



Tees, Esk and Wear Valleys
NHS Foundation Trust

WORKFORCE RACE EQUALITY STANDARD

2021/2022

	<p>1. Background narrative</p> <p>a. Any issues of completeness of data</p> <p>The Pulse survey does not include a question about CPD and non-mandatory training as the staff FFT did therefore information from the staff survey has been used for indicator 4.</p> <p>b. Any matters relating to reliability of comparisons with previous years</p> <p>2. Total numbers of staff</p> <p>a. Employed within this organisation at the date of the report</p> <p>7633 (data from 31st March 2022)</p> <p>b. Proportion of BME staff employed within this organisation at the date of the report</p> <p>5.1%</p>		
	<p>3. Self-reporting</p> <p>a. The proportion of total staff who have self-reported their ethnicity</p> <p>99%</p> <p>b. Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity</p> <p>No</p> <p>c. Are any steps planned during the current reporting period to improve the level of self-reporting by ethnicity</p> <p>The level of self-reporting is very high.</p> <p>4. Workforce data</p> <p>a. What period does the organisation's workforce data refer to</p> <p>Data as of 31st March 2022</p>		
	<p>5. Are there any other factors or data which should be taken into consideration in assessing progress?</p> <p>6. Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.</p>		

KEY:

Green = Improvement from the previous year
Amber = Remains the same or similar to previous year
Red = Decline from previous year

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	Indicator	Data for reporting year 2022	Data for previous year 2021	Data for 2020, 2019, 2018, 2017	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective	Target date and person responsible
	For each of these four workforce indicators, compare the data for White and BME staff.						
1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately	Please see appendix 1 for 2021/22 data.	Please see appendix 1 for 2020/21 data.		<p>There is an increase in the % of BAME staff within the trust from 4.7% (359 staff members) in 2021 to 5.1% (387 staff members) in 2022.</p> <p>The percentage of BAME staff in the trust is still affected by the large numbers of medical staff who are from BAME backgrounds.</p> <p>2021 data shows that there were 14 BAME staff in bands 8a to VSM compared to 18 in 2022.</p>	<p>Deliver a staff mid-career leadership programme for staff from protected characteristics which will include stretch/shadowing/d evelopmental opportunities.</p> <p>Develop a BAME nursing mentorship programme.</p>	<p>Q3 22/23 MB SD</p> <p>Q4 22/23 SD LC</p>

	for non-clinical and for clinical staff.				In order to meet the Model Employer Trajectory rates, we need an additional BAME staff member in band 8c. We are meeting or exceeding the trajectories in the other bands	Analyse leavers information to identify any patterns or trends.	Q4 22/23 LC
2	Relative likelihood of staff being appointed from shortlisting across all posts.	White people are 1.38 times more likely to be appointed from shortlisting compared to BAME people.	White people are 1.71 times more likely to be appointed from shortlisting compared to BAME people.	White people are: 2020 = 1.56 2019 = 1.7 2018 = 1.6 2017 = 1.3 2016 = 1.4 more likely to be appointed from shortlisting compared to BAME people.	There has been a decrease in the likelihood of white people being appointed for shortlisting compared to BAME people. The data still shows that white people are more likely to be appointed than BAME people.	Pilot a virtual interview platform (AYMMI), removing bias from the recruitment process. Run a pilot project exploring age bias in recruitment, identify learning for bias for other protected characteristic groups such as race. Compare recruitment data to the 2021 Census data to identify if the organisation is recruiting a diverse workforce that reflects the local communities.	Q4 22/23 LH SD Q4 22/23 LH SD Q3 22/23 LC
3.	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from last two	BAME staff are 0.78 times more likely to enter the formal disciplinary process than white staff (this means they are less likely to	BAME staff are 0.76 times more likely to enter the formal disciplinary process than white staff. (this means they are	BAME staff are 2020 = 0.81 2019 = 1.62 2018 = 2.59 2017 = 2.08 2016 = 2.03 more likely to enter the formal	There has been good progress with this indicator. BAME staff continue to be less likely to enter disciplinary processes compared to white staff.		

	year rolling average of the current year and the previous year.	enter disciplinary processes.)	less likely to enter disciplinary processes.)	disciplinary process than white staff.			
4.	Relative likelihood of staff accessing non-mandatory training and CPD.	White staff are less likely (0.9) to report that they have access to the right learning and development opportunities when they need to.	White staff are 1.1 more likely to access non-mandatory training and CPD compared to BAME staff.	White staff are 2020 = 1.1 2019 = 1.3 2018 = 1.2 2017 = 1.15 2016 = 0.86 more likely to access non-mandatory training and CPD compared to BAME staff.	This indicator has been taken from a response to the staff survey Q20e due to the new Pulse survey not including a relevant question.	Explore developing a more robust way to gather this data including exploring the information available on Workpal.	Q4 22/23 LC KA
	National NHS Staff Survey indicators (or equivalent). For each of the four staff survey indicators, <u>compare the outcomes of the responses for White and BAME staff.</u>						
5.	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White: 24% BAME: 32%	White: 24% BAME: 29%	2020 = White: 29% BAME: 32% 2019 = White: 27% BAME: 32% 2018 = White: 28% BAME: 34% 2017 =	There has been an increase in the % of BAME staff reporting that they have experienced harassment, bullying, bullying or abuse from patients, relatives or the public. The gap between white staff and BAME has increased this year to 8%.	Relaunch the hate campaign. Launch and promote the hate crime checklist to improve prosecution rates.	Q3 22/23 AH Q2 22/23 SD

				White: 28% BAME: 37%			
				2016 = White: 21% BAME: 27%			
6.	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.	White: 18% BAME: 21%	White: 20% BAME: 25%	2020 = White: 21% BAME: 25%	There has been a decrease in this indicator for both BAME and white staff. There continues to be a gap between BAME and white staff's experience of bullying, harassment and abuse from staff, with BAME staff being more likely to experience this.	Run 4 Compassion, Respect, Responsibility and Race training sessions for staff. Include harassment, bullying and abuse from staff towards staff in the relaunch of the hate campaign.	Q4 22/23 LC SD Q3 22/23 AH
			2019 = White: 20% BAME: 24%				
			2018= White: 19% BAME: 29%				
			2017 = White: 17% BAME: 19%				
				2016 = White: 14% BAME: 36%			
7.	Percentage believing that Trust acts fairly with regard to career progression/promotion regardless of ethnic background, gender, religion, sexual orientation, disability or age?	White: 61% BAME: 60%	2020 results White: 64% BAME: 53.9%	2019 = White: 59% BAME: 59%	The gap has decreased with a 1% difference between white staff and BAME staff, with white staff more likely to believe the trust provides equal opportunities for career progression or promotion.		
				2018 = White: 69% BAME: 53%			
				2017 = White: 68% BAME: 60%			
				2016 = no data			

8	In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues.	White: 6% BAME: 10%	White: 6% BAME: 15%	2020 = White: 5% BAME: 14% 2019 = White: 5% BAME: 7% 2018 = White: 6% BAME: 18% 2017 = White: 5% BAME: 3% 2016 = no data	The % of BAME staff reporting discrimination at work from managers/team leaders or other colleagues has decreased. However there is still between BAME staff and white staff's experiences, with BAME staff more likely to report this.	Facilitate Schwartz round focussing on the experiences of BAME staff. Promote and run this during black history month. Include current WRES data & information in leadership and development training.	Q3 22/23 LC Q3 22/23 LC
	Board representation indicator: <u>For this indicator, compare the difference for White and BME staff.</u>						

9.	<p>Percentage difference between (i) the organisations' Board voting membership and its overall workforce and (ii) the organisations' Board executive membership and its overall workforce</p>	<p>Percentage difference between organisations boards voting membership and its overall workforce is + 4%</p> <p>Percentage difference between organisations board executive membership and its overall workforce is -5.1%</p>	<p>Percentage difference between organisations boards voting membership and its overall workforce is + 12%</p> <p>Percentage difference between organisations board executive membership and its overall workforce is + 9%</p>	<p>Percentage difference between organisations boards voting membership and its overall workforce is 2020 = + 11% (voting) + 10% (exec) 2019 = + 4% 2018 = +8.5% 2017 = not available 2016 = not available</p> <p>Percentage difference between organisations board executive membership and its overall workforce is 2019 = + 8.5% 2018 = not available 2017 = not available 2016 = not available</p>	<p>This data shows that the trust board has some BAME representation.</p>		
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APPENDIX 1

DETAILED STAFF BREAKDOWN RACE 31st March 2022

	Clinical Staff %		
Band	White	BAME	Not Declared
1-4	96% (1708)	4% (80)	(15)
5-7	96% (3080)	4% (132)	(30)
8ab	96% (306)	4% (13)	(0)
8cd	99% (110)	1% (1)	(0)
9	100% (1)	0% (0)	(0)
VSM	0	0	0
Medics	53% (141)	41% (107)	6% (15)
	Non-clinical staff %		
Band	White	BAME	Not Declared
1-4	98% (1333)	2% (33)	(12)
5-7	95% (350)	5% (17)	(2)
8ab	97% (87)	3% (3)	(1)
8cd	96% (22)	4% (1)	(1)
9	0	0	0
VSM	100% (20)	0	0

DETAILED STAFF BREAKDOWN RACE 31st March 2021

	Clinical Staff %		
Band	White	BAME	Not Declared
1-4	95% (1770)	4% (67)	1% (14)
5-7	95% (3086)	4% (125)	1% (29)
8ab	97% (306)	3% (9)	0% (0)
8cd	99% (106)	1% (1)	0% (0)
9	100% (1)	0% (0)	0% (0)
VSM	100% (2)	0% (0)	0% (0)
Medics	55% (169)	40% (124)	5% (14)
	Non-clinical staff %		
Band	White	BAME	Not Declared
1-4	99% (1360)	1% (19)	1% (12)
5-7	96% (323)	3% (10)	1% (1)
8ab	96% (73)	3% (2)	1% (1)
8cd	95% (20)	5% (1)	0% (0)
9	0	0	0
VSM	95% (18)	5% (1)	0% (0)

APPENDIX 2

Model Employer 2022

The Model Employer trajectories set aspirational goals for each organisation to increase BAME representation at leadership levels.

	Proportion of BAME workforce (as 31 st March 2018)	Proportion of BAME workforce (as 31 st March 2019)	Proportion of BAME workforce (as 30 th November 2020)	Proportion of BAME workforce (as 31 st March 2021)	Proportion of BAME workforce (as 31 st March 2022)	Trajectory for 2022	Additional recruitment over next 6 years	Total BAME staff by 2028 to reach equity
Band 8a	6	9	9	9	14	8	0	10
Band 8b	0	2	2	2	2	2	2	4
Band 8c	1	1	2	1	1	2	3	4
Band 8d	0	0	0	1	1	0	0	1
Band 9	0	0	0	0	0	0	0	0
VSM	0	0	1	1	0	0	1	1

Orange no change since 2021	Orange same as 2022 trajectory
Green increase since 2021	Green above 2022 trajectory
Red decrease since 2021	Red below 2022 trajectory