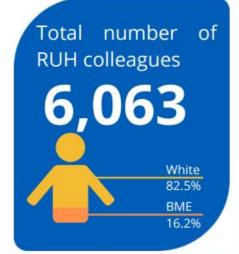




Alfredo Thompson, Director for People and Culture

# WRES Results update 2022/2023 Workforce Race Equality Standard



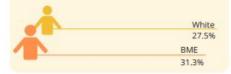
#### Indicator nine Board representative of staff

The Board is representative of RUH staff ethnicity. Last year Black, Asian and ethnic minority staff made up 13.3% of our board. This year it is 20%

20%

#### Indicator five

% of staff experiencing harassment, bullying, or abuse from patients, relatives or members of the public in the last 12 months



### Indicator one

% Ethnic minority staff in AfC Bands 8a & above



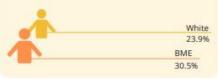
There are 14 Black, Asian or ethnic minority staff at band 8A or above, 2 more than last year. Black, Asian and ethnic minorities make up 16% of our workforce



1.5 times more likely to enter into the formal disciplinary process if you are Black, Asian or an ethnic minority, (2021 was equally as likely)

#### Indicator six

% of staff experiencing harassment, bullying, or abuse from staff/colleagues in the last 12 months



#### Key

Info taken from ESR

#### Indicator two



1.55

1.5 times more likely to be appointed from short listing if you are White than Black, Asian or ethnic minority, last year it was 1.9%

Info taken from

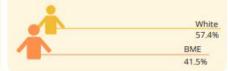
national Staff Survey

Indicator four Training 0.3

Staff from Black, Asian and ethnic minorities are more likely to access non mandatory training than White staff

#### Indicator seven

% of believing that the Trust provides equal opportunities for progression or promotion



# Royal United Hospitals Bath

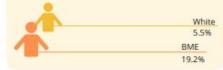
# Everyone Working Together Making a Difference

The NHS Workforce Race Equality Standard (WRES) provides a framework for ensuring the black and ethnic minority (BME) staff receieve fair treatment in the workplace and have equal access to career opportunities.

The data presented here provides an overview of the Trust's performance against the nine WRES standards.

## Indicator eight

% of staff who personally experienced discrimination at work from managers, team leaders or other colleagues in last 12 months.



# WRES ACTION PLAN 2022

Metric	Action and Comments Significant Steps		
WEITC	Action and Comments	Significant Steps	
Metric 1, Representation across bands % of staff in bands 8a and above	Positive action to increase numbers of black and ethnic minority staff in bands 8a. Our model employer targets indicated specific action is needed at band 8a	<ul> <li>Initially for internal management, publish and monitor outcomes at divisional levels as part of an integrated performance report; including greater use of statistical analysis skills within the Trust to identify the hotspots.</li> <li>Focus on supporting those divisions with the greatest need with positive action interventions such as:</li> <li>Active sponsorship of talented BAME staff ready for promotion, work with existing senior staff to reduce conscious and unconscious bias in recruitment and selection processes and ensuring fair access to and support during 'stretch' assignments and acting-up.</li> <li>Development of programme to develop leaders from black Asian and minority ethnic backgrounds is a legitimate way to develop the pipeline.</li> </ul>	
Metric 2 (and 1) <i>Likelihood of</i> <i>appointment</i>	Development and mandating of Inclusive training recruitment training. Best practice training, based on inclusive recruitment, diverse workforce. Focuses on demonstrating positive impact of a diverse workforce.	<ul> <li>Funding secured and supplier engaged</li> <li>Time-frame being developed</li> </ul>	
	Recruitment transformation. ED&I focus as part of wider workstream	<ul> <li>Head of ED&amp;I appointed</li> <li>Recruitment transformation - EDI Steering group in situ</li> <li>Recruitment team Diversity training</li> <li>Job description rewrite - complete</li> <li>Values Based recruitment</li> <li>Inclusive panels – for all interviews at 8a and above</li> </ul>	
	The Recruitment Policy should be revised to incorporate stronger EDI elements.	<ul> <li>As referenced above policy to have provision for positive action in line with Equality Act provisions, including updated disability confident employer provisions</li> <li>Aim: reduction from a likelihood score of 1.55 to 0.8-1.2 would equal parity.</li> </ul>	

# WRES ACTION PLAN 2022

Metric	Action and Comments	Significant Steps
Metric 3 Liklihood of disciplinary action	Restorative Just Culture (RJC) programme to support ethnic minority colleagues entering into disciplinary processes	<ul> <li>Increased representation in FTSU champions.</li> <li>Disciplinary and other policies re-written to support this process.</li> <li>Promotion of RJC in line with NHS England guidance. Shift culture to emphasise formal action as a last resort.</li> </ul>
	All policy review	<ul> <li>Being developed, to include zero tolerance approach.</li> <li>Supported by policy</li> <li>All our policies have been reviewed as part of accreditation process and we have amendments to make to ensure elements of potential discrimination removed.</li> </ul>
	Training for staff and managers on equality, diversity and inclusion	<ul> <li>Formal training for investigators on de-biasing the investigation process.</li> <li>Aim to expanding the stand by me intervention to include implicit association (unconscious bias) assessments and feedback as well as evaluation of intercultural competency and ways to improve skills in this area.</li> </ul>
Metric 4 Access to training	New Learning Management System will support clearer data capture.	New Learning Management System dashboard will ensure clear data around equality of staff accessing training.
Metric 5, 6 and 8 Bullying and harassment from colleagues/public/line managers	Development of Zero tolerance policy for both staff and patients in regards to acts of clear discrimination.	<ul> <li>Public (patient and staff) campaign about boundaries of behaviours and consequences for crossing the line</li> <li>Tool-lit on micro-agressions</li> </ul>
	Relaunch of networks	<ul> <li>All network chair meeting in situ</li> <li>Consideration of protected time for network roles</li> <li>ToR being reviewed currently</li> </ul>
	Education programme for all colleagues	As detailed above.
Metric 7 Equal opportunities for progression	Actions covered until Metric 1.	