

NHS WORKFORCE RACE EQUALITY STANDARD DATA ANALYSIS
2021 (EPUT YEAR 4)

1 Purpose of Report

The purpose of this report is to share the data from Workforce Race Equality Standard (WRES) with Trust Board, showing the experiences of our Black, Asian and Minority Ethnicity (BAME) workforce compared to our White workforce. This is year 4 of the Workforce Race Equality Standard for EPUT – Year 7 overall.

Following on from The WRES introduction in 2015, this report sets out our performance across each of the nine metrics set by NHS England. The attached action plan sets out our agreed priorities for the year (Appendix B). Appendix C shows our current progress based on NHSI/E's Model Employer initiative.

The report has been written with Input from the BAME Network membership before submission to the Equality and Inclusion Sub-Committee, Quality Committee and EPUT's Board of Directors for approval.

2 Executive Summary

This is the fourth official WRES report for the Trust and a full summary of our findings can be found in Appendix A. Bank Staff are included in our figures because we believe they are an integral part of our workforce. Initial findings show:

- Whilst there has been an increase in BAME staff across most bands in the Trust (*Appendix A, Fig 1 and 2*), there has been a decrease (-1.3%) in their overall percentage in the workforce. Our BAME staff percentage is still higher than the national average.
- White staff members are more likely to be appointed from shortlisting compared to BAME Staff. (Metric 2)
- The relative likelihood of BAME staff entering the formal disciplinary process compared to white staff has continued to increase from 2019 to present. (Metric 3)
- BAME Staff are more likely to access non-mandatory training / career progression and development (CPD) in comparison to 2020 (in comparison to their white counterparts; see Metric 4).
- The percentage of BAME Staff experiencing bullying and harassment from patients, carers and members of the public (based on FFT scores) has decreased. (Metric 6)
- The reported experiences of Bullying, Abuse, Harassment and Discrimination from colleagues and managers have increased. These are both worse than the national average. (Metrics 7 and 8)
- There has been a significant increase in representation of BAME staff on our Trust Board, and this is better than the national average. (Metric 9)

3 Action Planning

An action plan is attached as Appendix B. This is not a full breakdown of the work that will take place in this period to support these groups; this work will be captured in the NHS People Plan EPUT response to belonging and equality. The WRES action plan focusses on priorities for this year that we believe will result in progress for our equality and inclusion goals for Black, Asian and Minority Ethnicity Staff members.

Quarterly updates on the action plan will be discussed in all relevant committees, as well as monthly meetings to track progress and review the agreed actions. The action plan for 20/21 will be complete by the end of September 2021 and there are some key highlights as follows:

- Reverse Mentoring involving Black, Asian and Minority Ethnicity staff members as Mentors, a live celebration event was held to thank them and remunerate participation (via gift vouchers).
- Cultural Intelligence (CQ) Coaching for Board and Senior Leadership Team provided by Above Difference.
- BAME Network Chair has regularly met with HR Leads in 2020-21 to review monthly suspension and grievance reports alongside Trust Freedom to Speak up Guardian.
- Disciplinary Decision Making Tool developed and any cases involving a staff member from a Black, Asian or other Minority Ethnicity group include a discussion with the BAME Network Chair before proceeding to formal process.
- 1:1 Support & Appraisal Policy has been re-written with a view to improve Talent Management in the Trust and remove potential bias.
- Initial development of Race Allyship and Equality Coaching in collaboration with staff focus groups and BAME Network, set to be implemented in late 2021.
- BAME Network Chair involved in Staff Induction and EPUT Career Lounge sessions to discuss BAME Network and Race Equality.
- Investment in a Director of Equality in acknowledgement of the importance of Equality, Equitable Treatment and Inclusion in the organisation.

4 Conclusion

It is of concern that there has been a decline in six of the nine Metrics; more work is needed to improve the experience of our BAME workforce. There will have to be close scrutiny and further support from Action Plan leads in order to ensure that these Metrics improve across 2021 – 22 as well as discussion on how to further support the BAME Network and Equality and Inclusion functions of the Trust.

It cannot be the case that our BAME workforce are at a disadvantage in the workforce in comparison to their white counterparts.

We must now focus on not only improving the individual metrics, but look overall at how we are addressing the issues faced by our BAME workforce. The action plan will go some way to doing this but it should be noted that it is not a full set of actions being taken to address racial inequalities – rather those that are agreed to address these metrics.

5 Action Required

Trust Board is asked to:

- Approve the report for publication and wide promotion internally and externally.
- Discuss the contents of the report and note the lack of progress across six of the metrics.
- Consider and agree the proposed Actions to address these gaps.
- Make general recommendations for improving the experience of Black Asian and Minority Ethnic Staff at EPUT.

Report prepared by

Name: Gary Brisco
Role: Equality Advisor
Date: September 2021

Name: Lorraine Hammond
Role: Director of Equality and Inclusion
Date: September 2021

Name: David Uzosike and Moriam Adekunle
Role: BAME Staff Network Contributors
Date: September 2021

On Behalf of:

Name Sean Leahy
Job Title Executive Director - People and Culture