

WORFORCE RACE EQUALITY STANDARD

(WRES) REPORT

1ST APRIL 2023 - 31ST MARCH 2024

Table of Contents	1
Introduction	2
Indicator 1 - Percentage of BME staff in each salary range by clinical / non-clinical staff compared to the percentage of staff in the overall workforce	3
Indicator 2 - Relative likelihood of staff being appointed from shortlisting across all posts....	4
Indicator 3 - Relative likelihood of staff entering the formal disciplinary process	5
Indicator 4 - Relative likelihood of staff accessing non-mandatory training and Continued Professional Development (CPD)	5
Indicator 5 (Staff Survey) - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	6
Indicator 6 – (Staff Survey) Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	7
Indicator 7 - (Staff Survey) - Percentage believing that Trust provides equal opportunities for career progression or promotion.....	7
Indicator 8 – (Staff Survey) - In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues.....	8
Indicator 9 - Board representation.....	9

Introduction

Implementing the Workforce Race Equality Standard (WRES) is a requirement for NHS commissioners and NHS healthcare providers including independent organisations, through the NHS Standard contract.

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 Black, Minority Ethnic (BME) representation on boards.

The WRES highlights any differences between the experience and treatment of White colleagues and BME colleagues in the NHS.

Sandwell & West Birmingham NHS Trust are required to publish an annual WRES report, which sets out the organisation's data for each metric.

Alongside our EDI plan, a WRES action plan will be developed and will set out how we will address inequalities that have been highlighted.

The WRES aims to gain a better understanding of the issues faced by Black, Minority, Ethnic (BME) colleagues and the barriers they experience compared to White colleagues.

Our Trust must publish the WRES annual report on our website by 31st October each year.

Indicator 1 - Percentage of BME staff in each salary range by clinical / non-clinical staff compared to the percentage of staff in the overall workforce

% of Total Staff Ethnicity (White, BME & Unknown) by Band Agenda for Change, VSM & Medical & Dental

2023				2024			
Pay Band	White%	BAME%	Unknown%	Pay Band	White%	BAME%	Unknown%
Band 1	100%	0%	0%	Band 1	100%	0%	0%
Band 2	45%	42%	13%	Band 2	49%	45%	7%
Band 3	46%	43%	11%	Band 3	45%	45%	10%
Band 4	56%	31%	14%	Band 4	58%	36%	6%
Band 5	25%	48%	26%	Band 5	26%	48%	26%
Band 6	50%	41%	9%	Band 6	48%	44%	8%
Band 7	63%	31%	6%	Band 7	62%	33%	4%
Band 8a	61%	31%	7%	Band 8a	62%	32%	6%
Band 8b	61%	27%	12%	Band 8b	64%	28%	8%
Band 8c	80%	18%	2%	Band 8c	78%	18%	4%
Band 8d	83%	6%	11%	Band 8d	74%	11%	15%
Band 9	78%	6%	17%	Band 9	81%	13%	6%
Medical & Dental Consultant	24%	68%	8%	Medical & Dental Consultant	22%	70%	8%
Medical & Dental Non-Consultant Career Grade	13%	70%	18%	Medical & Dental Non-Consultant Career Grade	12%	73%	15%
Medical & Dental Trainee Grades	16%	43%	41%	Medical & Dental Trainee Grades	19%	54%	27%
Other	24%	39%	38%	Other	26%	47%	27%
VSM	73%	18%	9%	VSM	92%	8%	0%

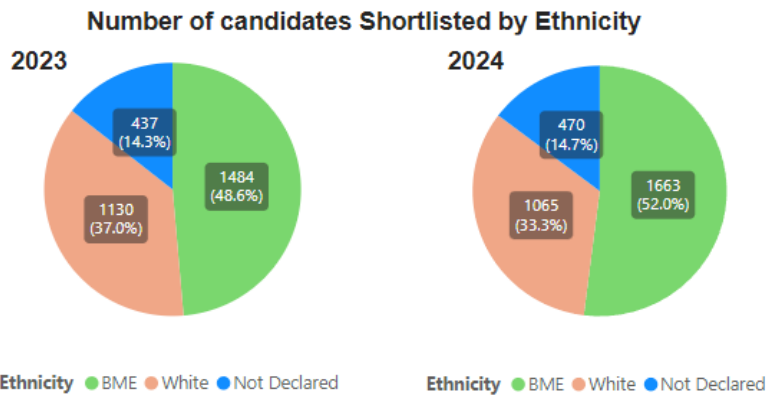
There has been improvement in representation of BME staff in Bands, 8A, 8B, 8D and Band 9 which is positive for the Trust and reflects improved diversity in representation

The data however remains the same at Band 8C.

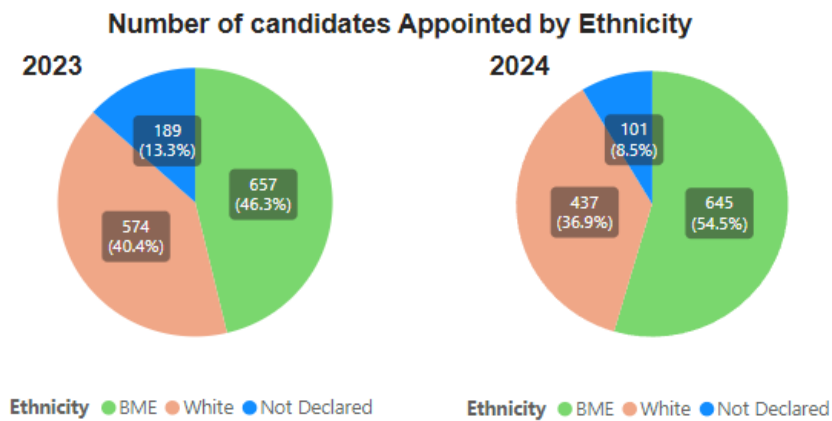
The Medical and Dental category shows an increase across the board and an increase in Medical & Dental trainee grades from **43%** to **54%** for BME colleagues.

At Very Senior Manager (VSM) level we have seen a **1%** decrease in representation for BME colleagues This is a key area of focus for improvement given the significant under-representation relative to the number of BME employees in the Trust and within the wider population that we serve.

Indicator 2 - Relative likelihood of staff being appointed from shortlisting across all posts

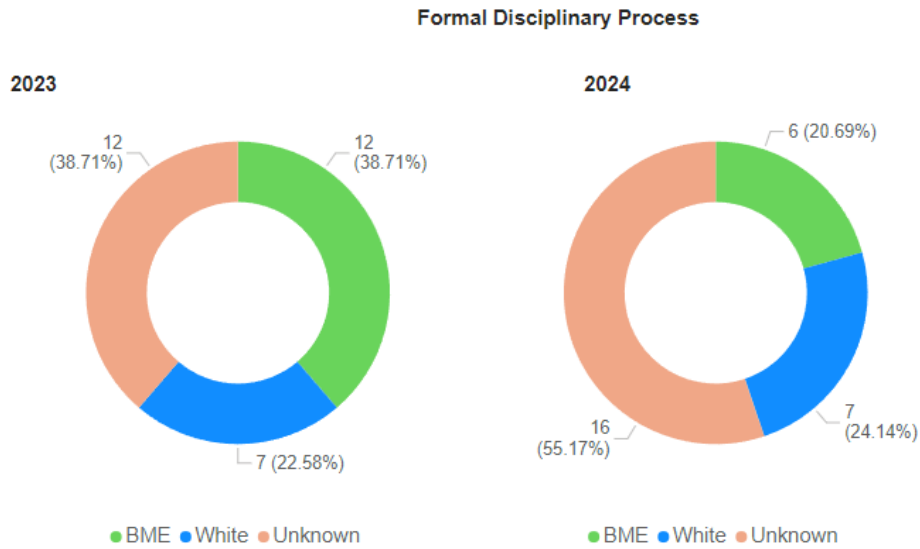


In 2023, **1484** BME candidates were shortlisted. In 2024 this increased to **1663**.



In 2023 we appointed **46.3%** of BME colleagues. In 2024 we appointed **54.5%** of BME colleagues. There is a marked improvement in parity for BME staff with their white colleagues in appointment from shortlisting which is positive.

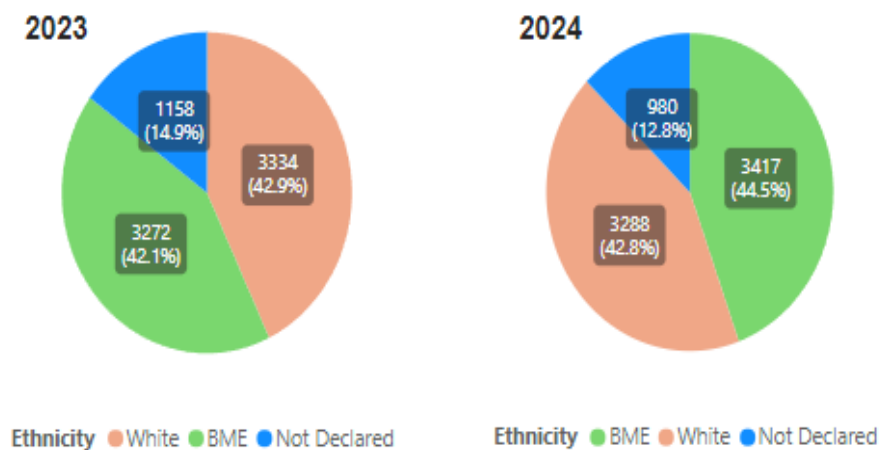
Indicator 3 - Relative likelihood of staff entering the formal disciplinary process



In 2023, **12** BME colleagues entered the formal disciplinary process. In 2024 this figure reduced to **6** which demonstrates significant improvement.

Indicator 4 - Relative likelihood of staff accessing non-mandatory training and Continued Professional Development (CPD)

Number of candidates who accessed Non-Mandatory Training by Ethnicity

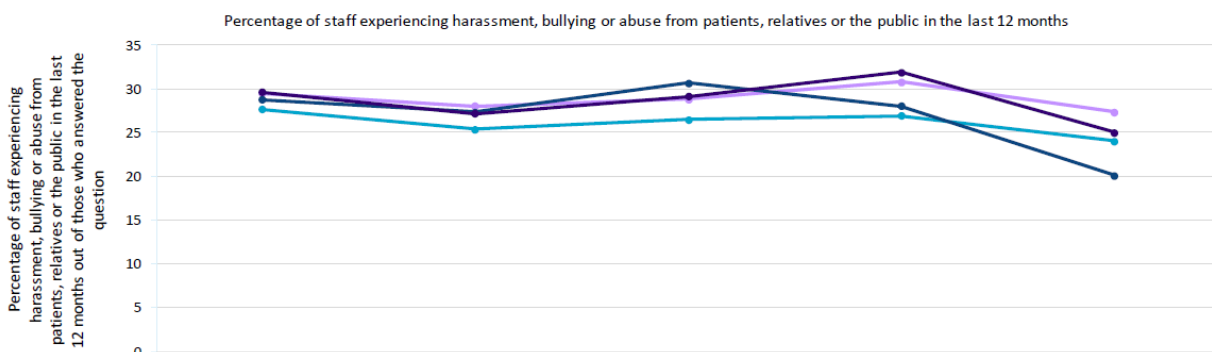


The number of white colleagues who have accessed non-mandatory training has fallen by **1%**. **42.9%** in 2023, **42.8%** in 2024. In contrast we see an increase in the

number of BME colleagues who have accessed non-mandatory training. Going from **42.1%** in 2023 to **44.5%** in 2024.

Indicator 5 (Staff Survey) - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

Workforce Race Equality Standard (WRES) Survey Coordination Centre **NHS**



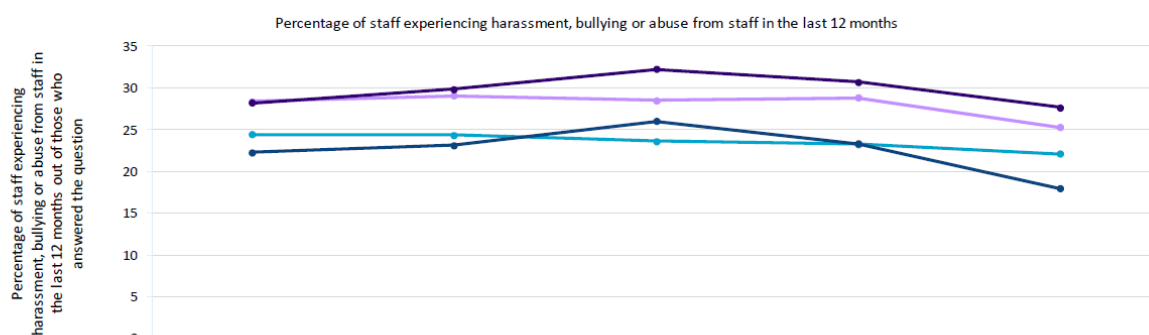
	2019	2020	2021	2022	2023
White staff: Your org	28.73%	27.36%	30.69%	27.99%	20.10%
All other ethnic groups*: Your org	29.63%	27.16%	29.15%	31.92%	25.00%
White staff: Average	27.67%	25.36%	26.47%	26.91%	24.05%
All other ethnic groups*: Average	29.51%	28.01%	28.84%	30.82%	27.34%
White staff: Responses	1507	1389	1603	1561	1293
All other ethnic groups*: Responses	739	751	1005	1106	820

*Staff from all other ethnic groups combined
 Note: 2023 results for WRES indicator 5 (Q14a) are now reported using corrected data. Please see <https://www.nhsstaffsurvey.com/survey/documents/> for more details.

Historically the statistics for this indicator are very high both within the Trust and nationally. It is however positive to see the percentages are falling for both White and BME colleagues and our figures are now below the average.

Indicator 6 – (Staff Survey) Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

Workforce Race Equality Standard (WRES) Survey Coordination Centre



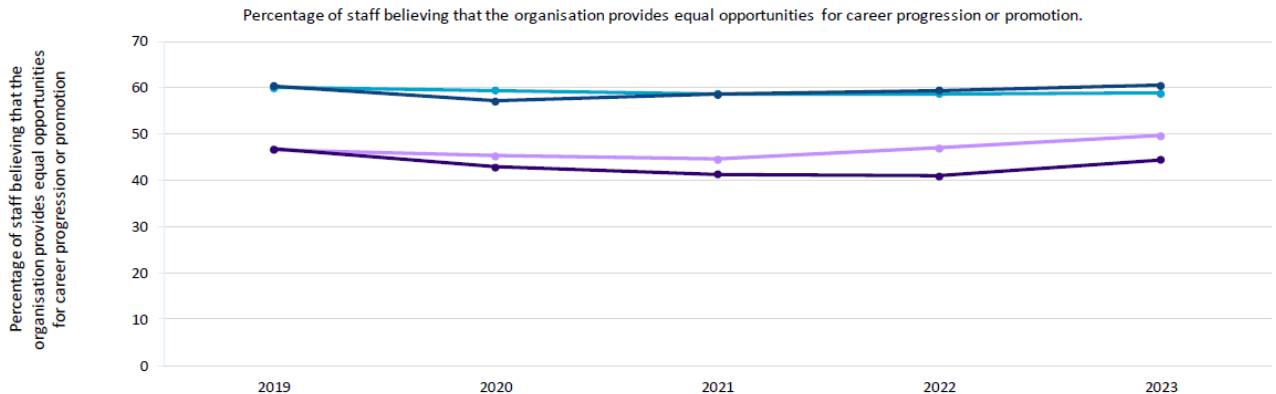
	2019	2020	2021	2022	2023
White staff: Your org	22.27%	23.14%	26.03%	23.30%	17.93%
All other ethnic groups*: Your org	28.20%	29.88%	32.24%	30.72%	27.64%
White staff: Average	24.44%	24.37%	23.65%	23.25%	22.12%
All other ethnic groups*: Average	28.39%	29.07%	28.53%	28.81%	25.25%
White staff: Responses	1509	1396	1598	1562	1288
All other ethnic groups*: Responses	734	753	1005	1110	818

*Staff from all other ethnic groups combined

Note: 2023 results for WRES indicator 6 (Q14b & Q14c) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

For this indicator we see a decrease for both White and BME colleagues. However it should be noted that despite an improvement for BME colleagues, from **30.72%** to **27.64%** we are still above the national average of **25.25%**.

Indicator 7 - (Staff Survey) - Percentage believing that Trust provides equal opportunities for career progression or promotion

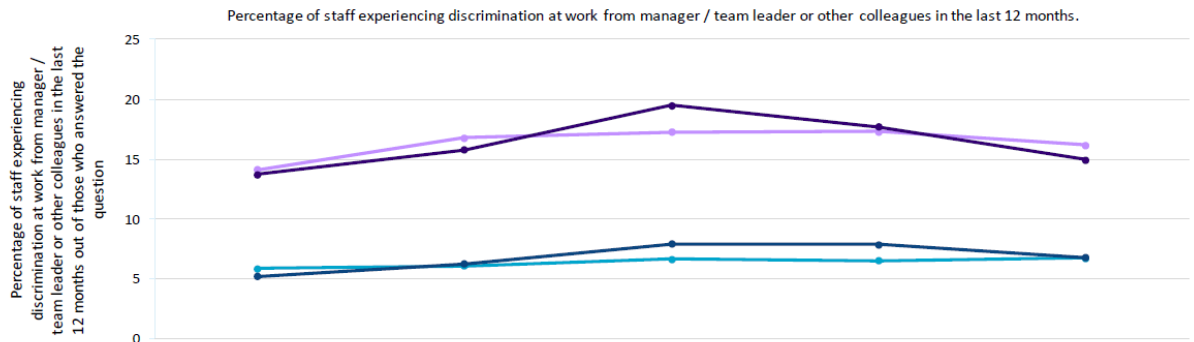


	2019	2020	2021	2022	2023
White staff: Your org	60.36%	57.09%	58.61%	59.40%	60.54%
All other ethnic groups*: Your org	46.76%	42.82%	41.29%	40.95%	44.46%
White staff: Average	60.00%	59.39%	58.64%	58.65%	58.84%
All other ethnic groups*: Average	46.62%	45.24%	44.56%	47.00%	49.64%
White staff: Responses	1506	1417	1556	1542	1343
All other ethnic groups*: Responses	740	780	976	1094	902

*Staff from all other ethnic groups combined

We see an improvement for both White and BME colleagues for this indicator when comparing the previous year. We are above the average for White colleagues but below average for BME colleagues.

Indicator 8 – (Staff Survey) - In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues



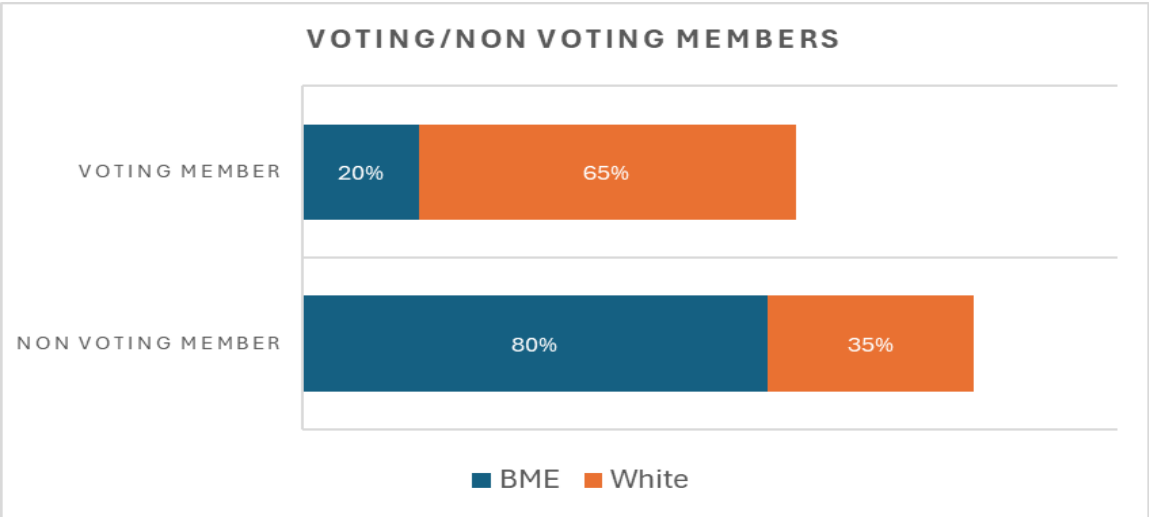
	2019	2020	2021	2022	2023
White staff: Your org	5.22%	6.27%	7.90%	7.89%	6.78%
All other ethnic groups*: Your org	13.74%	15.78%	19.51%	17.69%	14.97%
White staff: Average	5.85%	6.09%	6.67%	6.52%	6.73%
All other ethnic groups*: Average	14.14%	16.77%	17.28%	17.33%	16.17%
White staff: Responses	1093	1308	1569	1533	1342
All other ethnic groups*: Responses	553	716	979	1091	902

*Staff from all other ethnic groups combined

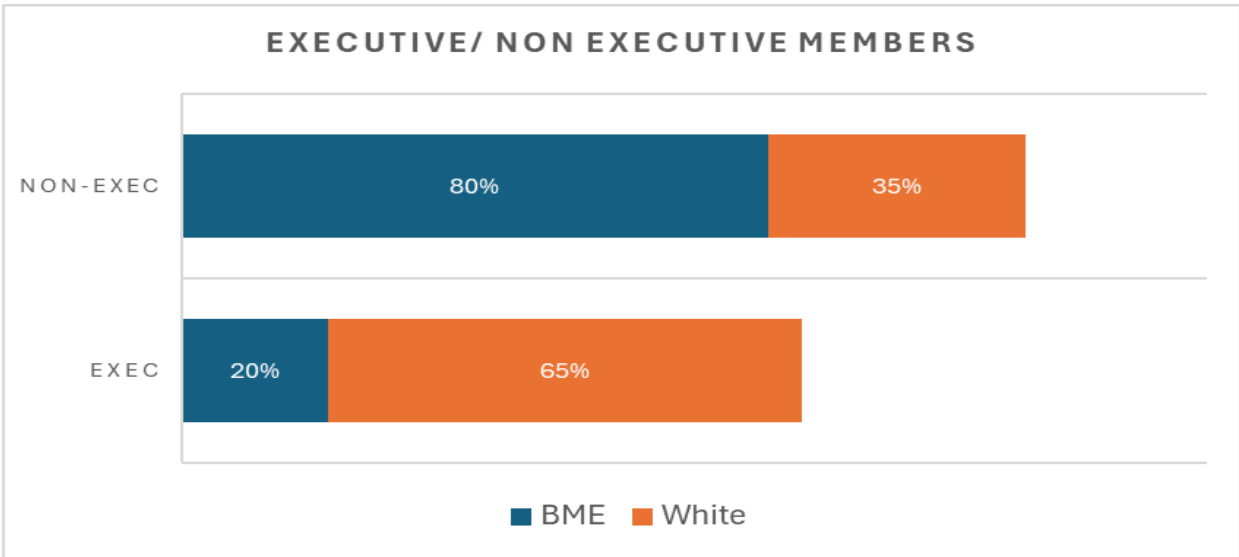
We see an improvement for this indicator when comparing the previous year for both White and BME colleagues. We have fallen below average for BME colleagues and we are slightly above average for White colleagues.

Indicator 9 - Board representation

Voting / Non-Voting Members



Executive/ Non-Executive Members



Both charts show that there is work to be done in regard to improving BME representation at Executive Board level.