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Workforce Race Equality Standards (DRAFT)

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Difference

WRES Results update 2022/2023

Workforce Race Equality Standard

Total number of
RUH colleagues

6,063



White
82.5%
BME
16.2%

Indicator nine

Board representative of staff

20%

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%

Indicator one

% Ethnic minority staff in
AFC Bands 8a & above

4.2%



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

Indicator three

Disciplinary Action

1.5



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)

Key

Info taken from
ESR

Info taken from
national Staff Survey

Indicator two

Likelihood of appointment

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%

Indicator four

Training

0.3



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

Indicator five

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



White
27.5%
BME
31.3%

Indicator six

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



White
23.9%
BME
30.5%

Indicator seven

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



White
57.4%
BME
41.5%

Indicator eight

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



White
5.5%
BME
19.2%

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The NHS Workforce Race Equality Standard (WRES) provides a framework for ensuring the black and ethnic minority (BME) staff receive 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.



Metric	Action and Comments	Significant Steps
<p>Metric 1, Representation across bands</p> <p><i>% of staff in bands 8a and above</i></p>	<p>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</p>	<ul style="list-style-type: none"> 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. Focus on supporting those divisions with the greatest need with positive action interventions such as: 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. Development of programme to develop leaders from black Asian and minority ethnic backgrounds is a legitimate way to develop the pipeline.
<p>Metric 2 (and 1) <i>Likelihood of appointment</i></p>	<p>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.</p> <p>Recruitment transformation. ED&I focus as part of wider workstream</p> <p>The Recruitment Policy should be revised to incorporate stronger EDI elements.</p>	<ul style="list-style-type: none"> Funding secured and supplier engaged Time-frame being developed Head of ED&I appointed Recruitment transformation - EDI Steering group in situ Recruitment team Diversity training Job description rewrite - complete Values Based recruitment Inclusive panels – for all interviews at 8a and above As referenced above policy to have provision for positive action in line with Equality Act provisions, including updated disability confident employer provisions <p>Aim: reduction from a likelihood score of 1.55 to 0.8-1.2 would equal parity.</p>



Metric	Action and Comments	Significant Steps
<p>Metric 3 <i>Likelihood of disciplinary action</i></p>	<p>Restorative Just Culture (RJC) programme to support ethnic minority colleagues entering into disciplinary processes</p> <p>All policy review</p> <p>Training for staff and managers on equality, diversity and inclusion</p>	<ul style="list-style-type: none"> • Increased representation in FTSU champions. • Disciplinary and other policies re-written to support this process. • Promotion of RJC in line with NHS England guidance. Shift culture to emphasise formal action as a last resort. <ul style="list-style-type: none"> • Being developed, to include zero tolerance approach. • Supported by policy • All our policies have been reviewed as part of accreditation process and we have amendments to make to ensure elements of potential discrimination removed. <ul style="list-style-type: none"> • <i>Formal training for investigators on de-biasing the investigation process.</i> • 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.
<p>Metric 4 <i>Access to training</i></p>	<p>New Learning Management System will support clearer data capture.</p>	<ul style="list-style-type: none"> • New Learning Management System dashboard will ensure clear data around equality of staff accessing training.
<p>Metric 5, 6 and 8 <i>Bullying and harassment from colleagues/public/line managers</i></p>	<p>Development of Zero tolerance policy for both staff and patients in regards to acts of clear discrimination.</p> <p>Relaunch of networks</p> <p>Education programme for all colleagues</p>	<ul style="list-style-type: none"> • Public (patient and staff) campaign about boundaries of behaviours and consequences for crossing the line • Tool-lit on micro-agressions <ul style="list-style-type: none"> • All network chair meeting in situ • Consideration of protected time for network roles • ToR being reviewed currently <ul style="list-style-type: none"> • As detailed above.
<p>Metric 7 <i>Equal opportunities for progression</i></p>	<p>Actions covered until Metric 1.</p>	