Workforce Race Equality Standard (WRES) Data 2024

The NHS Workforce Race Equality Standard (WRES) was introduced in 2016 to address the inequalities experienced by our Global Majority.

The WRES requires NHS trusts to self-assess against nine indicators of workplace experience and opportunity for organisations to compare the workplace and career experiences of ethnic diverse and white staff. Four indicators relate specifically to workforce data, four are based on data from the national NHS staff survey questions, and one considers ethnic diversity representation on boards

As a Trust, we are using the term ethnically diverse or global majority rather than BME.

Workforce Race Equality Standard

- WRES focuses on enabling people to work comfortably with race equality. Through communications and engagement, we will work to change the deep-rooted cultures of race inequality in the system, learn more about the importance of equity, to build capacity and capability to work with race.

- Continuous embedding of accountability to ensure key policies have race equality built into their core, so that eventually workforce race becomes everyday business.

- The WRES will continue to work to evidence the outcomes of the work that is done, publishing data intelligence and supporting the system by sharing replicable good practice.

- With over one million employees, the NHS is mandated to show progress against a number of indicators of workforce equality, including a specific indicator to address the low numbers of ethnic diverse board members across the organisation.

We are
compassionate
and **inclusive**

WRES priorities
High priority areas for improvement

Indicator 4 -The relative likelihood of white staff accessing non–mandatory training and continuing professional development (CPD) compared to BME staff

Reporting year					
2019	2020	2021	2022	2023	2024
0.40	0.26	0.14	0.24	0.22	0.87

Indicator 6 - The percentage of staff who experienced harassment, bullying or abuse from other staff in the last 12 months

	Survey year				
	2019	2020	2021	2022	2023
White	24%	24%	23%	25%	20%
BME	37%	36%	43%	21%	30%

Indicator 7 - The percentage of staff who believed that their organisation provided equal opportunities for career progression or promotion

	Survey year				
	2019	2020	2021	2022	2023
White	58%	62%	63%	57%	62%
BME	44%	38%	38%	54%	41%

Indicator 8 -The percentage of staff who personally experienced discrimination at work from a manager, team leader or other colleagues

	Survey year				
	2019	2020	2021	2022	2023
White	4%	4%	5%	7%	5%
BME	15%	22%	26%	17%	21%

Indicator 9 – Overall Board Membership. At March 2024, the difference between BME representation on the board and in the workforce was -2.0%. The degree of BME underrepresentation equated to less than half a member in terms of headcount.

Reporting year					
2019	2020	2021	2022	2023	2024
-5.0%	-5.8%	-5.7%	+3.2%	-0.4%	-2.0%

WRES Data

Ind	Details	2019	2020	2021	2022	2023	2024	Trend Chart					
								2019	2020	2021	2022	2023	2024
1	W/F Ethnic Diverse Profile	5.51%	5.77%	5.72%	5.93%	7.08%	8.62%						
2	Recruitment Measure (Relative Likelihood of white staff appointed compared to BME Staff)	0.01	0.02	0.02	1.85	3.49	1.63						
3	Disciplinary measure (Relative Likelihood BME Staff entering disciplinary process)	0.00	0.00	0.00	2.13	0.00	0.00						
4	Training Measure (Relative Likelihood BME Staff accessing non-mandatory training)	0.40	0.26	0.14	0.24	0.22	0.87						

Executive Summary (1 of 2)

The Trust continues to commit to being a more inclusive place to work , ensuring equal opportunities and celebrating our diversity. We support and encourage staff to share their experiences through a variety of feedback resources and in line with our Inclusion Strategy.

Through 2023 / 2024, we have achieved;

- Regularly reviewing of our Inclusion Strategy and Action Plan 2023-2026
- Supporting the Ethnic Diverse Staff Network to thrive .
- Regular attendance by the Executive Sponsor for the Ethnic diverse Staff Network .
- Welcomed new members to the bi- monthly EDI meetings so that they are more inclusive for members to attend.
- Completed the NHSE Diversity in Health and Care Partners programme with continued access to leading industry experts, good practice, guidance, resources and networking opportunities.
- Drafting and engaging key stakeholders on an Anti-racist strategy.

Executive Summary (2 of 2)

Through 2023 / 2024, we have achieved;

- Received 52% response for our Staff Survey 2023 (an increase in 40 responses
- Continuing to review our progress and delivery against statutory requirements, such as the public sector equality duty
- Published WRES, WDES, Workforce Report and Gender Pay Gap report
- Promoted the Visible Leaders Network https://midlands.leadershipacademy.nhs.uk/our-offers/visible-leaders-network/
- Celebrated Inclusion Week in September 2024
- Celebration and staff stories through Black History Month

Our Inclusion Vision

We hold the principles of equality and inclusion at the heart of everything we do and all that we stand for.

We will connect and align our vision and ethics to everyone.

We want under-represented groups at senior levels (such as women, people with disabilities, ethnic diverse and LGBTQ+ communities) to realise their potential in a sustainable way
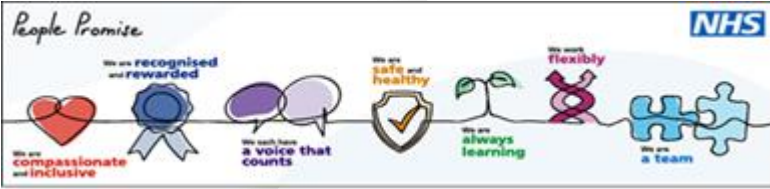
Staff Network

The results of the WRES data for 2024 will be shared with the Ethnic Diverse Staff Network. The subsequent action plan will be shared for input and feedback. Amendments to the action plan will be made in line with the network recommendations.

Some useful abbreviations:

- BAME - Black, Asian and Minority Ethnic

- BME - Black Minority Ethnic • Global majority – Term agreed to replace BME/BAME and reference to minority.

- EDI - Equality Diversity and inclusion

- EDIG - Equality Diversity and Inclusion Group

- FTSU - Freedom to Speak Up (Guardian)

- HR - Human Resources

- OD - Organisational Development

- PCC - People and Culture Committee

- WRES - Workforce Race Equality Standards

- WDES - Workforce Disability Equality Standards

- ICS – Integrated Care System

- IEN – Internationally Educated Nurse
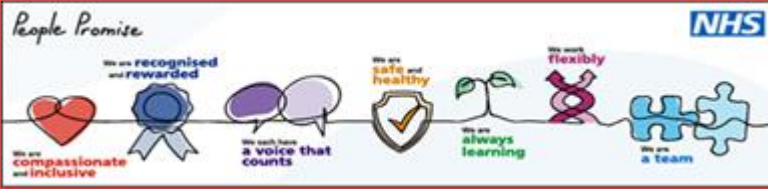
Further enquiries

RJAH would welcome any enquiries about the details of our WRES and Action Plan

please contact
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