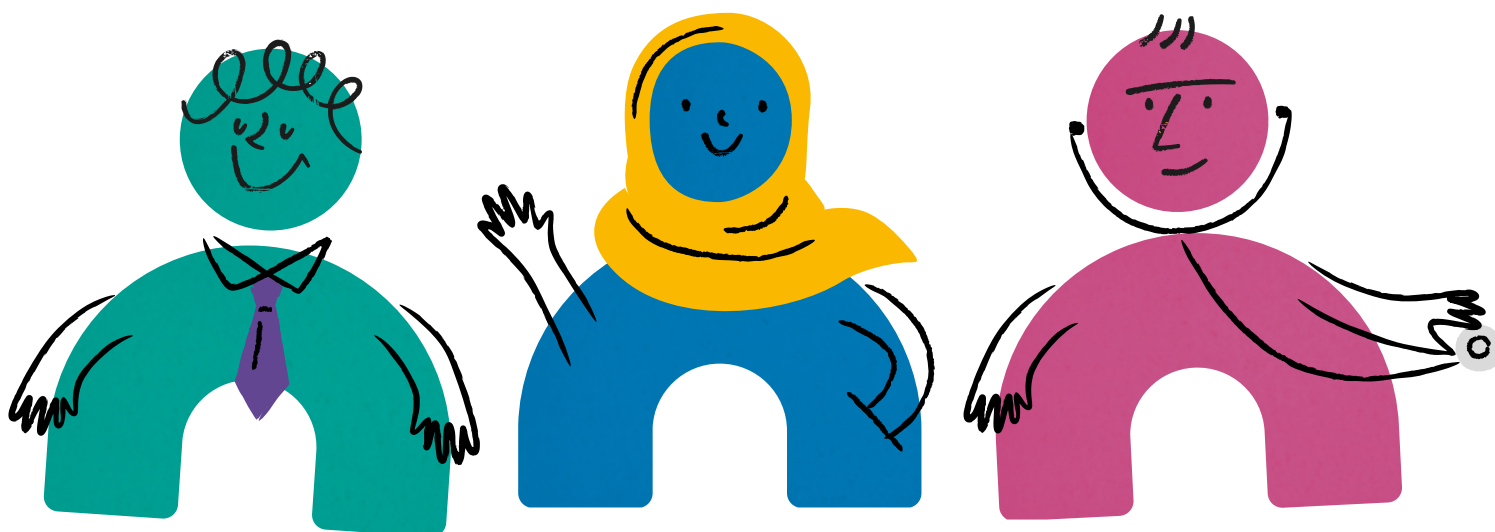


Humber Teaching NHS Foundation Trust

NHS Workforce Race Equality Standard (WRES)

Annual Report 2023



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Trust scores have improved on 2022 in three of the indicators), showing a positive trajectory, although more work remains.

1.0

Executive Summary

The Workforce Race Equality Standard (WRES) was mandated through the NHS standard contract in 2015, with the first report released in June 2016. Since then, the Trust has published its progress annually against a number of indicators, focusing on addressing inequality at work and showing progress against the nine WRES indicators. In this way, the Trust can fully understand local challenges, make necessary changes, and also chart our progress on a broader scale by comparing regional and national issues.

The Trust has undertaken a number of initiatives in the last 12 months and as a result has demonstrated better results than the national average in 8 of the 9 indicators. Trust scores have improved on 2022 in three of the indicators (where one remains only 0.1% worse than the national figure), showing a positive trajectory, although more work remains. A notable achievement is that the Trust is likely to remain a top performing Trust for WRES indicator 2, 'Relative likelihood of hiring staff from shortlisting'.

Key findings include:

- The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months is 21.2%, which is a reduction of 9.2% the previous year, as well as being significantly better than the national figure of 30.4%;
- The percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months is 25.8%, a similar figure to the previous year but this is better the national figure of 27.7%;
- The percentage of staff believing that the organisation provides equal opportunities for career progression or promotion is 47%, which is line with the previous year but slightly ahead of the national figure which is 46.4%;
- The percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months is 16.7%, which is an improvement on the previous year and only 0.1% above the national figure of 16.6%.
- The relative likelihood of White staff being appointed from shortlisting compared to BME staff is 0.78, which is an improvement on the previous year's figure of 1.26. this means BME staff are not disadvantaged during the recruitment process.
- The relative likelihood of BME staff entering the formal disciplinary process compared to White staff is 0.94, which is an improvement on last year's figure of 1.08, which means BME staff are not overly represented in the formal disciplinary process.
- During the period, we have seen an improvement to Black, Asian and Ethnic Minority representation on the Trust board.

2.0

Introduction

Using the Workforce Race Equality Standard (WRES), NHS organisations measure and provide key insight into the workplace experience of Black, Asian and Ethnic Minority staff.

In 2015, the NHS Equality and Diversity Council and NHS England commissioned the WRES to understand Black, Asian and Ethnic Minority staff experiences within NHS organisations.

A total of nine indicators are used in the WRES report (see Appendix 1): indicators 1 - 4 are taken from the Trust's Electronic Staff Record (ESR), indicators 5 - 8 are taken from the National NHS Staff Survey, and indicator 9 refers to the Trust's Board.

All NHS organisations implement the WRES report annually, and

it has become an integral part of measuring our performance and progress in relation to the experiences of Black, Asian and Ethnic Minority staff.

Humber Teaching NHS Foundation Trust is an award-winning organisation, providing a broad range of care and services across a wide geographical area. We employ approximately 3,400 staff across more than 82 sites at locations throughout five geographical areas; Hull, the East Riding of Yorkshire, Whitby, Scarborough and Ryedale.

We provide care to a population of 765 thousand people of all ages who live within an area of more than 4,700 square kilometres, which contains some areas of isolated rurality, dispersed major settlements and pockets of significant deprivation.

Our workforce is paramount to delivering high quality care for our patients and the organisation strives to be an employer of choice locally and one which offers long term employment opportunities combined with structured personal and professional development.

Black, Asian and Ethnic Minority people represents 3.8% of the East Riding population, 5.1% of the Humber population and 2.6% of the North Yorkshire population. Black and Ethnic Minority people represent 6% of Humber Teaching NHS Foundation Trust's workforce, an increase on last year's figure of 5.3%.

This report seeks to understand the experiences across the nine WRES metrics (see appendix 1) for our Black, Asian and Ethnic Minority staff.



Employing approximately

3,400 staff

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of the East Riding population

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of the Humber population

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of the North Yorkshire population

Black and Ethnic Minority people represent

6%

of the Humber Teaching Trust's workforce, an increase on last year's figure of **5.3%**



We provide care to a population of 765 thousand people of all ages who live within an area of more than 4,700 square kilometres.

3.0

WRES Related Activity

As a Trust we are committed to using the WRES data and interpreting it in order to improve representation within the workforce. Here is a summary of some of the WRES related activity that we as a Trust have undertaken since the 2021/2022 report:

National Centre for Diversity FREDIE Assessment

The National Centre for Diversity (NCFD) advised the Trust on how to initiate and carry out a campaign around FREDIE (Fairness, Respect, Equity, Diversity, Inclusion, Engagement) to renew and refresh the Trust's commitment to inclusion with an aim to enhance the culture and improve inclusion for staff and service users whatever their background.

As a part of the FREDIE campaign NCFD carried out a cultural audit within the Trust to understand how inclusive the Trust is and any areas for improvement. Similarly, they review the 'Zero-tolerance' approach to bullying and harassment and to move the Trust towards a more pro-active and potentially a more preventative approach through a 'Respect campaign'.

Data Accuracy

We carried out a full review of the data accuracy process and produced a flowchart for reducing unspecified data entries. This

involved introducing data quality checks at multiple points of the employment journey. This now includes welcome calls when candidates are navigating the initial stages of the onboarding process, which is also used as an opportunity to gather EDI data, as well as through monthly reports and subsequent contact. Where there are outstanding, or unspecified equality data entries, contact is made to support employees to update their own records via ESR and notices on ESR remind staff to update records every 12 months. Monthly reports are generated for the recruitment team and the flexible workforce team so that they can chase up outstanding equality data information.

Recruitment and Selection

Over the past year there has been a drive to ensure colleagues have the opportunity to undertake recruitment and selection training which has a focus on enhancing workforce diversity through recruitment practices. 133 managers attended this between April 2022 and March 2023.



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Bullying and Harassment Training for Managers

To date, bullying and harassment training has been offered via an external provider, however the Trust have developed a learning proposal to bring this offer in-house. Given it will be an internal offer, we will be able to tailor to meet the Trust's needs and ensure a regular stream of courses are provided each month. Similarly, with an in-house training offer, the WDES and WRES data on bullying and harassment can be contextualised within the training to ensure all colleagues are aware of the WDES/WRES findings regarding bullying and harassment. During the timeframe, 15 managers attended the training.

Empowering our Staff Networks

A review was undertaken of staff networks and a number of changes agreed to accommodate allies, ensure consistency of approach, and make sure support and leadership from the Executive Team is provided to each of the Trust Networks, Race Equality Network, LGBTQ+ Network and the Disability Network. Each network now has improved terms of reference and a joint approach to chairing the networks with support from the Executive team.

Leadership and Development

The Trust offers a range of leadership and development opportunities that include Leadership and Senior Leadership programmes, Humber High Potential Development Scheme, of which a place is allocated to each staff network.

Essential Leadership Skills

85 managers have attended between April 2022 and March 2023.

Holding difficult conversations

25 managers have attended between April 2022 and March 2023.

Humber High Potential Development Scheme

There have been 3 cohorts since its launch in 2021.

PROUD Senior Leadership Development Programme (Bands 8a+)

73 leaders have completed the programme; 13 leaders are currently going through the programme; 11 leaders are on the waiting list for the next cohort.

PROUD Leadership Development Programme (Bands 3-7)

142 leaders have completed the programme; 58 leaders are currently going through the programme; 84 leaders are on the waiting list for the next cohort.

4.0

Data Summary

Indicator	2022/23			2021/22				
1. Percentage of staff in Bands	Non-Clinical							
	Band	White	BAME	Unknown	Band	White	BAME	Unknown
	Under Band 1	0% (0)	0% (0)	0% (0)	Under Band 1	0% (0)	0% (0)	0% (0)
	Band 1	91% (11)	9% (1)	0% (0)	Band 1	84% (16)	16% (3)	0% (0)
	Band 2	90% (303)	4% (12)	6% (21)	Band 2	92% (297)	2% (7)	6% (19)
	Band 3	96% (172)	2% (4)	2% (4)	Band 3	96% (145)	1% (1)	3% (5)
	Band 4	90% (93)	5% (5)	5% (5)	Band 4	92% (83)	4% (4)	4% (3)
	Band 5	91% (66)	7% (5)	2% (1)	Band 5	88% (51)	9% (5)	3% (2)
	Band 6	92% (44)	4% (2)	4% (2)	Band 6	95% (37)	3% (1)	2% (1)
	Band 7	92% (41)	6% (3)	2% (1)	Band 7	95% (35)	0% (0)	5% (2)
	Band 8a	90% (28)	3% (1)	7% (2)	Band 8a	93% (28)	0% (0)	7% (2)
	Band 8b	100% (17)	0% (0)	0% (0)	Band 8b	100% (11)	0% (0)	0% (0)
	Band 8c	100% (5)	0% (0)	0% (0)	Band 8c	100% (1)	0% (0)	0% (0)
	Band 8d	100% (9)	0% (0)	0% (0)	Band 8d	100% (8)	0% (0)	0% (0)
	Band 9	0% (0)	0% (0)	0% (0)	Band 9	0% (0)	0% (0)	0% (0)
	VSM	100% (4)	0% (0)	0% (0)	VSM	100% (4)	0% (0)	0% (0)
	Clinical							
	Band	White	BAME	Unknown	Band	White	BAME	Unknown
	Under Band 1	0% (0)	0% (0)	0% (0)	Under Band 1	0% (0)	0% (0)	0% (0)
	Band 1	0% (0)	0% (0)	0% (0)	Band 1	0% (0)	0% (0)	0% (0)



Band 2	77% (71)	11% (10)	12% (11)	Band 2	77% (70)	10% (9)	13% (12)
Band 3	88% (455)	7% (37)	5% (26)	Band 3	89% (443)	6% (32)	5% (25)
Band 4	91% (203)	4% (9)	5% (11)	Band 4	91% (166)	6% (11)	3% (6)
Band 5	82% (321)	8% (34)	10% (41)	Band 5	80% (285)	5% (19)	15% (54)
Band 6	92% (604)	4% (24)	4% (28)	Band 6	91% (549)	4% (24)	5% (31)
Band 7	93% (302)	2% (8)	5% (16)	Band 7	94% (264)	2% (5)	4% (12)
Band 8a	88% (116)	6% (8)	6% (8)	Band 8a	87% (114)	6% (8)	7% (9)
Band 8b	88% (23)	4% (1)	8% (2)	Band 8b	91% (21)	4% (1)	5% (1)
Band 8c	88% (23)	4% (1)	8% (2)	Band 8c	92% (21)	4% (1)	4% (1)
Band 8d	100% (1)	0% (0)	0% (0)	Band 8d	100% (1)	0% (0)	0% (0)
Band 9	50% (1)	50% (1)	0% (0)	Band 9	50% (1)	50% (1)	0% (0)
VSM	100% (2)	0% (0)	0% (0)	VSM	100% (2)	0% (0)	0% (0)
Consultants	39% (15)	47% (18)	14% (5)	Consultants	39% (15)	47% (18)	14% (5)
Non-Consultants	50% (5)	50% (5)	9% (0)	Non-Consultants	55% (6)	36% (4)	9% (1)
Trainee Grade	33% (10)	50% (15)	17% (5)	Trainee Grade	30% (6)	50% (10)	20% (4)
Other	33% (60)	6% (10)	61% (110)	Other	71% (77)	4% (4)	25% (27)



5.0

Summary of Progress

Below is a brief summary of the Trust's progress against each indicator. Whilst there has been positive improvement the Trust recognises that there remains more to do.

Indicator	2022/23	2021/22	NHS National Figures
2. Relative likelihood of staff being appointed from shortlisting	0.78	1.26	1.61*
3. Relative likelihood of staff entering a formal disciplinary investigation	0.98	1.09	1.14*
4. Relative likelihood of staff accessing non-mandatory training and CPD	1.01	0.91	1.14*
5. % of staff experiencing harassment, bullying or abuse from patients, relatives or the public	21.2% BAME staff** 24.3% White staff**	30.4% BAME staff 25.6% White staff	29.2% BAME staff** 27% White staff**
6. % of staff experiencing harassment, bullying or abuse from staff	25.8% BAME staff** 17.1% White staff**	25.5% BAME staff 18.1% White staff	27.6% BAME staff** 22.5% White staff**
7. % of staff believing that trust provides equal opportunities for career progression or promotion	47% BAME staff** 60.5% White staff**	46.4% BAME staff 59.8% White staff	44.4% BAME staff** 58.7% White staff**
8. % of staff personally experiencing discrimination at work by Manager/team	16.7% BAME staff ** 4.6% White staff**	18.2% BAME staff 4.6% White staff	17% BAME staff** 6.8% White staff**
9. % difference between the organisations' Board voting membership and its overall workforce	Staff 85.3% White Staff 6% BAME Board 84.6% White Difference -0.7%	Staff 87.6% White Staff 5.3% BAME Board 100% White Difference 12.4%	12.6% Difference*

Data source * 2021 NHS WRES Report**2022 NHS Staff Survey Results *** NSS22 WDES/WRES National Tables.

WRES Indicator	Description
1	Percentage of staff in each AfC Bands 1-9 and VSM compared to overall workforce

214 of the staff in the Trust come from Black, Asian and Ethnic Minority backgrounds which is 6% of the overall workforce.

In terms of improvements there has been a 50% increase in Clinical Trainee Grade Black, Asian and Ethnic Minority staff.

Whilst there is no significant change from last year in representation across the bandings, the data presents a requirement to focus on improving the representation of staff from Black, Asian and Ethnic Minority backgrounds specifically across the non-clinical workforce, specifically band 7 and above, where there is no Black, Asian and Ethnic Minority representation.

The data is showing some minor improvement in the representation of BAME staff at bands 7 and in clinical roles however there is recognition that this remains an area of focus for all bands in the clinical workforce.

2	Relative likelihood of BAME staff being appointed from shortlisting
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The ratio of 0.78 shows applicants from Black, Asian and Ethnic Minority backgrounds are more likely to be shortlisted compared to applicants declaring themselves as White. The national guidance states that anything between 0.80 and 1.25 is in the non-adverse range, so whilst marginally adverse, this is in favour of BAME candidates.

3	Relative likelihood of staff entering a formal disciplinary process
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This metric is consistent with the 2022 report and shows that there is no significant difference in the likelihood of entering into a formal disciplinary between White staff and Black and Ethnic Minority Staff. The Trust remains better than the nationally reported figure 1.14 for this indicator.

WRES Indicator	Description
4	Relative likelihood of staff accessing non-mandatory training and CPD

This year's ratio of 1.01 indicates that BAME staff are as likely to access non-mandatory training and CPD in the Trust which is within the non-adverse range as set out in the national WRES report. This demonstrates equality of access and shows a more positive position than the national figure of 1.14 and the North-East and Yorkshire figure of 1.07.

5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public
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21.2% of the 66 Black, Asian and Ethnic Minority staff that completed the NHS Staff Survey reported experiencing harassment, bullying or abuse from patients, relatives or the public which is a 9.2% improvement on last year's figure. The BAME figure reported nationally in the NHS staff survey is 30.4%, showing the Trust is significantly better for this indicator.

6	Percentage of staff experiencing harassment, bullying or abuse from staff
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25.8% of the 66 Black, Asian and Ethnic Minority staff that completed the NHS Staff Survey reported experiencing harassment, bullying or abuse from staff represents a 0.3% increase from last year's figure and is 8.7% higher than White staff. However, there has been a steady decline since 2018 when the figure was 29.7% and the Trust compares favourably to the national figure of 27.7%.

7	Percentage of staff believing that trust provides equal opportunities for career progression or promotion
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47% of the 66 Black, Asian and Ethnic Minority staff that completed the NHS Staff Survey reported that the Trust provides equal opportunities for career progression or promotion. Whilst acknowledging there is still work to do, this represents a 0.6% improvement over the previous year, and is 0.6% better the national figure of 46.4%.

8	Percentage of staff personally experiencing discrimination at work by manager/team leader or other colleagues
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16.7% of the 66 Black, Asian and Ethnic Minority staff that completed the NHS Staff Survey reported they personally experience discrimination at work by a manager/team represents an improvement of 1.5% on the previous year. However, this figure is still 0.1% above the national average of 16.6%, so will be an area of focus in 2023/24.

9	% difference between the organisations' Board voting membership and its overall workforce
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Black, Asian and Ethnic Minority staff representation on the Trust board (voting membership) improved to 15.4%, this represents a significant improvement and is better than the national figure as reported in the national WRES report in 2022.

6.0

Action Plan

Trust performance in all but one indicator is better than the NHS average. The Trust WRES action plan for 2023/24 is below:

Number	Action
1	ED&I Workforce Lead, in collaboration with HRBPs, to review advertising strategy for band 7 – VSM roles in order to ensure roles are advertised widely and targeted towards more diverse candidates, improve advert quality with regard to diversity, and ensure band 7+ roles are advertised to diverse candidates.
2	Launch the 'Report it' anti-bullying campaign across the Trust (this will be aimed at patients and service users as well as staff). In line with Trust policies, 'Report It' posters will be displayed in all service areas, with links to key policy documents and staff contacts.
3	Use available communications channels to showcase success stories and promote the Humber High Potential Development Scheme, the Leadership and Senior Leadership programmes, and NHSI targeted development to our BME staff.
4	Through our governance structures, support and empower our Race Equality Staff Network to work with BME staff on the development of the WRES action plan, and development opportunities to enable it to maximise the impact and the involvement of all BME colleagues, so they are valued and thrive within an inclusive and compassionate workplace.
5	Continue to deliver Trust bullying and harassment awareness training for managers, using Trust WRES data to contextualise concerns with organisational priorities.
6	Continue to drive the process to reduce the number of 'unspecified' entries in staff records to continually improve accuracy of our workforce data on ethnicity.
7	Ensure high visibility of the Trust Behavioural Standards framework to maintain high expectations of staff in their interactions with colleagues.



We'll launch the 'Report it' anti-bullying campaign across the Trust (this will be aimed at patients and service users as well as staff).

Appendix 1

Data Sources

Metric	Data Source
Metric 1 – Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce.	ESR
Metric 2 – Relative likelihood of BAME staff being appointed from shortlisting	Trust’s recruitment data
Metric 3 – Relative likelihood of staff entering a formal disciplinary process	Trust’s HR data
Metric 4 – Relative likelihood of staff accessing non-mandatory training and CPD	Question 13, NHS Staff Survey
Metrics 5 – 8	Questions 14, 11, 5, 28b, NHS Staff Survey
Metric 9 – Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce	ESR and/or trust’s local data

Appendix 2

Medical Workforce Race Equality Standard

The Medical Workforce Race Equality Standard (MWRES) was introduced in 2020, but the first mandatory data collection is from 2023, for a timeframe between 1st April 2022 and 31st March 2023.

The MWRES compliments the work of WRES in evidencing NHS compliance with the Public Sector Equality Duty (EqA2010) to advance race equality for the dental and medical professional groups.

In the same way the WRES is designed to tackle inequality, the MWRES data and analysis is used to inform actions to advance race equality and develop targeted interventions to address structural and organisational disparities that result from race. For the Medical WRES 2023 Data Collection, the scope of the data asked for from NHS Trust’s has been much reduced and now covers only:

- Headcounts for medical and clinical directors (disaggregated by ethnicity)
- Clinical excellence awards (number eligible, number who applied, number awarded, disaggregated by ethnicity)
- Consultant recruitment (number who applied, number shortlisted, number appointed, disaggregated by ethnicity)

Medical WRES Data Summary:

Metric 1a – Headcounts for medical and clinical directors (disaggregated by ethnicity)					
	White	Black	Asian	Other	Unknown
Medical Directors	0	1	0	0	0
Clinical Directors	0	0	0	0	0
Metric 1b – Clinical Excellence Awards clinical excellence awards (number eligible, number who applied, number awarded, disaggregated by ethnicity)					
Eligible	11	1	12	1	5
Applied	11	1	12	1	5
Awarded	11	1	12	1	5
Metric 2 – Consultant recruitment (number who applied, number shortlisted, number appointed, disaggregated by ethnicity) applied, number awarded, disaggregated by ethnicity)					
Applicants	2	0	0	0	0
Shortlisted	2	0	0	0	0
Appointed	2	0	0	0	0
Metric 2 – Specialty Doctor recruitment (number who applied, number shortlisted, number appointed, disaggregated by ethnicity)					
Applicants	0	1	1	0	0
Shortlisted	0	1	1	0	0
Appointed	0	1	1	0	0

This is the first MWRES report and as such, we have no comparison data on the previous year and have included it here as an appendix to the main Workforce Race Equality Standard (WRES) report.

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