

**Board of Directors Meeting in Public - Cover Sheet**

<b>Subject:</b>	Workforce Race Equality Standard (WRES)		<b>Date:</b> 5 October 2023		
<b>Prepared By:</b>	Ali Pearson, People EDI Lead				
<b>Approved By:</b>	Vicky Malia, Head of Culture and Engagement				
<b>Presented By:</b>	Rob Simcox, Director of People				
<b>Purpose</b>					
To provide Board with the data and narrative from our 2022/23 WRES submission to NHS England in advance of publishing by the end of October.				<b>Approval</b>	
				<b>Assurance</b>	<b>X</b>
				<b>Update</b>	
				<b>Consider</b>	
<b>Strategic Objectives</b>					
Provide outstanding care in the best place at the right time	Improve health and well-being within our communities	Empower and support our people to be the best they can be	To continuously learn and improve	Sustainable use of resources and estate	Work collaboratively with partners in the community
<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
<b>Principal Risk</b>					
PR1	Significant deterioration in standards of safety and care				
PR2	Demand that overwhelms capacity				
PR3	Critical shortage of workforce capacity and capability				<b>X</b>
PR4	Failure to achieve the Trust's financial strategy				
PR5	Inability to initiate and implement evidence-based Improvement and innovation				
PR6	Working more closely with local health and care partners does not fully deliver the required benefits				
PR7	Major disruptive incident				
PR8	Failure to deliver sustainable reductions in the Trust's impact on climate change				
<b>Committees/groups where this item has been presented before</b>					
People Wellbeing and Belonging Sub-Cabinet – September '23 People Cabinet – September '23 People Culture and Improvement Committee – October '23					
<b>Acronyms</b>					
WRES – Workforce Race Equality Standard BME – Black and Minority Ethnic (colleagues)					
<b>Executive Summary</b>					

## Background

The Workforce Race Equality Standard (WRES) is a mandatory annual report. All NHS organisations are required to demonstrate progress against indicators from workforce data metrics and staff survey results regarding BME colleagues experiences.

The reports also require us to provide data for our Board on levels of BME representation.

The attached report provides detailed year on year comparisons and narrative.

## Summary of Findings - 9 indicators

No. of indicators where data has improved compared to last year	No. of indicators where data has declined compared to last year	No. of indicators where the data change is minimal
5/9	2/9	2/9

## Highlights:

- We have seen a further increase in the proportion and number of BME staff in most areas in the last year; most notably at Bands 5 and 8A (non-clinical) and Bands 4, 5, 8b and 8c (clinical). Overall, BME representation has increased by just over 6% in the last 5 years.
- We have seen a reduction in the proportion of BME colleagues experiencing bullying, harassment and abuse from other colleagues and the figure is now at its lowest for 5 years although BME colleagues are still disproportionately affected compared to White colleagues.
- There has been a reduction in the proportion of BME colleagues reporting discrimination at work; whilst this is encouraging, the experience of BME colleagues is significantly higher than White colleagues where only 4.5% have experienced discrimination.
- An increase in BME representation at Board level (voting members; Executive Directors and Non-Executive Directors), and across the Trust overall has closed the gap between Board membership and the Trust overall.

**Actions identified:** We have identified 3 key objectives based on our results and these along with the actions to achieve them can be found within the report

1. Maintain performance against indicator 2 for Recruitment of BME applicants
2. Embed Anti-Racism message and reduce the percentage of colleagues reporting bullying, harassment, discrimination and violence and aggression
3. Ensure equity of opportunity for promotion and career progression for BME colleagues

In addition to the above actions, the new NHS England EDI Improvement Plan contains 6 High Impact Actions and WRES data will be monitored to review success against some of the actions contained within the plan.

The action plan and ongoing work associated with the WRES will be overseen by our People Culture and Improvement Committee.

A highlight summary infographic for the WRES and Workforce Disability Equality Standard (WDES) is included with this report.

### **Conclusion**

Board members are asked to take assurance from the report provided and note the progress of the actions will be tracked through the Trusts People and Culture Committee.