

## **Workforce Race Equality Standard (WRES) Report 2021**

This report sets out the Trust's position on the Workforce Race Equality Standard indicators for 2021 compared to 2020, with an action plan which has been developed in consultation with our Ethnic Diversity group (Staff Network) and Joint Union Committee.

The Workforce Race Equality Standard consists of nine indicators of workforce race equality, including the profile of the workforce, and data from the national staff survey indicators. It highlights any differences between the experience and treatment of white staff and BAME staff and provides a platform to take necessary remedial action on the causes of ethnic inequalities or differential treatment



## 2021 Workforce Race Equality Standard (WRES) Summary Report and Outline Action Plan

WRES Summary Report									
WRES Indicator	Data for 2020 and 2021						Analysis and Commentary	Draft Action Plan (2020-24)	
1	Percentage of staff in each of the Agenda for Change bands 1-9 or Medical & Dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce	<b>Band/ Grade</b>	<b>White</b>		<b>BAME</b>		<b>Not Known</b>		
			<b>2020</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>	
		<b>Workforce</b>	<b>83.1%</b>	<b>83.7%</b>	<b>14.5%</b>	<b>15.2%</b>	<b>2.4%</b>	<b>1.1%</b>	
		<b>Non-Clinical</b>							
		Band 1	71%	60%	29%	40%	0%	0%	
		Band 2	73%	74%	26%	26%	1%	0%	
		Band 3	83%	86%	15%	14%	2%	0%	
		Band 4	87%	87%	10%	11%	3%	1%	
		Band 5	88%	89%	11%	10%	1%	1%	
		Band 6	83%	85%	16%	15%	1%	0%	
		Band 7	86%	83%	12%	16%	2%	1%	
		Band 8a	86%	89%	9%	6%	5%	5%	
		Band 8b	90%	92%	10%	8%	0%	0%	
		Band 8c	100%	100%	0%	0%	0%	0%	
		Band 8d	100%	100%	0%	0%	0%	0%	
		Band 9	86%	100%	0%	0%	14%	0%	
		VSM	90%	91%	10%	10%	0%	0%	
		<b>Clinical</b>							
		<b>Band/ Grade</b>	<b>White</b>		<b>BAME</b>		<b>Not Known</b>		
			<b>2020</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>	<b>2020</b>	<b>2021</b>	
Band 2	78%	74%	20%	23%	2%	3%			
Band 3	84%	84%	15%	15%	1%	1%			
<p>The overall percentage of BAME staff has increased by 0.75% in the last 12 months. The percentage of staff for whom ethnicity data was not known has decreased by 1.3%.</p> <p>In terms of the non-clinical workforce there has been an increase in BAME staff in bands 1, 4 and 7. Decreases have taken place in bands 3, 5, 6, 8a and 8b.</p> <p>In terms of the clinical workforce (AfC) there have been increases of BAME staff in in bands 2, 5, 7 and 8b.</p> <p>There has been a 2% increase in the BAME Medical Consultant group.</p>									
<ul style="list-style-type: none"> <li>To establish workforce race equality targets for Trust and divisional level to increase representation at the higher AfC bands and VSM.</li> <li>To review recruitment and selection procedures to ensure they support advancement of equality</li> <li>To introduce a system of 'comply or explain' to ensure fairness in interviews</li> <li>To continue to use positive action to allocate places on the Christie Leadership Development</li> </ul>									

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		Band 4	82%	76%	18%	18%	0%	6%			Programme • Engage more proactively with external communities/ stakeholders and partners to promote vacancies to diverse staff networks.	
		Band 5	84%	81%	15%	19%	1%	1%				
		Band 6	88%	88%	11%	11%	1%	0%				
		Band 7	91%	91%	7%	8%	2%	1%				
		Band 8a	93%	95%	3%	3%	4%	2%				
		Band 8b	97%	97%	0%	3%	3%	0%				
		Band 8c	94%	100%	6%	0%	0%	0%				
		Band 8d	80%	100%	20%	0%	0%	0%				
		Band 9	100%	100%	0%	0%	0%	0%				
		VSM	100%	100%	0%	0%	0%	0%				
		Medical and Dental Consultants	63%	69%	27%	29%	10%	2%				
		Non-Consultant career grades	40%	53%	52%	44%	8%	2%				
		Medical and Dental Trainees	0%	0%	0%	0%	0%					
2	Relative likelihood of staff being appointed from shortlisting across all posts	<b>2020</b>			<b>2021</b>				There has been a small improvement in this area.		<ul style="list-style-type: none"> <li>To review recruitment and selection procedures to ensure they support advancement of equality</li> <li>To introduce a system of 'comply or explain' to ensure fairness in interviews</li> <li>Continue the roll out of the Fair Recruitment Champions initiative</li> </ul>	
		The relative likelihood of white staff being appointed from shortlisting compared to BAME staff is <b>3.07</b> times greater.			The relative likelihood of white staff being appointed from shortlisting compared to BAME staff is <b>2.17</b> times greater.							

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3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation (Based on data from a two-year rolling average of current and previous year).	2020		2021		There has been an improvement in this area, although BAME staff remain more likely to enter the formal disciplinary process compared to white staff. It should be noted that the numbers of staff entering the disciplinary process are relatively small and therefore small changes make a big impact on the score.	<ul style="list-style-type: none"> <li>The Scrutiny Panel will continue to assess all potential disciplinary cases anonymously before proceeding</li> <li>To undertake consistency checking to ensure that there is no bias against BAME staff in the disciplinary process</li> </ul>
		The relative likelihood of BAME staff entering the formal disciplinary process is <b>1.19</b> times higher compared to white staff.		The relative likelihood of BAME staff entering the formal disciplinary process is <b>0.59</b> times higher compared to white staff.			
4	Relative likelihood of staff accessing non-mandatory training and CPD	2020		2021		The data remains similar to the previous year. BAME staff remain less likely to access non-mandatory training and continuing professional development (CPD) compared to white staff.	<ul style="list-style-type: none"> <li>Investigate the data further to understand the causes of the disparity, identify any potential barriers and put in place actions to address them.</li> </ul>
		White staff are <b>1.37</b> times more likely to access non-mandatory training and CPD as BAME staff		White staff are <b>1.36</b> times more likely to access non-mandatory training and CPD as BAME staff			
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	2020		2021		BAME staff are marginally less likely to report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months compare to white staff. Both staff groups have experienced a decrease in bullying rates.	<ul style="list-style-type: none"> <li>Continue to employ the standard operating procedure under the Violence and Aggression Policy with the aim of reducing harassment from patients/service user and members of the public</li> </ul>
		<b>White Staff</b>	<b>BAME Staff</b>	<b>White Staff</b>	<b>BAME Staff</b>		
		12.9%	14.6%	11.8%	11.3%		
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	2020		2021		There has been a <b>3.8%</b> increase in BAME staff reporting that they have experienced harassment, bullying or abuse from staff in last 12	<ul style="list-style-type: none"> <li>Continue to develop and deliver the Respect Campaign</li> <li>Listen to Learn</li> </ul>
		<b>White Staff</b>	<b>BAME Staff</b>	<b>White Staff</b>	<b>BAME Staff</b>		
		19.5%	23.0%	19.8%	26.8%		

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						months.	engagement initiative led by the Ethnic Diversity Group to hear staff experience
7	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	2020		2021		The percentage of BAME staff believing that the Trust provides equal opportunities for carer progression and promotion has fallen by a further <b>3.1%</b> while the rate for white staff has remained broadly the same.	<ul style="list-style-type: none"> <li>• Hold focus groups for BAME staff to understand their experience and perceptions of working at The Christie and develop appropriate actions</li> <li>• Listen to Learn engagement initiative led by the Ethnic Diversity Group to hear staff experience</li> <li>• Develop guidance for managers and senior leaders on 'sponsorship' and how managers can be active sponsors for BAME staff, identifying their talent and opportunities for progression.</li> </ul>
		White Staff	BAME Staff	White Staff	BAME Staff		
		90.3%	83.3%	90.2%	80.2%		
8	In the last 12 months have you personally experienced	2020		2021		There has been a significant increase in the percentage of BAME staff reporting experience of	<ul style="list-style-type: none"> <li>• Develop a Managing a Diverse Workforce module in the</li> </ul>
		White Staff	BAME Staff	White Staff	BAME Staff		

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	discrimination at work from any of the following? b) Manager / team leader or other colleagues	4.0%	7.5%	5.7%	13.8%	discrimination at work. The rate for BAME staff is 2.42 times higher (more than 50%) than that for white staff.	Managing for Success Programme <ul style="list-style-type: none"> <li>Listen to Learn engagement initiative led by the Ethnic Diversity Group to hear staff experience</li> <li>Promote the Positive Working Relationships Policy within the Trust</li> <li>Continue with the Respect Campaign Plan</li> </ul>
9	Percentage difference between i) the organisation's board voting membership and its overall workforce and ii) the organisation's Board Executive membership and its overall workforce	<b>2020</b>		<b>2021</b>		The membership of the Trust Board has remained the same. The percentage of BAME staff in the workforce has increased by 0.7%, thus the gaps has increased slightly.	<ul style="list-style-type: none"> <li>To establish workforce race equality targets for Trust Board to increase representation.</li> <li>Actively engage in promoting board vacancies within diverse staff networks (internally and</li> </ul>
		Percentage of the workforce which is BAME <b>14.5%</b>		Percentage of the workforce which is BAME <b>15.2%</b>			
		Difference between the overall BAME Board membership and the BAME workforce		Difference between the overall BAME Board membership and the BAME workforce			
		<b>-6.8%</b>		<b>-7.5%</b>			

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<b>WRES Indicator</b>		<b>Data for 2020 and 2021</b>		<b>Analysis and Commentary</b>	<b>Draft Action Plan (2020-24)</b>
					externally)