



Mid Cheshire Hospitals
NHS Foundation Trust

Workforce Race Equality Standard (WRES) 2018/2019



Summary:

The Workforce Race Equality Standard (WRES) is a set of nine specific measures (metrics) that enable NHS organisations to compare the experiences of white and black and minority (BAME) staff. This information will then be used to develop local action plans, and enable the Trust to demonstrate progress against the indicators of race equality.

The main purpose of the WRES is:

- to help local, and national, NHS organisations (and other organisations providing NHS services) to review their data against the nine WRES indicators,
- to produce action plans to close the gaps in workplace experience between white and Black and Ethnic Minority (BAME) staff, and,
- to improve BAME representation at the Board level of the organisation.

The WRES Metrics

The 9 Metrics are confirmed as follows:

Metric Number	Data source	Metrics
1	ESR data	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: <ul style="list-style-type: none">• Non-Clinical staff• Clinical staff - of which<ul style="list-style-type: none">- Non-Medical staff- Medical and Dental staff
2	NHS Jobs data	Relative likelihood of staff being appointed from shortlisting across all posts
3	HR database	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation (based on data from a two year rolling average)
4	Local training data	Relative likelihood of staff accessing non-mandatory training and CPD
5	Staff survey	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6	Staff	Percentage of staff experiencing harassment, bullying or abuse from

	survey	staff in last 12 months
7	Staff survey	Percentage believing that trust provides equal opportunities for career progression or promotion
8	Staff survey	In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues
9	ESR	Percentage difference between the organisations' Board membership and its overall workforce disaggregated: <ul style="list-style-type: none"> • By voting membership of the Board • By executive membership of the Board

WRES Findings against the metrics

Metric 1- Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM

The largest proportion of the non- clinical workforce for white staff are in Band 2 and Band 3 posts which is a trend seen in previous years.

The largest proportion of BAME non-clinical staff are in Band 2 posts with the same number in these Band 2 posts as across all other banded posts combined.

For clinical staff, the largest proportion of staff are in Bands 2 and 5 across all ethnicities.

BAME staff at Band 7 or above make up less than 1% of the overall workforce (those on Agenda for Change terms and conditions) however account for approximately a third of all medical staff.

Metric 2 - Relative likelihood of staff being appointed from shortlisting across all posts

The findings show that white staff are 1.32 times more likely to be appointed from shortlisting compared to BME staff. This is an improvement on the previous year where white staff were 1.46 times more likely to be appointed.

21.5% of all applications for posts during the 2018/19 period were from BAME applicants. BME applicants who were short listed accounted for 11.90% of the total for the period 2018/19.

Policies and guidance are available for all aspects of the recruitment and selection process providing comprehensive information and guidance for those undertaking recruitment and selection at the Trust. Recruitment and Selection training for managers' covers unconscious bias and all recruiting managers are to attend training prior to undertaking the recruitment and selection process. The Trust will continue to monitor detailed analysis of ethnicity patterns in recruitment at the Equality, Diversity & Inclusion Group.

Metric 3 - Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

This indicator is measured over a 2 year period as defined in the WRES contract.

Based on a 2 year period April 2017- March 2019 BME staff were 1.01 times more likely than white staff to enter the formal disciplinary process. This metric has seen year on year improvements decreasing from 1.70 in 2017 and 1.65 in 2018.

The Trust will continue to monitor staff who enter into the disciplinary process and will provide an annual disciplinary by ethnicity profile report to the Equality, Diversity & Inclusion Group to determine any outlying trends, in addition to ensuring managers provide rationale for decision making.

Work is also underway to review the overall disciplinary process in response to the letter dated May 2019 from Baroness Harding in relation to 'learning lessons to improve our people practices'. This work and associated action plan will be monitored and reviewed by the Executive Workforce Assurance Group.

Metric 4 - Relative likelihood of staff accessing non-mandatory training and CPD

It is noted that each staff member may have attended more than one training session and have several training sessions attributed to them however the figures have been calculated to ensure that only one period of training/CPD is taken into account.

White staff are 0.86 times more likely to access non-mandatory training than their BME counterparts. This is a slightly worsening position when compared to 2017/18 when white staff were 0.44 times more likely to access non-mandatory training.

The Trust will continue to monitor attendance at training and CPD events to ensure that such courses and opportunities for learning are accessible to all.

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

White staff report a poorer experience for this metric when compared to BAME staff with 25.70% of staff reporting that they have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months, compared to 17.90% of BAME staff.

This metric has seen a significant improvement for BAME staff compared to the previous year whereby 33.33% of BAME staff reported harassment, bullying or abuse; however this has increased slightly this year for white staff (24.39% in the previous reporting period).

The Trust will continue to review all incidents relating to harassment, bullying or abuse from patients in line with the zero tolerance guidance.

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

This metric has remained fairly static when comparing the current and previous years findings. 20.20% of white staff reported that they experienced harassment, bullying or abuse from staff compared to 32.26% of BAME staff. The previous year's results were 21.19% (white) and 32.10% (BAME).

The Trust have recently approved a standalone bullying and harassment policy for which a series of refreshed communication and training sessions in relation to expected behaviours of staff will be circulated.

Metric 7 - Percentage believing that the trust provides equal opportunities for career progression or promotion

BAME staff report a poorer experience for this metric with 86.40% believing equal opportunities are provided compared to 91.20% of white staff. This is a slight improvement on the previous year for BAME staff (84.21%) however a slightly worsening position for white staff (92.87%)

The Trust will continue to promote equal access to career progression opportunities. Analysis of ethnicity patterns in training reports will be monitored at the Equality, Diversity & Inclusion Group.

Metric 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

Significant improvements have been seen for this metric since the previous year although it is recognised that further work is required in this area, with 10.30% of BAME staff experiencing discrimination compared to 20.00% in the previous year. This is compared to 4.90% for white staff compared to 6.75% in the previous year.

Metric 9 - Percentage difference between the organisations' Board membership and its overall workforce disaggregated

There has been no change to this indicator since the previous years with the Board voting profile 100% white.

Conclusion

An improvement has been seen in the WRES results for 2018/19 particularly in respect of BAME staff being appointed from shortlisting, the likelihood of being subjected to formal disciplinary action or discrimination and experiencing harassment, bullying or abuse from patients/service users. Whilst it is positive that improvements are being seen, the findings still evidence that even in these areas BAME Staff still experience a poorer experience at work in some areas than white staff.

An action plan will be drafted to address the concerns identified which will be regularly monitored and reviewed by the Equality, Diversity and Inclusion Group.

Natalie Wallace
HR Manager
July 2019

