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**NHS Workforce Race Equality Standard Annual Report 2022-23**



**Introduction**

The WRES is a requirement for all NHS organisations to publish data and action plans against 9 indicators of workforce race equality.

Research and evidence strongly suggest that ethnic minority staff have a poorer experience or opportunities than white staff and this has a significant impact on the efficient and effective running of the NHS and impacts on quality of care received by patients.

WRES aims to ensure employees from ethnic minority backgrounds have equal access to career opportunities and receive fair treatment in the workplace and support NHS organisations make the necessary structural and cultural changes needed to advance workforce race equality.

The data for indicators 1-4 and 9 are taken from the Trusts workforce data as at 31 March 2023 and data for indicators 5 – 9 are taken from the Trusts National Staff Survey 2022 results.

**Indicator 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**

|  |  |  |
| --- | --- | --- |
|  | 2023 | 2022 |
|  |  |  |
|  | Headcount | % of staff of the total workforce | Headcount | % of staff of the total workforce |
| **Non-Clinical** | White | Ethnic Minority Staff | Unknown | Total | White | Ethnic Minority Staff | White | Ethnic Minority Staff | Unknown | Total | White | Ethnic Minority Staff |
| Under Band 1 | 0 | 0 | 0 | 0 | 0% | 0% | 0 | 0 | 0 | 0 | 0% | 0% |
| 1 | 0 | 0 | 0 | 0 | 0% | 0% | 0 | 0 | 0 | 0 | 0% | 0% |
| 2 | 168 | 5 | 6 | 179 | 9.98% | 0.29% | 171 | 4 | 6 | 181 | 10.54% | 0.24% |
| 3 | 91 | 1 | 2 | 94 | 5.41% | 0.05% | 83 | 3 | 1 | 87 | 5.12% | 0.18% |
| 4 | 50 | 1 | 2 | 53 | 2.97% | 0.05% | 51 | 1 | 2 | 54 | 3.14% | 0.06% |
| 5 | 41 | 1 | 1 | 43 | 2.43% | 0.05% | 37 | 2 | 1 | 40 | 2.28% | 0.12% |
| 6 | 30 | 1 | 1 | 32 | 1.78% | 0.05% | 29 | 1 | 0 | 30 | 1.78% | 0.06% |
| 7 | 21 | 0 | 0 | 21 | 1.24% | 0% | 15 | 1 | 0 | 16 | 0.92% | 0.06% |
| 8a | 30 | 0 | 0 | 30 | 1.78% | 0% | 21 | 1 | 0 | 22 | 1.29% | 0.06% |
| 8b | 10 | 2 | 1 | 13 | 0.59% | 0.11% | 8 | 2 | 0 | 10 | 0.49% | 0.12% |
| 8c | 7 | 0 | 0 | 7 | 0.41% | 0% | 6 | 0 | 1 | 7 | 0.37% | 0% |
| 8d | 3 | 1 | 1 | 5 | 0.17% | 0.05% | 0 | 0 | 0 | 0 | 0% | 0% |
| 9 | 1 | 0 | 0 | 1 | 0.05% | 0% | 0 | 0 | 0 | 0 | 0% | 0% |
| VSM | 4 | 0 | 0 | 4 | 0.23% | 0% | 5 | 0 | 0 | 5 | 0.30% | 0% |
| **Total** | **456** | **12** | **14** | **482** | **27.11%** | **0.73%** | **426** | **15** | **11** | **452** | 26.23% | 0.9% |
|  | 2023 | 2022 |
|  | Headcount | % of staff of the total workforce | Headcount | % of staff of the total workforce |
| **Clinical** | White | Ethnic Minority Staff | Unknown | Total | White | Ethnic Minority Staff | White | Ethnic Minority Staff | Unknown | Total | White | Ethnic Minority Staff |
| Under Band 1 | 0 | 0 | 0 | 0 | 0% | 0% | 0 | 0 | 0 | 0 | 0% | 0% |
| 1 | 0 | 0 | 0 | 0 | 0% | 0% | 0 | 0 | 0 | 0 | 0% | 0% |
| 2 | 81 | 4 | 8 | 93 | 4.81% | 0.23% | 102 | 7 | 7 | 116 | 6.29% | 0.43% |
| 3 | 114 | 8 | 7 | 129 | 6.77% | 0.47% | 92 | 5 | 1 | 98 | 5.67% | 0.30% |
| 4 | 91 | 6 | 7 | 104 | 5.41% | 0.35% | 96 | 4 | 7 | 107 | 5.92% | 0.24% |
| 5 | 213 | 16 | 5 | 234 | 12.66% | 0.95% | 222 | 13 | 4 | 239 | 13.69% | 0.80% |
| 6 | 365 | 14 | 9 | 388 | 21.70% | 0.83% | 360 | 10 | 8 | 378 | 22.33% | 0.61% |
| 7 | 164 | 7 | 2 | 173 | 9.75% | 0.41% | 135 | 3 | 2 | 140 | 8.32% | 0.18% |
| 8a | 26 | 2 | 2 | 30 | 1.54% | 0.11% | 31 | 1 | 2 | 34 | 1.91% | 0.06% |
| 8b | 4 | 0 | 0 | 4 | 0.23% | 0% | 5 | 0 | 0 | 5 | 0.30% | 0% |
| 8c | 3 | 1 | 0 | 4 | 0.17% | 0.05% | 3 | 1 | 0 | 4 | 0.18% | 0.06% |
| 8d | 0 | 0 | 0 | 0 | 0% | 0% | 0 | 0 | 0 | 0 | 0% | 0% |
| 9 | 0 | 0 | 0 | 0 | 0% | 0% | 0 | 0 | 0 | 0 | 0% | 0% |
| VSM | 1 | 0 | 0 | 1 | 0.05% | 0% | 4 | 1 | 1 | 6 | 0.24% | 0.06% |
| Consultants | 3 | 2 | 0 | 5 | 0.17% | 0.11% | 4 | 2 | 0 | 6 | 0.24% | 0.12% |
| Non Consultant Career Grade | 25 | 5 | 4 | 34 | 1.48% | 0.29% | 26 | 6 | 4 | 36 | 1.60% | 0.37% |
| Trainee Grades | 0 | 1 | 0 | 1 | 0% | 0.05% | 0 | 0 | 0 | 0 | 0% | 0% |
| Other | 0 | 0 | 0 | 0 | 0% | 0% | 0 | 0 | 0 | 0 | 0% | 0% |
| **Total** | **1090** | **66** | **44** | **1200** | **64.80%** | **3.92%** | **1080** | **53** | **36** | **1169** | **66.69%** | **3.23%** |

The 2023 data shows that 4.65% of Shropcom’s workforce is from an ethnic minority, which is a 0.52% increase from 2022. We also saw an increase of 0.47% from 2021 to 2022.

I**ndicator 2: Relative likelihood of staff being appointed from shortlisting across all posts**

***Table 2***

|  |  |  |  |
| --- | --- | --- | --- |
| **WRES Indicator**  | **Metric Description** | ***2023 Score*** | ***2022 Score*** |
| **2** | Relative likelihood of white staff being appointed from shortlisting compared to ethnic minority staff being appointed from shortlisting across all posts  | ***2.77*** | ***2.05*** |

The data above shows that white staff are 2.77 times more likely than ethnic minority staff to be appointed from shortlisting. This likelihood score has increased from 2.05 to 2.77 since 2022.

**Indicator 3: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary procedure**

***Table 3***

|  |  |  |  |
| --- | --- | --- | --- |
| **WRES Indicator**  | **Metric Description** | ***2023 Score*** | ***2022 Score*** |
| **3** | Relative likelihood of ethnic minority staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process | ***0*** | ***0*** |

The data above shows that ethnic minority staff are less likely to enter into a formal disciplinary process than White staff. The likelihood score has remained the same as 2022 at 0.

**Indicator 4: Relative likelihood of staff accessing non mandatory training and CPD**

***Table 4***

|  |  |  |  |
| --- | --- | --- | --- |
| **WRES Indicator**  | **Metric Description** | ***2023******Score*** | ***2022 Score*** |
| **4** | Relative likelihood of White staff accessing non mandatory training and CPD compared to ethnic minority staff  | ***0.98*** | ***0.81*** |

A figure below “1” would indicate that white staff members are less likely to access non-mandatory training and CPD than ethnic minority staff.

**Indicator 5: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months**

***Table 5***

|  |  |  |  |
| --- | --- | --- | --- |
| **WRES Indicator**  | **Metric Description** | ***2022 Score*** | ***2021******Score*** |
| **5** | Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months  | **Ethnic minority**  | *19.2%* | *43.3%* |
| **White**  | *20.7%* | *18.2%* |

The data in table 5 indicates that 19.2% of ethnic minority staff have experienced harassment, bullying or abuse from patients, relatives and the public, this is a significant reduction (24.1%) from 2021 where 43.3% of ethnic minority experienced harassment, bullying or abuse. This score has continued to improve for ethnic minority staff since 2020.

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

***Table 6***

|  |  |  |  |
| --- | --- | --- | --- |
| **WRES Indicator**  | **Metric Description** | ***2022 Score*** | ***2021******Score*** |
| **6** | Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months  | **Ethnic minority**  | *23.1%* | *17.2%* |
| **White**  | *13.2%* | *15.8%* |

The data in table 6 indicates that 23.1% of ethnic minority staff have experienced harassment, bullying or abuse from staff in the last 12 months, this is 9.9% higher than white staff. The % of ethnic minority staff experiencing harassment, bullying or abuse from staff has increased (by 5.9%) for ethnic minority staff since 2021.

**Indicator 7:** **Percentage of staff believing the Trust provides equal opportunities for career progression or promotion**

***Table 7***

|  |  |  |  |
| --- | --- | --- | --- |
| **WRES Indicator**  | **Metric Description** | ***2022******Score*** | ***2021******Score*** |
| **7** | Percentage of staff believing the Trust provides equal opportunities for career progression or promotion  | **Ethnic minority**  | *37%* | *41.9%* |
| **White**  | *57.8%* | *58.7%* |

The data in table 7 indicates that 37% of ethnic minority staff believe the Trust provides equal opportunities for career progression or promotion, this is 20.8% lower than white staff. This score has declined (by 4.9%) for ethnic minority staff since 2021.

**Indicator 8: Percentage of staff personally experiencing discrimination at work from their manager/team leader or colleague in the last 12 months**

***Table 8***

|  |  |  |  |
| --- | --- | --- | --- |
| **WRES Indicator**  | **Metric Description** | ***2022 Score*** | ***2021******Score*** |
| **8** | Percentage of staff personally experiencing discrimination at work from their manager/team leader or colleague in the last 12 months  | **Ethnic minority**  | *15.4%* | *13.3%* |
| **White**  | *3.2%* | *4.4%* |

The data in table 8 indicates that 15.4% of ethnic minority staff have personally experienced discrimination at work from their manager/team leader or colleague in the last 12 months, this is 12.2% higher than white staff. This score has worsened for ethnic minority staff since 2021 (by 2.1%).

**Indicator 9: Percentage difference between Board membership and its overall workforce disaggregated by:**

* **Voting membership of the Board**
* **Executive membership of the Board**

***Table 9***

|  |  |  |  |
| --- | --- | --- | --- |
| ***WRES Indicator***  | ***Metric Description*** | ***2023 Score*** | ***2022******Score*** |
| **9** | Percentage difference between Board membership and its overall workforce disaggregated | **Voting** **Ethnic minority** | *15.4%* | *4.9%* |
| **Executive members Ethnic minority** | *15.4%* | *-4.2%* |
| **Voting** **White** | *-21.9%* | *-11.1%* |
| **Executive membership** **White**  | *-11.9%* | *-4.2%* |

**Workforce Race Equality Standard: Action Plan 2023 - 2024**

Having considered our 2022/23 data, there has been some improvements for our ethnic minority staff which are overall representation of the workforce and experience of harassment and bullying from patients/public. However, it is acknowledged that further work is required to all of our indicators to improve the experience for our ethnic minority staff.

This action plan has been developed with the aim of bringing about positive change across the Trust in terms of Race Equality. In developing this action plan, consideration has also been made to the NHS People Promise in particular and our actions from or Race Code assessment.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| WRES Indicator | Objective | Action | Lead | Timescale | Status |
| **WRES Indicators****1, 2 & 9**  | Ensure our recruitment and selection processes are inclusive | Review and update the Safer Recruitment Policy, training and associated documentation with a focus on reducing bias in recruitment and selection, ensuring our processes are inclusive  | Head of Resourcing  | January 2024 |  |
| **WRES Indicators****1, 2, 7**  | Focus on support for ethnic minority staff to have pathways that support and encourage ethnic minority staff to develop and enhance their careers  | Undertake an analysis of the Trust data around career progression of ethnic minority staff to identity:* Any blockages
* Areas of under representation
* Areas of good practice
 | Head of Workforce & Head of HR Services | January 2024 |  |
|  |  | Continue to work with the Workforce Race Equality Network to raise awareness of equality across the Trust  | Head of HR Services | January 2024 |  |
| **WRES Indicator** | Objective | Action | Lead | Timescale | Status |
|  | Cont. | Work with our Workforce networks to develop career development offers, for example: * Talent management
* Interview coaching
 | Head of HR Services & Head of Workforce  | March 2024 |  |
| **WRES Indicators****ALL**  | Ensure we hold comprehensive data on all protected characteristics  | Formalise the approach to issuing communications to staff to encourage disclosing protected characteristics.  | Head of HR Services & Head of Workforce | March 2024 |  |
|  |  | Ensure the communication encourages disclosure clearly setting out how the data will be used to benefit staff with targeted actions | Head of HR Services | March 2024  |  |
|  |  | Work with the workforce networks to identify any barriers to reporting protected characteristics on ESR  | Head of HR Services | February 2024 |  |
| **WRES Indicators** **1 & 9** | Increase the diversity balance across the workforce  | Consider how to support unsuccessful applicants, through an EDI lens focussing on under represented groups | Head of Resourcing & Head of HR Services | July 2024 |  |
| **WRES Indicator** | Objective | Action | Lead | Timescale | Status |
|  | Cont. | Consider how to support unsuccessful applicants, through an EDI lens focussing on under represented groups  | Head of Resourcing & Head of HR Services | April 2024 |  |
|  |  | Review the make up of interview panels and train additional staff to be part of the interview process to ensure that interview panels are representative of gender and ethnicity | Head of Resourcing & HR Services | May 2024 |  |
|  |  | Work with staff networks to review the recruitment processes and relevant policies | Head of Resourcing & Head of HR Services | August 2024 |  |
| **WRES Indicators****6, 7 & 8**  | Enhance staff experience ensuring a culture of civility, respect and inclusion for all | Roll out Civility and respect across the Trust  | OD Business Partner | March 2024 |  |
|  |  | Work with the staff networks to develop a communication plan to encourage staff to report instances of bullying, harassment and abuse  | Head of HR Services  | March 2024 |  |
|  |  | Review the Dignity At Work Policy | HR Business Partner | March 2024 |  |
| **WRES Indicator** | Objective | Action | Lead | Timescale | Status |
|  | Cont. | Refresh the staff network offer and relaunch with Executive sponsors.To include work plans for the networks that align to the Trust’s strategic EDI objectives | Head of HR Head of HR  | December 2023August 2024 |  |
| **WRES Indicators****ALL**  | Raise awareness of equality, diversity and inclusion and embed in everything we do | Embed EDI roles and responsibilities into all job descriptions including what it is to be a good champion at Board and Senior Level | Head of Resourcing  | June 2024 |  |
|  |  | Refresh a Trust Wide EDI strategy with a refreshed set of objectives  | Head of HR Services | August 2024 |  |

