



# Humber Teaching NHS Foundation Trust

## Workforce Race Equality Standard (WRES) Report 19/20

### Humber Teaching NHS Foundation Trust



## **Contents:**

- 1. Introduction**
- 2. Workforce Race Equality Standard (WRES) Indicators**
  - 2.1 WRES Indicator 1 – Ethnicity Profiles**
  - 2.2 WRES Indicator 2 - Relative likelihood of colleagues being appointed from short listing**
  - 2.3 WRES Indicator 3 – Disciplinary Process**
  - 2.4 WRES Indicator 4 – Non-Mandatory Training and CPD**
  - 2.5 WRES Indicator 5 – Percentage of colleagues experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months**
  - 2.6 WRES Indicator 6 - Percentage of colleagues experiencing harassment, bullying or abuse from staff in the last 12 months**
  - 2.7 WRES Indicator 7 - Providing equal opportunities for career progression or promotion**
  - 2.8 WRES Indicator 8 - Percentage of staff experiencing discrimination at work from a manager, team leader or other colleagues**
  - 2.9 WRES Indicator 9 - Percentage difference between the organisations Board voting membership and its overall workforce**
- 3. Summary Analysis**
- 4. Recommendations**
- 5. Appendix 1 – Workforce Race Equality Standard (WRES) Submission at March 2020**
- 6. Appendix 2 - Workforce Race Equality Standard (WRES) Action Plan 20/21**

## 1. Introduction

The NHS Workforce Race Equality Standard (WRES) was made available to the NHS in April 2015. It was developed following sustained engagement and consultation with key stakeholders within NHS organisations across England and using expert advice on the factors that would provide measurable and meaningful indicators of equality performance on which organisations can develop and improve.

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) colleagues, and,
- ✓ to improve BAME representation at the Board level of the organisation.

Commissioned by the NHS Equality and Diversity Council (EDC) and NHS England, the design and development of the WRES is underpinned by engagement with, and contributions from, the NHS and national healthcare organisations, including the WRES Strategic Advisory Group.

There is considerable evidence that the less favourable treatment of BAME colleagues in the NHS, through poor treatment and opportunities, has a significant impact on colleague well-being, patient outcomes and on the efficient and effective running of the NHS and that the measures needed to address such discrimination will benefit patient care and organisational effectiveness.

Research and evidence show, for example, that white shortlisted applicants are on average much more likely to be appointed than BAME shortlisted applicants.

BAME colleagues are more likely than white colleagues to experience harassment, bullying or abuse from other colleagues; are more likely to experience discrimination at work from colleagues and their managers, and are much less likely to believe that their organisation provides equal opportunities for career progression.

In general, the proportion of NHS board members and senior managers who are of BAME origin is significantly smaller than the proportion within the total NHS workforce and the local communities served.

NHS Trusts, including ourselves, are committed to supporting the work on the WRES across the NHS. We also take seriously our responsibilities as an employer to review our own performance against the WRES, and we commit to publishing our data and action plans on our website and intranet, in addition to submitting our data to NHS England for them to publish as appropriate.

The following information provides insight into the Humber Teaching NHS Foundation Trust current position for the period 1 April 2019 to 31 March 2020 against WRES Indicators and offers a comparison to prior years in order to track progress over a sustained period.

## 2. Workforce Race Equality Standard (WRES) Indicators

There are nine WRES indicators. Four of the indicators focus on workforce data, four are based on data from the national NHS Staff Survey questions, and one indicator focuses upon BAME representation on Boards.

The WRES highlights any differences between the experience and treatment of White staff and BAME staff in the NHS with a view to closing those gaps through the development and implementation of action plans focused upon continuous improvement over time.

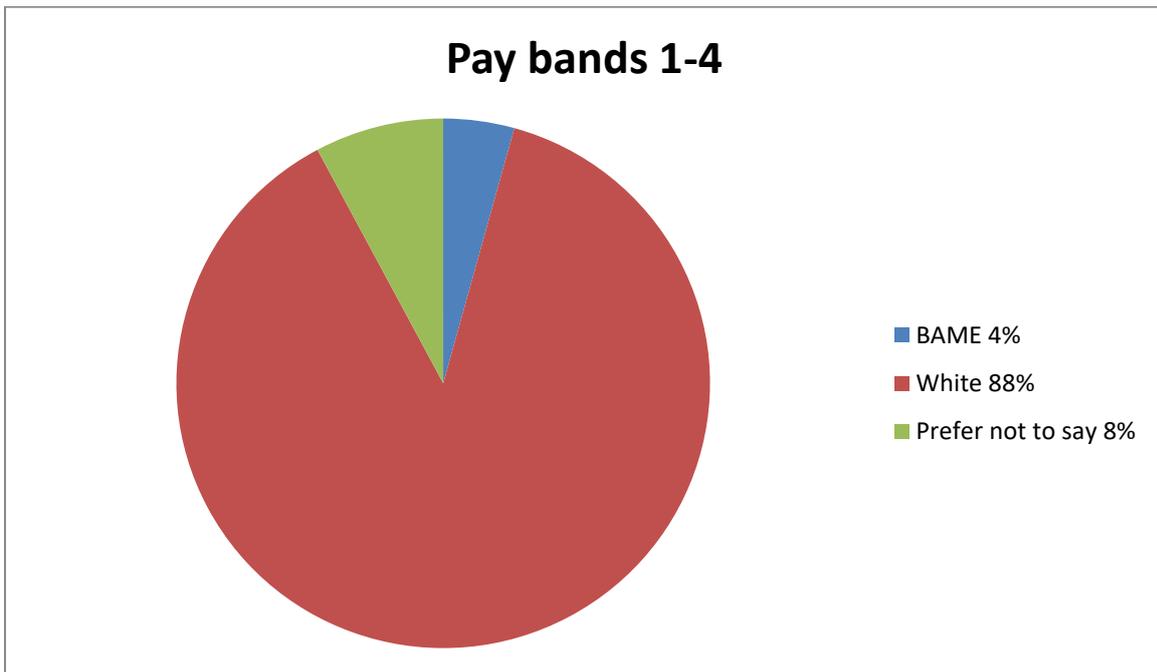
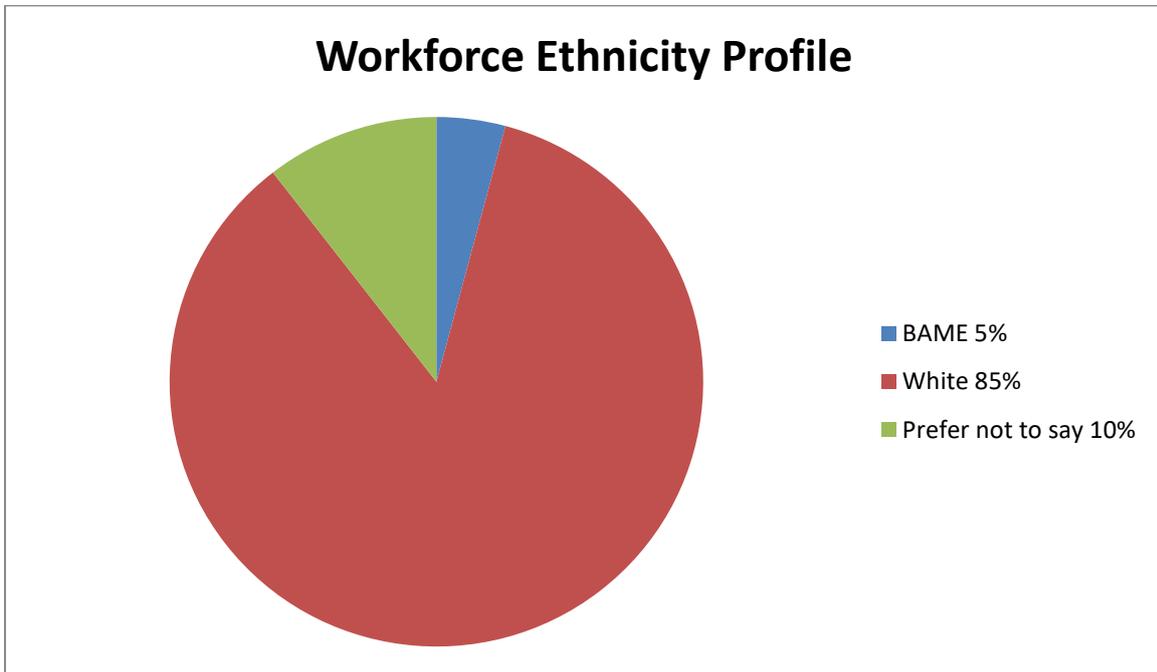
As a whole, the WRES Indicators have been chosen to be as simple and straightforward as possible and are based on existing data sources (Electronic Staff Records; NHS Staff Survey or local equivalent) and analysis requirements which good performing NHS organisations are already undertaking.

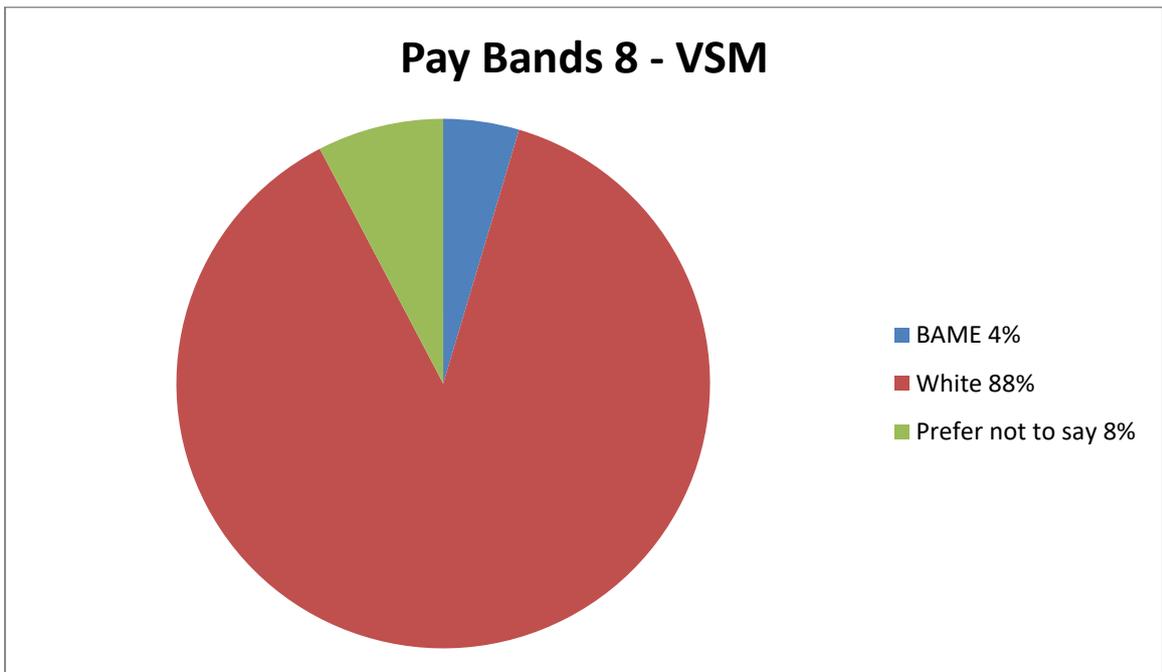
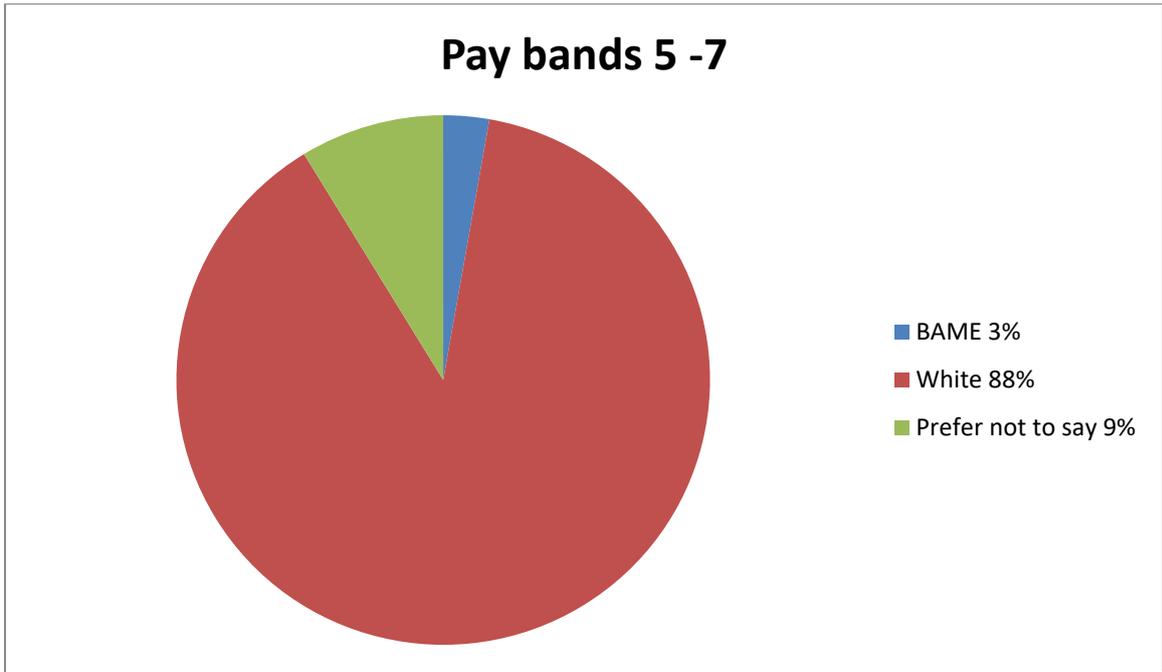
The development of the nine WRES indicators owes a great deal to consultation with and contributions from the NHS and key stakeholders.

The table below highlights the nine WRES indicators and where the information can be found.

| N <sup>o</sup>   | WRES Indicator   |
|--|--|
| <b>Workforce Indicators (Source ESR)</b>               |  |
| 1  | Percentage of BAME 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 |
| 2  | Relative likelihood of BAME staff being appointed from shortlisting compared to white staff  |
| 3  | Relative likelihood of BAME staff entering the formal disciplinary process (as measured by entry into a formal disciplinary investigation) compared to white staff                                 |
| 4  | Relative likelihood of BAME staff accessing non-mandatory training and CPD compared to white staff   |
| <b>Staff Survey Findings (Source NHS Staff Survey)</b> |  |
| 5  | Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months  |
| 6  | Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months  |
| 7  | Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion  |
| 8  | Percentage of staff experiencing discrimination at work from a manager, team leader or other colleagues  |
| <b>Board Representation (Source ESR)</b>               |  |
| 9  | Percentage difference between the organisations Board voting membership and its overall workforce  |

**2.1 WRES Indicator 1** - Percentage of BAME 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.





**Humber Teaching NHS Foundation Trust Analysis – WRES Indicator 1 - Strength**

In our 2019/20 WRES submission 4.7% of staff are BAME (an increase of 1.7% on the 2018/19 figure). This compares to our geographical area, as shown in the table below:

### Trust Geographical Area and Ethnicity as detailed by the ONS 2016 and Census 2011

| Data Observatory | Population<br>(ONS 2016)   | Ethnicity<br>(Census 2011) |
|------------------|----------------------------|----------------------------|
| East Riding      | 337,696                    | 3.8% non-White,            |
| Humber           | 260,200                    | 5.1% non-White             |
| North Yorkshire  | 604,900<br>(Whitby 13,213) | 2.6% non-White             |

The information provided with the WRES Indicator 1 shows that whilst BAME staff are marginally underrepresented in pay bands 5, 6 and 7 their representation at pay bands 1 - 4 as well as 8 and above is in line with the BAME representation in the overall workforce.

**2.2 WRES Indicator 2** - Relative likelihood of BAME staff being appointed from shortlisting compared to white staff.

|   | Total | White | BAME | Unknown |
|---|-------|-------|------|---------|
| <b>Shortlisted applicants</b>                               | 829   | 774   | 47   | 8       |
| <b>Appointed from shortlisting</b>                          | 268   | 248   | 17   | 3       |
| <b>Relative Likelihood of appointment from shortlisting</b> | 32%   | 32%   | 36%  | 37.5%   |

### Humber Teaching NHS Foundation Trust Analysis – WRES Indicator 2 - Strength

The relative likelihood of white staff being appointed from shortlisting compared to BAME staff is 0.89 (where 1 indicates equal with BAME applicants) which compared to the national benchmark of 1.15 is showing a more positive position. Whilst this is a slight decline on last year, where the likelihood then was in favour of BAME staff at 0.83, any value near to 1 demonstrates equality of opportunity in shortlisting.

**2.3 WRES Indicator 3** - Relative likelihood of BAME staff entering the formal disciplinary process (as measured by entry into a formal disciplinary investigation) compared to white staff.

|   | Total | White | BAME | Prefer not to say |
|---|-------|-------|------|-------------------|
| <b>Workforce</b>  | 2843  | 2437  | 116  | 290               |
| <b>Number of staff entering the formal disciplinary process</b>     | 18    | 14    | 0    | 4                 |
| <b>Likelihood of staff entering the formal disciplinary process</b> | 0.0   | 0.57% | 0%   | 1.38%             |

### Humber Teaching NHS Foundation Trust Analysis – WRES Indicator 3 - Strength

The relative likelihood of BAME staff entering the formal disciplinary process (as measured by entry into a formal disciplinary investigation) compared to white staff is very low. This would suggest that across the Trust BAME staff are not disadvantaged by the disciplinary process or its application.

**2.4 WRES Indicator 4** - Relative likelihood of BAME staff accessing non-mandatory training and CPD compared to white staff

|   | Total | White | BAME | Prefer not to say |
|---|-------|-------|------|-------------------|
| <b>Workforce</b>  | 2843  | 2436  | 116  | 291               |
| <b>Number of staff accessing non-mandatory training and CPD</b>     | 2470  | 2118  | 104  | 248               |
| <b>Likelihood of staff accessing non-mandatory training and CPD</b> | 0.97  | 87%   | 90%  | 85%               |

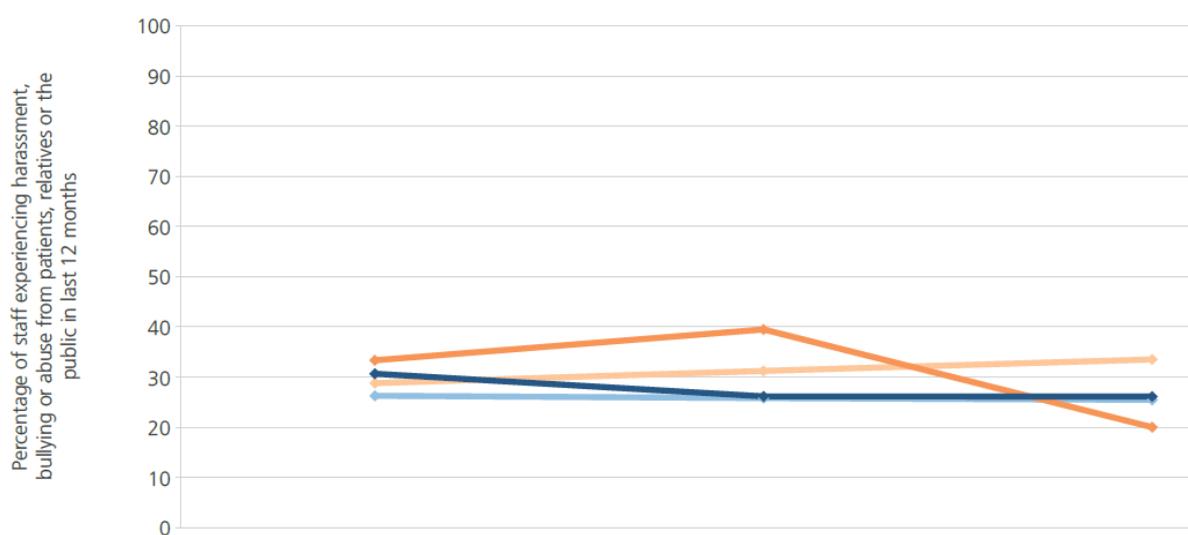
## Humber Teaching NHS Foundation Trust Analysis – WRES Indicator 4 - Strength

The Relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff is 0.97 which demonstrates equality of opportunity in accessing non-mandatory training and CPD between BAME and White staff.

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

Survey  
Coordination  
Centre

2019 NHS Staff Survey Results > WRES > Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



|                  | 2017  | 2018  | 2019  |
|------------------|-------|-------|-------|
| White: Your org  | 30.6% | 26.1% | 26.1% |
| BME: Your org    | 33.3% | 39.5% | 20.0% |
| White: Average   | 26.3% | 25.8% | 25.4% |
| BME: Average     | 28.8% | 31.2% | 33.5% |
| White: Responses | 434   | 1,071 | 1,000 |
| BME: Responses   | 21    | 38    | 35    |

Average calculated as the median for the benchmark group

## Humber Teaching NHS Foundation Trust Analysis – WRES Indicator 5 - Strength

20% of BAME staff indicated that they experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months, this compares with 25.4% for white colleagues.

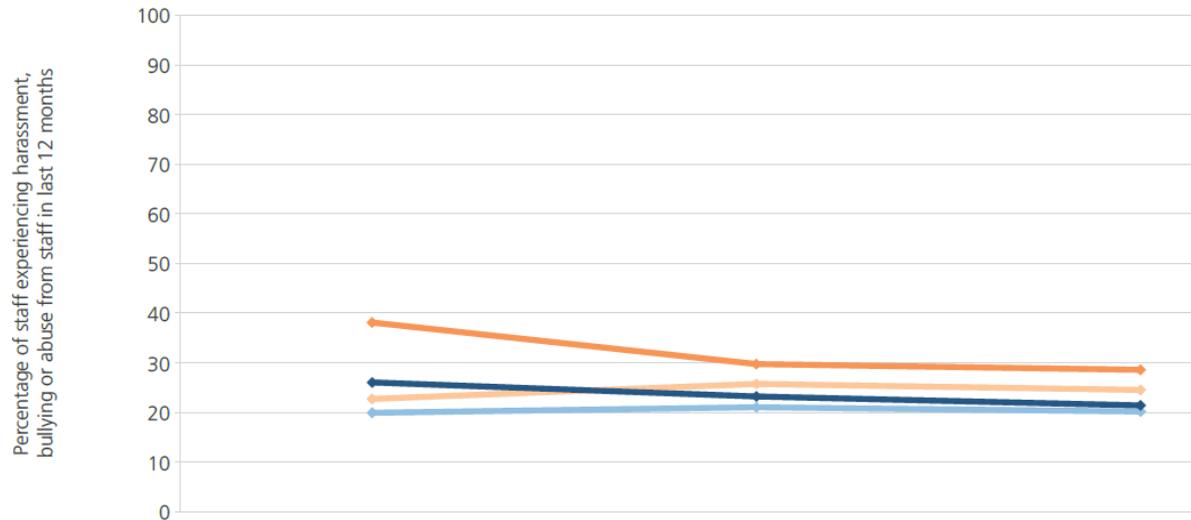
However, 20% is a significant drop of 19.5% on 2018 where 39.5% of BAME staff reported experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months. Significantly, the Trusts figure of 20% is considerably below the average for BAME staff which is 33% across the benchmark group.

It should be noted that the response to this question of 35 BAME staff is statistically very low.

## 2.6 WRES Indicator 6 - Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months



2019 NHS Staff Survey Results > WRES > Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



|                         | 2017  | 2018  | 2019  |
|-------------------------|-------|-------|-------|
| <b>White: Your org</b>  | 26.0% | 23.2% | 21.4% |
| <b>BME: Your org</b>    | 38.1% | 29.7% | 28.6% |
| <b>White: Average</b>   | 19.9% | 21.0% | 20.2% |
| <b>BME: Average</b>     | 22.7% | 25.7% | 24.5% |
| <b>White: Responses</b> | 434   | 1,073 | 1,000 |
| <b>BME: Responses</b>   | 21    | 37    | 35    |

Average calculated as the median for the benchmark group

### Humber Teaching NHS Foundation Trust Analysis – WRES Indicator 6 - Strength

Over the preceding three years the percentage of BAME staff who have reported experiencing harassment, bullying or abuse from staff in the last 12 months has declined from 38.1% in 2017 to 28.6% in 2019 which demonstrates the positive impact of initiatives to reduce harassment, bullying or abuse for BAME staff.

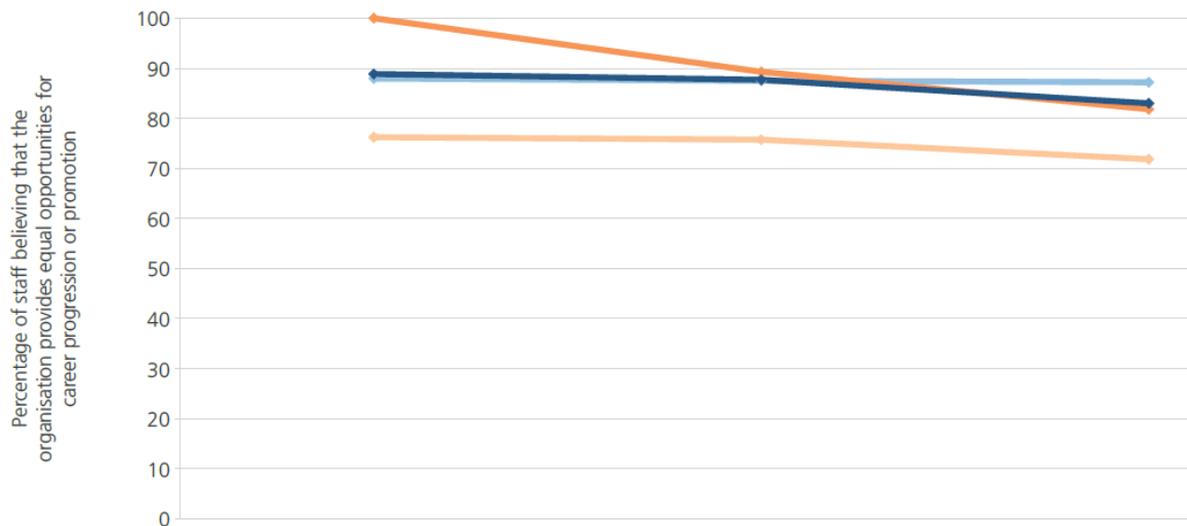
However, the results show 28.6% of BAME staff said they experienced harassment, bullying or abuse from staff in the last 12 months, which is above the average of the benchmark group of Trusts of 24.5%.

It should be noted that the response to this question of 35 BAME staff is statistically very low.

## 2.7 WRES Indicator 7 - Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion

Survey  
Coordination  
Centre

2019 NHS Staff Survey Results > WRES > Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion



|                 | 2017   | 2018  | 2019  |
|-----------------|--------|-------|-------|
| White: Your org | 88.8%  | 87.7% | 83.0% |
| BME: Your org   | 100.0% | 89.3% | 81.8% |
| White: Average  | 88.0%  | 87.5% | 87.2% |
| BME: Average    | 76.2%  | 75.7% | 71.8% |

White: Responses

278

699

617

BME: Responses

15

28

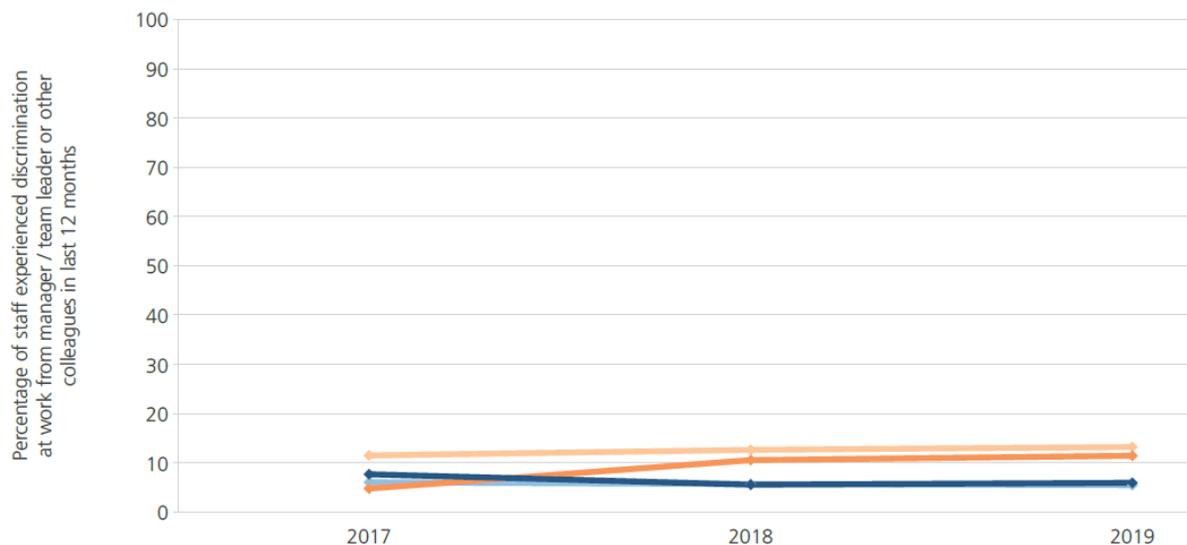
22

Average calculated as the median for the benchmark group

### Humber Teaching NHS Foundation Trust Analysis – WRES Indicator 7 - Strength

Whilst over the preceding three years the percentage of BAME staff who believe that the organisation provides equal opportunities for career progression or promotion has declined from 100% in 2017 to 81.8% in 2019, this remains 10% above the average of the benchmark group of Trusts of 71.8%.

## 2.8 WRES Indicator 8 - Percentage of staff experiencing discrimination at work from a manager, team leader or other colleagues



|                         |       |       |       |
|-------------------------|-------|-------|-------|
| <b>White: Your org</b>  | 7.7%  | 5.6%  | 5.9%  |
| <b>BME: Your org</b>    | 4.8%  | 10.5% | 11.4% |
| <b>White: Average</b>   | 6.0%  | 5.7%  | 5.5%  |
| <b>BME: Average</b>     | 11.5% | 12.6% | 13.2% |
| <b>White: Responses</b> | 431   | 1,062 | 997   |
| <b>BME: Responses</b>   | 21    | 38    | 35    |

Average calculated as the median for the benchmark group

### Humber Teaching NHS Foundation Trust Analysis – WRES Indicator 8 - Concern

Over the preceding three years the percentage of BAME staff saying they experience discrimination at work from a manager, team leader or other colleagues has increased from 4.8% in 2017 to 11.4% in 2019 which compares with 5.5% for white colleagues.

However, the figure of 11.4% is below the average of the benchmark group of Trusts of 13.2% but the Trust recognises that further work is needed to reduce this figure further.

**2.9 WRES Indicator 9** - Percentage difference between the organisations Board voting membership and its overall workforce

|                             | <b>White</b> | <b>BAME</b> | <b>Prefer not to say</b> |
|-----------------------------|--------------|-------------|--------------------------|
| <b>Workforce</b>            | 2436         | 116         | 291                      |
| <b>Board Voting Members</b> | 11           | 0           | 0                        |
| <b>Percentage</b>           | 100%         | 0%          | 0%                       |

**Humber Teaching NHS Foundation Trust Analysis – WRES Indicator 9 - Concern**

BAME representation on the Trust Board is 0% which compares unfavourably to the NHS average of 8.4%. However, recently the Trust worked with NHS Improvement when appointing its most recent non-executive director. Furthermore, the Trust has worked to ensure that the process for appointment of Executive and Non-Executive Director posts encourages applications from as diverse a pool of talent as possible and which demonstrates the Trusts commitment to diversity and inclusion. Similarly, the Trust has worked to ensure that all members of the recruitment panel for Executive and Non-Executive Directors have up to date training in diversity and inclusion.

### 3. Summary Analysis

Humber Teaching NHS Foundation Trust has demonstrated a number of key strengths in the past 12 months when compared to the median benchmark of Trusts relating to:

- BAME representation in the workforce
- the relative likelihood of BAME staff being appointed from shortlisting
- the relative likelihood of BAME staff entering the formal disciplinary process
- the relative likelihood of BAME staff accessing non-mandatory training and CPD
- the percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public
- the percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.

However, this report also identifies further considerations relating to:

- the percentage of BAME staff experiencing harassment, bullying or abuse from staff
- the percentage of BAME staff experiencing discrimination at work from a manager, team leader or other colleagues.
- the percentage of BAME staff as part of the Trust Board representation.

### 4. Recommendations

The areas of concern highlighted in this report have been taken into account when identifying robust and effective actions for the equality, diversity and inclusion strategy for the next year. As such, the Trust's Equality, Diversity and Inclusion Annual Report for 2019/20 contain a strong set of actions to address the concerns contained in this report and can be found on the Trust website at the following address:

<https://www.humber.nhs.uk/downloads/Equality%20and%20Diversity/2020/Equality%20Diversity%20and%20Inclusion%20Annual%20Report%20201920.pdf>

5. Appendix 1 - Workforce Race Equality Standard (WRES) Annual Collection as at March 2020

| INDICATOR | DATA ITEM                              | MEASURE      | 2019             |                  |                        | 2020             |                  |                        |    |
|-----------|--|--------------|------------------|------------------|------------------------|------------------|------------------|------------------------|----|
|           |  |              | WHITE            | BME              | ETHNICITY UNKNOWN/NULL | WHITE            | BME              | ETHNICITY UNKNOWN/NULL |    |
| 1         | <b>1a) Non Clinical workforce</b>      |              | Verified figures | Verified figures | Verified figures       | Verified figures | Verified figures | Verified figures       |    |
|           | 1                                      | Under Band 1 | Headcount        | 0                | 0                      | 0                | 0                | 0                      | 0  |
|           | 2                                      | Band 1       | Headcount        | 36               | 4                      | 1                | 31               | 3                      | 1  |
|           | 3                                      | Band 2       | Headcount        | 311              | 6                      | 20               | 305              | 8                      | 24 |
|           | 4                                      | Band 3       | Headcount        | 127              | 0                      | 6                | 131              | 0                      | 8  |
|           | 5                                      | Band 4       | Headcount        | 64               | 4                      | 7                | 73               | 4                      | 7  |
|           | 6                                      | Band 5       | Headcount        | 45               | 3                      | 1                | 47               | 5                      | 1  |
|           | 7                                      | Band 6       | Headcount        | 31               | 1                      | 3                | 28               | 0                      | 1  |
|           | 8                                      | Band 7       | Headcount        | 16               | 0                      | 2                | 21               | 0                      | 3  |
|           | 9                                      | Band 8A      | Headcount        | 20               | 0                      | 0                | 20               | 0                      | 2  |
|           | 10                                     | Band 8B      | Headcount        | 11               | 0                      | 0                | 11               | 0                      | 0  |
|           | 11                                     | Band 8C      | Headcount        | 4                | 0                      | 0                | 3                | 0                      | 0  |
|           | 12                                     | Band 8D      | Headcount        | 4                | 0                      | 0                | 3                | 0                      | 1  |
|           | 13                                     | Band 9       | Headcount        | 0                | 0                      | 0                | 0                | 0                      | 0  |
|           | 14                                     | VSM          | Headcount        | 6                | 0                      | 1                | 5                | 0                      | 1  |
|           | <b>1b) Clinical workforce</b>          |              |                  |                  |                        |                  |                  |                        |    |
|           | <i>of which Non Medical</i>            |              |                  |                  |                        |                  |                  |                        |    |
|           | 15                                     | Under Band 1 | Headcount        | 0                | 0                      | 0                | 0                | 0                      | 0  |
|           | 16                                     | Band 1       | Headcount        | 1                | 0                      | 0                | 0                | 0                      | 0  |
|           | 17                                     | Band 2       | Headcount        | 54               | 8                      | 19               | 52               | 10                     | 16 |
|           | 18                                     | Band 3       | Headcount        | 390              | 25                     | 30               | 412              | 23                     | 35 |
|           | 19                                     | Band 4       | Headcount        | 85               | 3                      | 4                | 104              | 3                      | 8  |
|           | 20                                     | Band 5       | Headcount        | 295              | 9                      | 40               | 286              | 11                     | 36 |
|           | 21                                     | Band 6       | Headcount        | 416              | 13                     | 32               | 463              | 15                     | 44 |
|           | 22                                     | Band 7       | Headcount        | 215              | 4                      | 9                | 237              | 3                      | 12 |
|           | 23                                     | Band 8A      | Headcount        | 86               | 2                      | 6                | 94               | 6                      | 8  |
|           | 24                                     | Band 8B      | Headcount        | 17               | 3                      | 1                | 14               | 2                      | 1  |
|           | 25                                     | Band 8C      | Headcount        | 12               | 0                      | 0                | 17               | 0                      | 0  |
|           | 26                                     | Band 8D      | Headcount        | 2                | 0                      | 0                | 1                | 0                      | 0  |
|           | 27                                     | Band 9       | Headcount        | 1                | 1                      | 0                | 1                | 1                      | 0  |
|           | 28                                     | VSM          | Headcount        | 1                | 0                      | 0                | 1                | 0                      | 0  |
|           | <i>Of which Medical &amp; Dental</i>   |              |                  |                  |                        |                  |                  |                        |    |
|           | 29                                     | Consultants  | Headcount        | 17               | 15                     | 7                | 14               | 13                     | 5  |
| 30        | <i>of which Senior medical manager</i> | Headcount    | 0                | 0                | 0                      | 0                | 0                | 0                      |    |
| 31        | Non-consultant career grade            | Headcount    | 3                | 2                | 4                      | 4                | 3                | 4                      |    |
| 32        | Trainee grades                         | Headcount    | 5                | 3                | 4                      | 5                | 3                | 3                      |    |
| 33        | Other                                  | Headcount    | 61               | 5                | 78                     | 53               | 3                | 70                     |    |

|   |  |    |   |                 |        |        |        |        |        |        |
|---|--|----|---|-----------------|--------|--------|--------|--------|--------|--------|
| 2 | <b>Relative likelihood of staff being appointed from shortlisting across all posts</b>   | 34 | Number of shortlisted applicants  | Headcount       | 721    | 54     | 10     | 774    | 47     | 8      |
|   |  | 35 | Number appointed from shortlisting  | Headcount       | 200    | 18     | 2      | 248    | 17     | 3      |
|   |  | 36 | Relative likelihood of appointment from shortlisting  | Auto calculated | 27.74% | 33.33% | 20.00% | 32.04% | 36.17% | 37.50% |
|   |  | 37 | Relative likelihood of white staff being appointed from shortlisting compared to BME staff        | Auto calculated | 0.83   |        |        | 0.89   |        |        |
| 3 | <b>Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation</b><br><br><b>Note: This indicator will be based on data from a two year rolling average of the current year and the previous year</b> | 38 | Number of staff in workforce  | Auto calculated | 2336   | 111    | 275    | 2436   | 116    | 291    |
|   |  | 39 | Number of staff entering the formal disciplinary process  | Headcount       | 25     | 0      | 0      | 14     | 0      | 4      |
|   |  | 40 | Likelihood of staff entering the formal disciplinary process                                      | Auto calculated | 1.07%  | 0.00%  | 0.00%  | 0.57%  | 0.00%  | 1.37%  |
|   |  | 41 | Relative likelihood of BME staff entering the formal disciplinary process compared to white staff | Auto calculated |        | 0.00   |        |        | 0.00   |        |
| 4 | <b>Relative likelihood of staff accessing non-mandatory training and CPD</b>   | 42 | Number of staff in workforce  | Auto calculated | 2336   | 111    | 275    | 2436   | 116    | 291    |
|   |  | 43 | Number of staff accessing non-mandatory training and CPD:   | Headcount       | 1926   | 89     | 239    | 2118   | 104    | 248    |
|   |  | 44 | Likelihood of staff accessing non-mandatory training and CPD                                      | Auto calculated | 82.45% | 80.18% | 86.91% | 86.95% | 89.66% | 85.22% |
|   |  | 45 | Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff | Auto calculated | 1.03   |        |        | 0.97   |        |        |

|   |  |    |   |                 |        |       |        |        |       |        |
|---|--|----|---|-----------------|--------|-------|--------|--------|-------|--------|
| 9 | <p><b>Percentage difference between the organisations' Board voting membership and its overall workforce</b></p> <p><b>Note: Only voting members of the Board should be included when considering this indicator</b></p> | 46 | Total Board members                         | Headcount       | 12     | 0     | 0      | 12     | 0     | 0      |
|   |  | 47 | <i>of which: Voting Board members</i>       | Headcount       | 11     | 0     | 0      | 11     | 0     | 0      |
|   |  | 48 | <i>: Non Voting Board members</i>           | Auto calculated | 1      | 0     | 0      | 1      | 0     | 0      |
|   |  | 49 | Total Board members                         | Auto calculated | 12     | 0     | 0      | 12     | 0     | 0      |
|   |  | 50 | <i>of which: Exec Board members</i>         | Headcount       | 6      | 0     | 0      | 6      | 0     | 0      |
|   |  | 51 | <i>: Non Executive Board members</i>        | Auto calculated | 6      | 0     | 0      | 6      | 0     | 0      |
|   |  | 52 | Number of staff in overall workforce        | Auto calculated | 2336   | 111   | 275    | 2436   | 116   | 291    |
|   |  | 53 | Total Board members - % by Ethnicity        | Auto calculated | 100.0% | 0.0%  | 0.0%   | 100.0% | 0.0%  | 0.0%   |
|   |  | 54 | Voting Board Member - % by Ethnicity        | Auto calculated | 100.0% | 0.0%  | 0.0%   | 100.0% | 0.0%  | 0.0%   |
|   |  | 55 | Non Voting Board Member - % by Ethnicity    | Auto calculated | 100.0% | 0.0%  | 0.0%   | 100.0% | 0.0%  | 0.0%   |
|   |  | 56 | Executive Board Member - % by Ethnicity     | Auto calculated | 100.0% | 0.0%  | 0.0%   | 100.0% | 0.0%  | 0.0%   |
|   |  | 57 | Non Executive Board Member - % by Ethnicity | Auto calculated | 100.0% | 0.0%  | 0.0%   | 100.0% | 0.0%  | 0.0%   |
|   |  | 58 | Overall workforce - % by Ethnicity          | Auto calculated | 85.8%  | 4.1%  | 10.1%  | 85.7%  | 4.1%  | 10.2%  |
|   |  | 59 | Difference (Total Board -Overall workforce) | Auto calculated | 14.2%  | -4.1% | -10.1% | 14.3%  | -4.1% | -10.2% |

## 6. Appendix 2 - Workforce Race Equality Standard (WRES) Action Plan 20/21

| Metric                    | Objective  | Action/s  | Timescales | Lead/s   | Why   |
|---------------------------|--|---|------------|----------|---|
| 1                         | Decrease in 'unspecified' Ethnicity on ESR   | Review ethnicity monitoring information for staff and agree ESR updating processes.   | Oct 2020   | JD/JW    | The Trust has a higher proportion of 'Unspecified' ethnicity declarations in ESR  |
| 1                         | Decrease in number of new BAME starters in the 'unspecified' categories.   | Review OH paperwork for new starters to identify improvements that could encourage new starters to declare ethnicity status.  | Dec 2020   | JD/HM    |   |
| 5                         | Reduce BAME staff experience of harassment, bullying or abuse from patients, relatives or public                                     | Implement a new procedure for addressing verbal aggression towards staff by patients  | Mar 2021   | JD       | A central procedure will provide consistency of approach and establish effective support for victims and provide confidence       |
| 3, 6, 8                   | Reduce BAME staff experience of discrimination at work from manager/team leader or other colleagues                                  | Revise and implement new Bullying and Harassment training for managers  | Mar 2021   | KF       | BAME staff experience of discrimination from managers/team leader or other colleagues is a concern                                |
| 1, 2                      | Improved confidence in managers in dealing with recruitment of underrepresented groups   | <ul style="list-style-type: none"> <li>a) Review training for Recruitment and Selection</li> <li>b) Implement value based recruitment across the Trust</li> </ul>   | Mar 2021   | KF       | To continue improvements to the relative likelihood of non-BAME staff being appointed from shortlisting compared to White staff   |
| 1, 2, 4, 7                | Improve the number of BAME staff who believe that the organisation provides equal opportunities for career progression or promotion, | <ul style="list-style-type: none"> <li>a) Introduction of the high potential development scheme</li> <li>b) Leadership development programmes to be signposted at the BAME Staff network.</li> <li>c) Support for regional Stepping Up Programme</li> </ul> | Mar 2021   | KM/JD/JD | To identify and support the leadership development of future BAME leaders.  |
| 4, 7, 8                   | Improve engagement form BAME staff with equality planning and action planning  | Involve BAME Staff Network on the Trusts approach to improving the working environment for BAME staff   | Sept 2020  | JD/MM    | Improved feedback and wider discussion will allow the Trust to produce more relevant and effective action planning for BAME staff |
| 1, 2, 3, 4, 5, 6, 7, 8, 9 | Improve understanding of national WRES narratives at senior level  | New Deputy COO to be nominated for the WRES expert scheme   | Nov 2020   | CJ       | The WRES expert scheme will allow Trust engagement with the National WRES framework and initiatives                               |