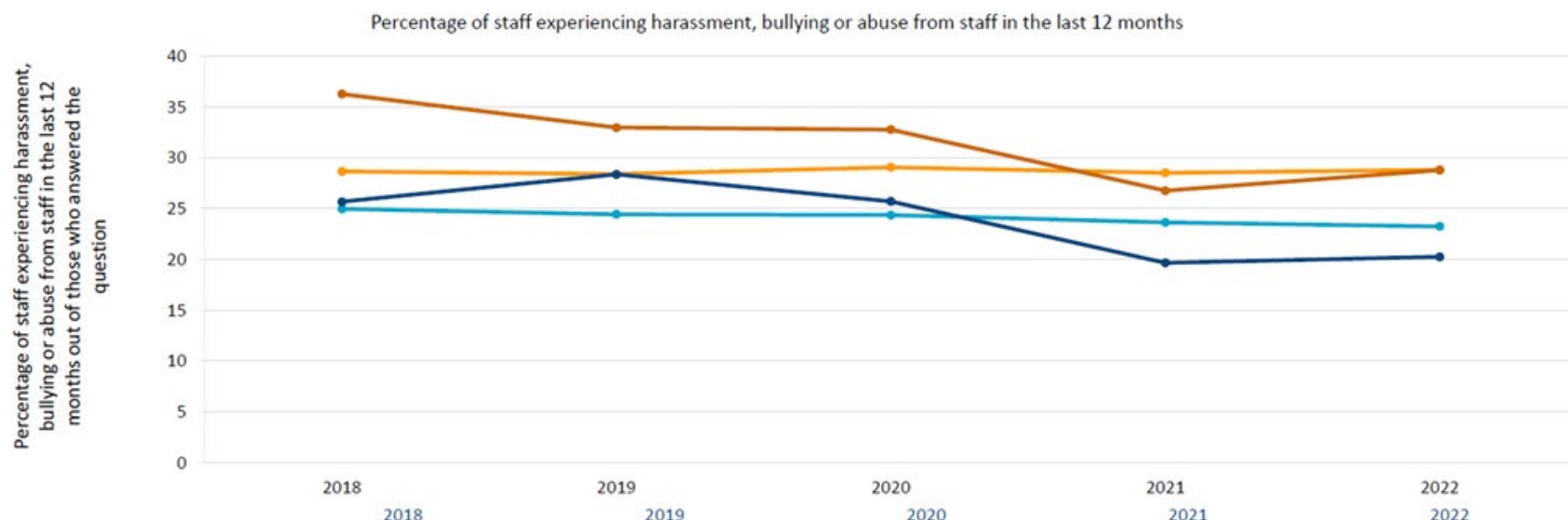
Surveys completed by ethnically diverse staff account for 21% of completed surveys for 2022; in 2021, this rate was 16%.



	2018	2019	2020	2021	2022
White staff: Your org	28.5%	31.6%	25.6%	25.5%	24.8%
All other ethnic groups*: Your org	30.2%	31.2%	27.1%	27.7%	26.2%
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	1395	1630	1796	2449	2147
All other ethnic groups*: Responses	225	282	299	480	577

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

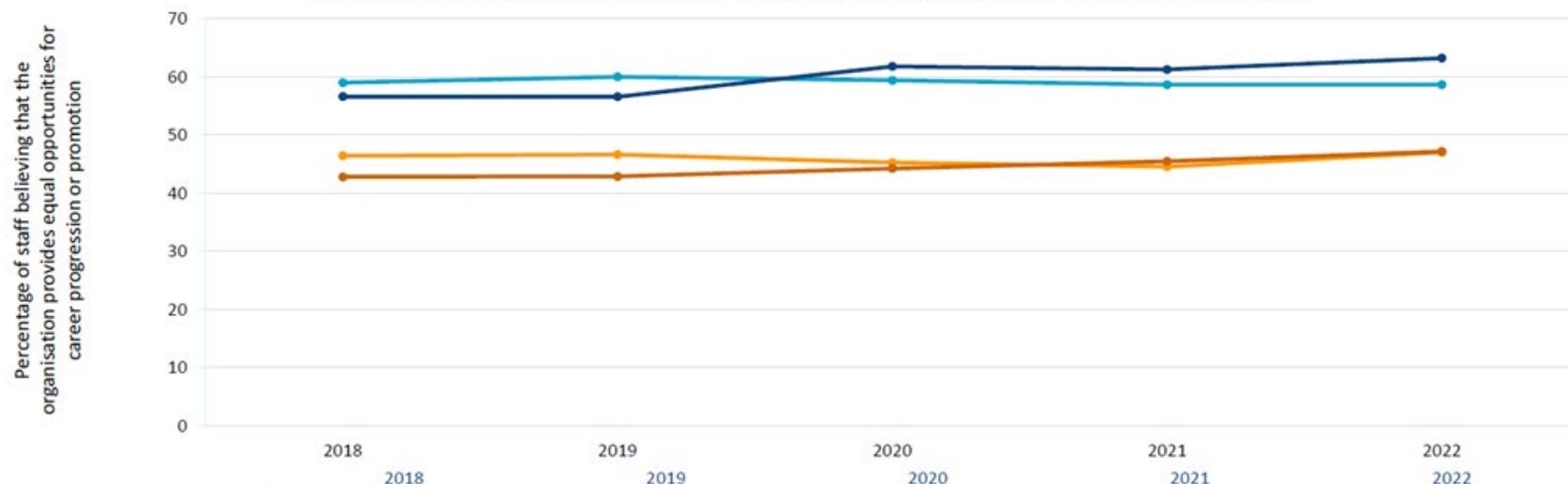


	2018	2019	2020	2021	2022
White staff: Your org	25.7%	28.4%	25.7%	19.7%	20.3%
All other ethnic groups*: Your org	36.3%	33.0%	32.8%	26.8%	28.8%
White staff: Average	25.0%	24.4%	24.4%	23.6%	23.3%
All other ethnic groups*: Average	28.7%	28.4%	29.1%	28.5%	28.8%
White staff: Responses	1398	1632	1797	2451	2152
All other ethnic groups*: Responses	226	282	299	482	580

*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.

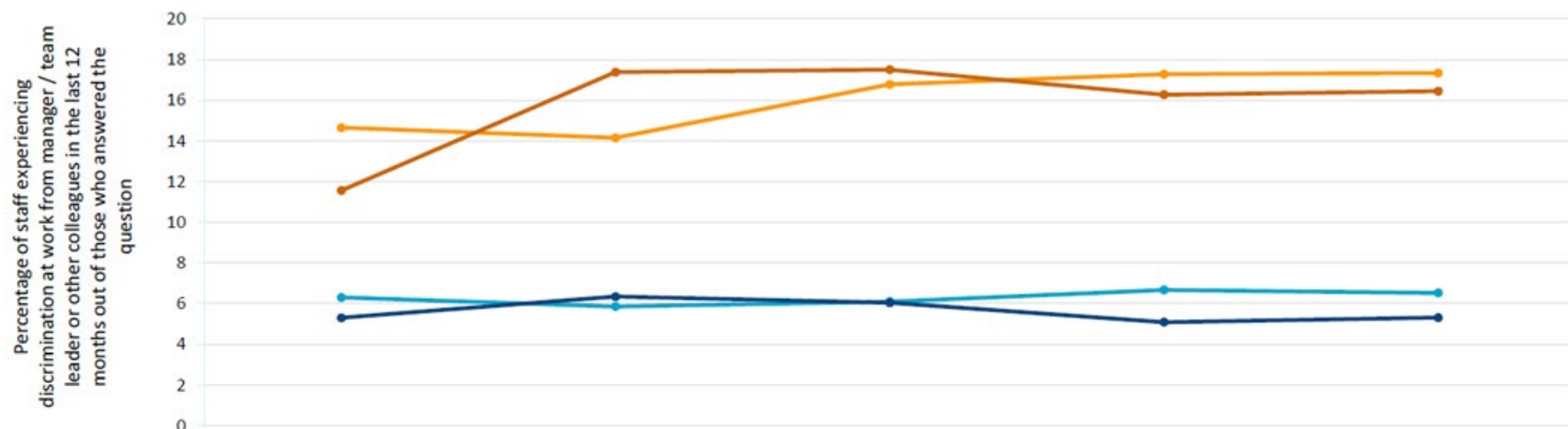


	2018	2019	2020	2021	2022
White staff: Your org	56.6%	56.6%	61.8%	61.2%	63.2%
All other ethnic groups*: Your org	42.8%	42.9%	44.2%	45.5%	47.2%
White staff: Average	59.0%	60.0%	59.4%	58.6%	58.6%
All other ethnic groups*: Average	46.4%	46.6%	45.2%	44.6%	47.0%
White staff: Responses	1396	1630	1839	2518	2141
All other ethnic groups*: Responses	229	280	303	497	579

*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	5.3%	6.3%	6.0%	5.1%	5.3%
All other ethnic groups*: Your org	11.6%	17.4%	17.5%	16.3%	16.4%
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	1397	1625	1856	2537	2147
All other ethnic groups*: Responses	225	282	303	498	584

*Staff from all other ethnic groups combined

Average calculated as the median for the benchmark group



Conclusion and Action planning

Our vision statement is Excellent healthcare, improved health for all, and we are a values-based, aspiring for excellence organisation. 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)

We are determined to do more than just meet our legal requirements. Our journey sets out our aims over the next 3 years to support the organisation in becoming a brilliant place to work and thrive for all. Alongside our Journey, you will find our detailed action plan, we report our progress bi-monthly At our Equality, Diversity, and Inclusion Steering Group meetings. To view actions, click here:

<http://www.dgft.nhs.uk/about-us/equality-and-diversity/>

