

Workforce Race Equality Standard and Workforce Disability Equality Standard 2022

Introduction

The Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) enable us to use data to compare the workplace experiences, opportunities and attainment of different groups of staff.

The data highlights where there are inequities in experience and provides the evidence for ongoing investment in and prioritisation of equality, diversity and inclusion.

Definitions

'White': all staff whose ethnicity is recorded as White British, White Irish or Any Other White Background.

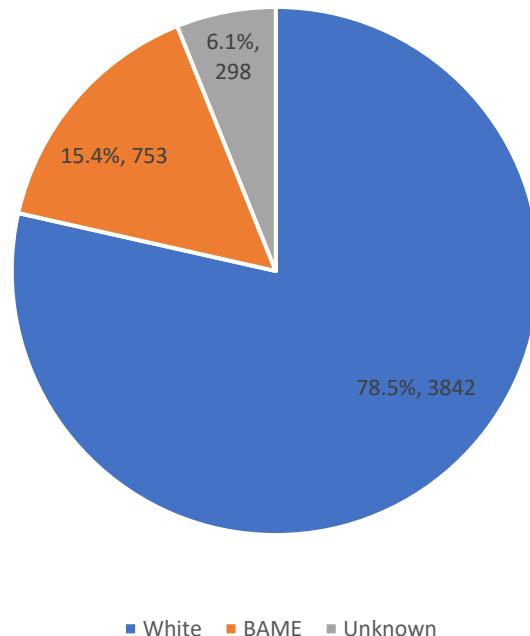
'BAME', short for Black, Asian and Minority Ethnic staff. All staff whose ethnicity is recorded as anything other than the categories above, excluding those recorded as 'unknown' or 'unstated'.

'Disabled': under the Equality Act 2010, a person is disabled if they have a physical or mental impairment that has a substantial and long-term (greater than 12 months) negative affect on the ability to do daily activities.

This includes visible and invisible disabilities, physical and mental health conditions and neurodifferences. Many people covered by the Equality Act do not identify with the language of 'disabled'; many others do. The question is asked differently on ESR and on the staff survey.

WRES Indicator 1: percentage of BAME staff and White staff at each payband, compared with % of staff in overall workforce

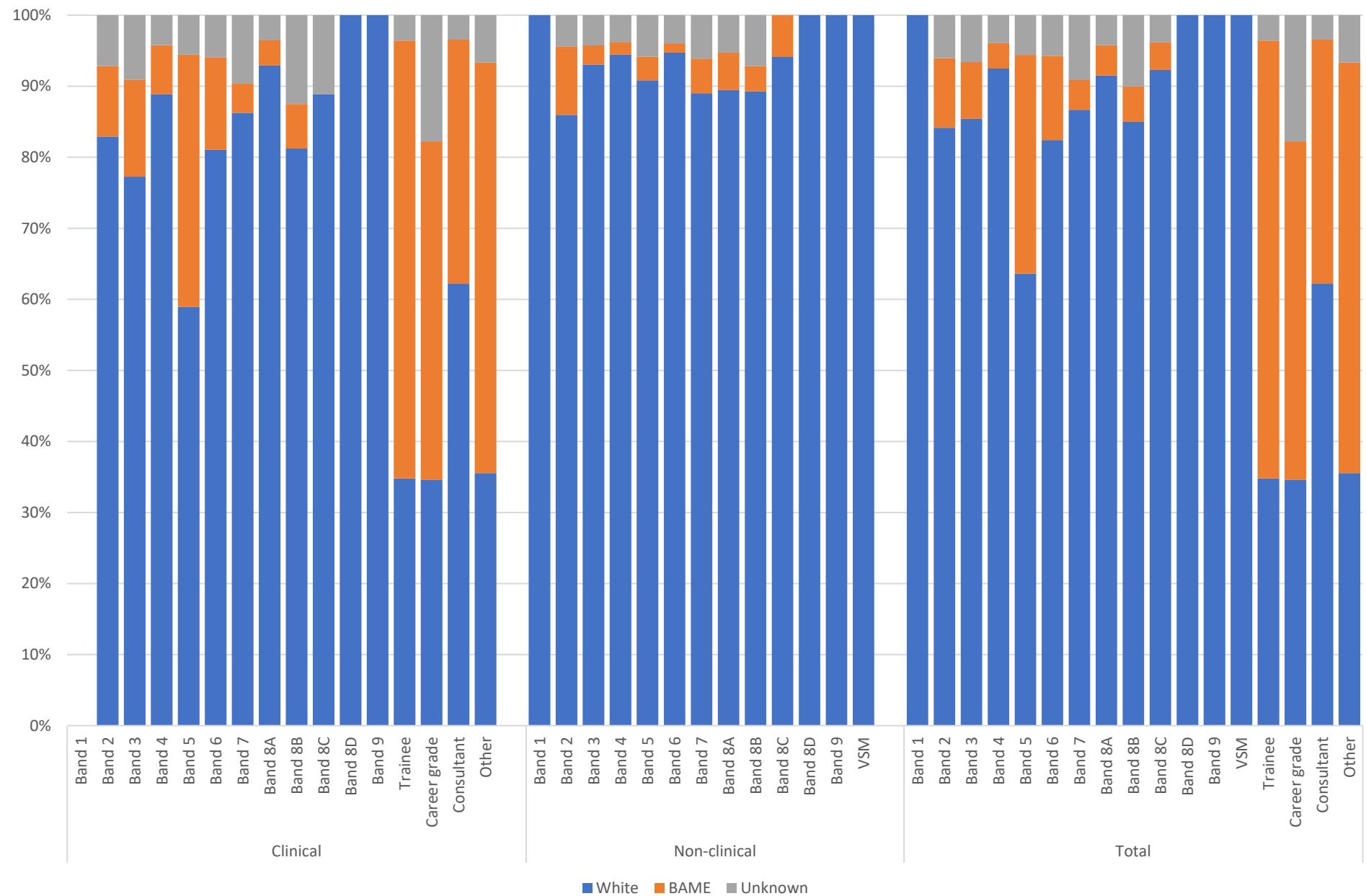
Recorded ethnicity on ESR
As at 31 March 2022



15.4% of staff have recorded their ethnicity as Black, Asian or other ethnic minority background, compared to 78.5% recorded as White.

Black, Asian and other ethnic minority staff	2020	2021	2022	Change 2021-22
Band 1	1.8%	1.8%	0.0%	-1.8%
Band 2	9.1%	9.8%	9.8%	0.0%
Band 3	7.4%	8.8%	8.0%	-0.8%
Band 4	3.3%	3.9%	3.6%	-0.3%
Band 5	21.8%	24.5%	30.8%	+6.3%
Band 6	7.5%	9.4%	11.8%	+2.4%
Band 7	2.7%	4.0%	4.2%	+0.2%
Band 8a	6.0%	4.7%	4.2%	-0.5%
Band 8b	1.9%	3.7%	5.0%	+1.3%
Band 8c	0.0%	5.9%	3.8%	-2.1%
Band 8d	0.0%	0.0%	0.0%	0.0%
Band 9	0.0%	0.0%	0.0%	0.0%
VSM	0.0%	0.0%	0.0%	0.0%
Trainee	50.0%	61.7%	61.6%	-0.1%
Career grade	42.0%	44.6%	47.7%	+3.1%
Consultant	31.2%	32.9%	34.3%	+1.4%
Other medical and dental	66.7%	59.3%	57.8%	-1.5%
Overall	12.8%	14.4%	15.4%	+1.0%

% of BAME staff compared with % in overall workforce
Clinical, non-clinical and total by payband clusters
As at 31 March 2022



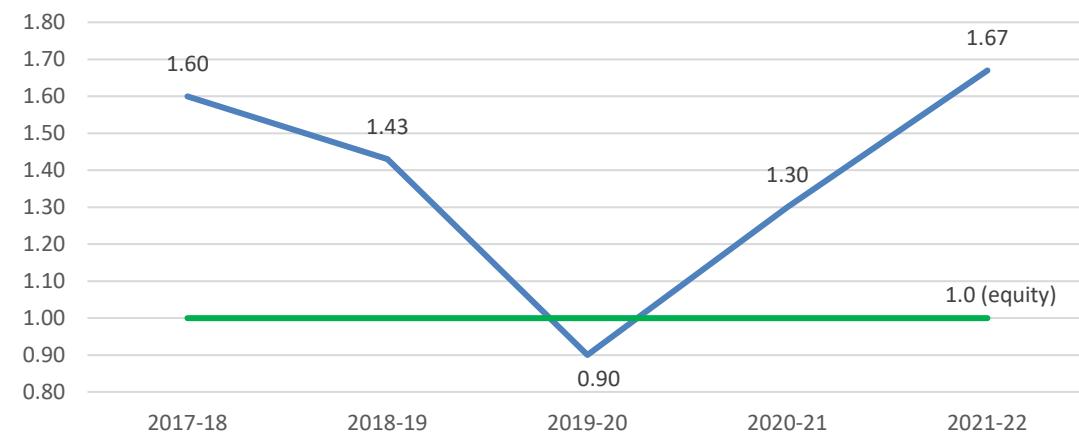
WRSE Indicator 2: relative likelihood of White staff compared to BAME staff being appointed from shortlisting across all posts

	2017-18	2018-19	2019-20	2020-21	2021-22	Change
Relative likelihood	1.60	1.43	0.90	1.30	1.67	+0.37

In 2021-22, White staff were 1.67 (67%) times **more likely** to be appointed once shortlisted than BAME staff.

This is a worsening of 0.37 from 2020-21.

Relative likelihood of White staff compared to BAME staff being appointed from shortlisting

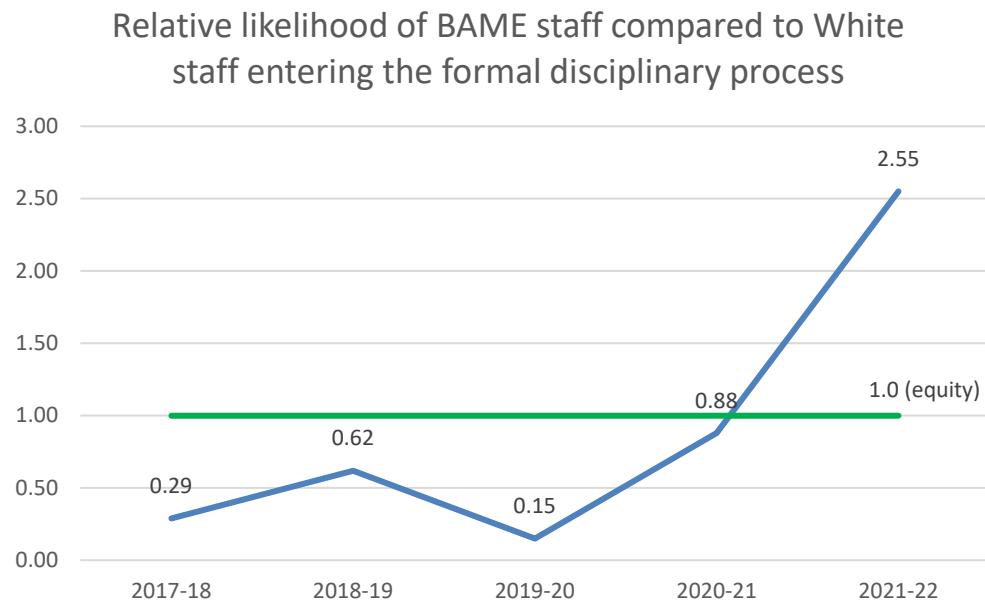


WRSE Indicator 3: relative likelihood of BAME staff compared to White staff entering the formal disciplinary process

	2017-18	2018-19	2019-20	2020-21	2021-22	Change
Relative likelihood	0.29	0.62	0.15	0.88	2.55	+1.67

While the figures suggest that BAME staff are much more likely to enter the formal disciplinary process than White staff, this is based on just **three** cases overall (two involving White staff, one involving an ethnic minority member of staff).

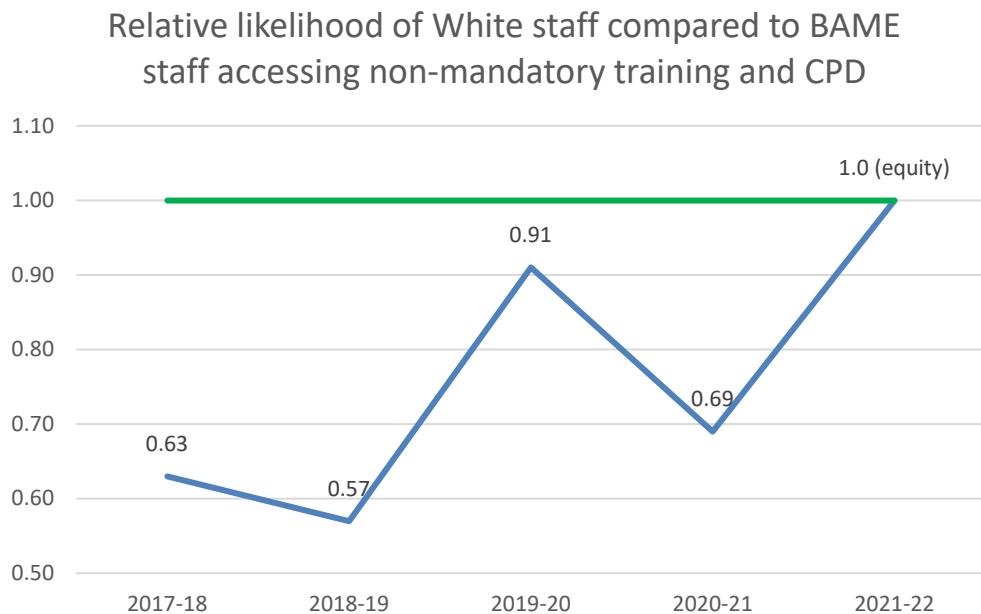
We can therefore not draw any statistical significance from this indicator.



WRSE Indicator 4: relative likelihood of White staff compared to BAME staff accessing non-mandatory training and CPD

	2017-18	2018-19	2019-20	2020-21	2021-22	Change
Relative likelihood	0.63	0.57	0.91	0.69	1.00	+0.31

In 2021-22, White staff and BAME staff are **equally as likely** to have accessed non-mandatory training and CPD.



WRSE Indicator 5: percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

	2017	2018	2019	2020	2021	Change	Gap in experience 2021 Trend
White	26.5%	26.7%	25.1%	25.2%	22.9%	-2.3%	7.9%
BAME	41.9%	20.5%	27.9%	29.6%	30.8%	+1.2%	15.4% -6.2% 2.8% 4.4% 7.9%

The graph shows the gap in experience between White and BAME staff from 2017 to 2021. The gap decreased from 15.4% in 2017 to 7.9% in 2021, then increased to 11.7% in 2022. The trend line shows a dip followed by a steady increase.

While the proportion of White staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months has decreased, this has increased for BAME staff.

This means the gap in experience between White and BAME staff has been increasing steadily since 2018.

WRSE Indicator 6: percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

	2017	2018	2019	2020	2021	Change	Gap in experience 2021 Trend
White	18.5%	22.9%	21.5%	24.4%	21.9%	-2.5%	4.4%
BAME	29.5%	34.1%	21.9%	28.2%	26.3%	-1.9%	11.0% 11.2% 0.4% 3.8% 4.4%

The proportion of both White staff and BAME staff experiencing harassment, bullying or abuse from other staff in the last 12 months has decreased.

The decrease is less among BAME staff and as such, the gap in experience between White and BAME staff has still increased each year since 2019.

WRSE Indicator 7: percentage of staff believing that the Trust provides equal opportunities for career progression or promotion

	2017	2018	2019	2020	2021	Change	Gap in experience Trend	
							2021	Trend
White	63.1%	64.4%	64.3%	59.5%	60.0%	+0.5%	15.1%	
BAME	62.8%	48.9%	64.1%	53.7%	44.9%	-8.8%	0.3%	15.5% 0.2% 5.8%

The proportion of BAME staff believing that the Trust provides equal opportunities for career progression or promotion has seen a significant decrease this year.

This has contributed to an even greater gap in experience between White and BAME staff, which has been increasing since 2019.

WRES Indicator 8: percentage of staff stating that they have personally experienced discrimination at work from a manager, team leader or other colleagues

	2017	2018	2019	2020	2021	Change	Gap in experience 2021 Trend
White	5.5%	6.6%	5.7%	5.9%	5.7%	-0.2%	8.9%
BAME	15.9%	11.4%	11.9%	13.1%	14.6%	+1.5%	10.4% 4.8% 6.2% 7.2% 8.9%

The chart shows a downward trend for White staff (green line) and an upward trend for BAME staff (red line) from 2018 to 2021. The gap between them increased from 10.4% in 2018 to 8.9% in 2021.

Year	White (%)	BAME (%)	Gap (%)
2018	6.6	11.4	10.4
2019	5.7	11.9	6.2
2020	5.9	13.1	7.2
2021	5.7	14.6	8.9

The proportion of BAME staff who had personally experienced discrimination from their manager, team leader or other colleagues has increased.

This means the gap in experience between White staff and BAME staff has been steadily increasing since 2018.

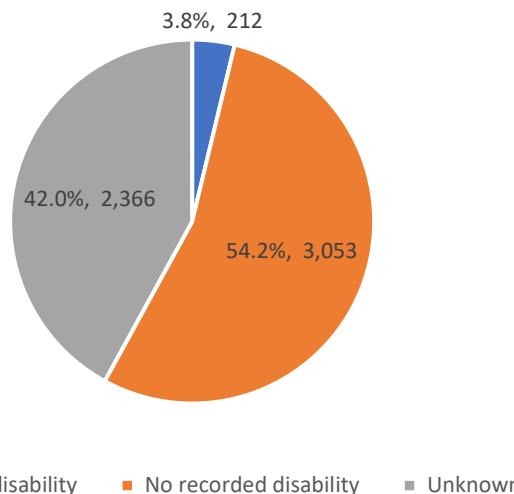
WRES Indicator 9: percentage difference between the organisation's Board voting membership and its overall workforce



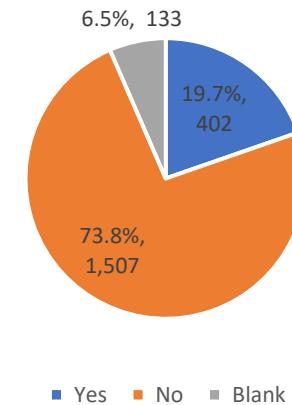
The percentage difference between the Board voting membership and the overall workforce for BAME staff is -6.3% and for White staff is +12.4%, indicating that the Board membership is not representative of the workforce demographic. This difference has, however, decreased in the last year.

WDES Metric 1: percentage of disabled staff by payband compared with the percentage of staff in the overall workforce

Recorded disability on ESR
As at 31 March 2022



Staff survey respondents:
Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?
As at October 2021



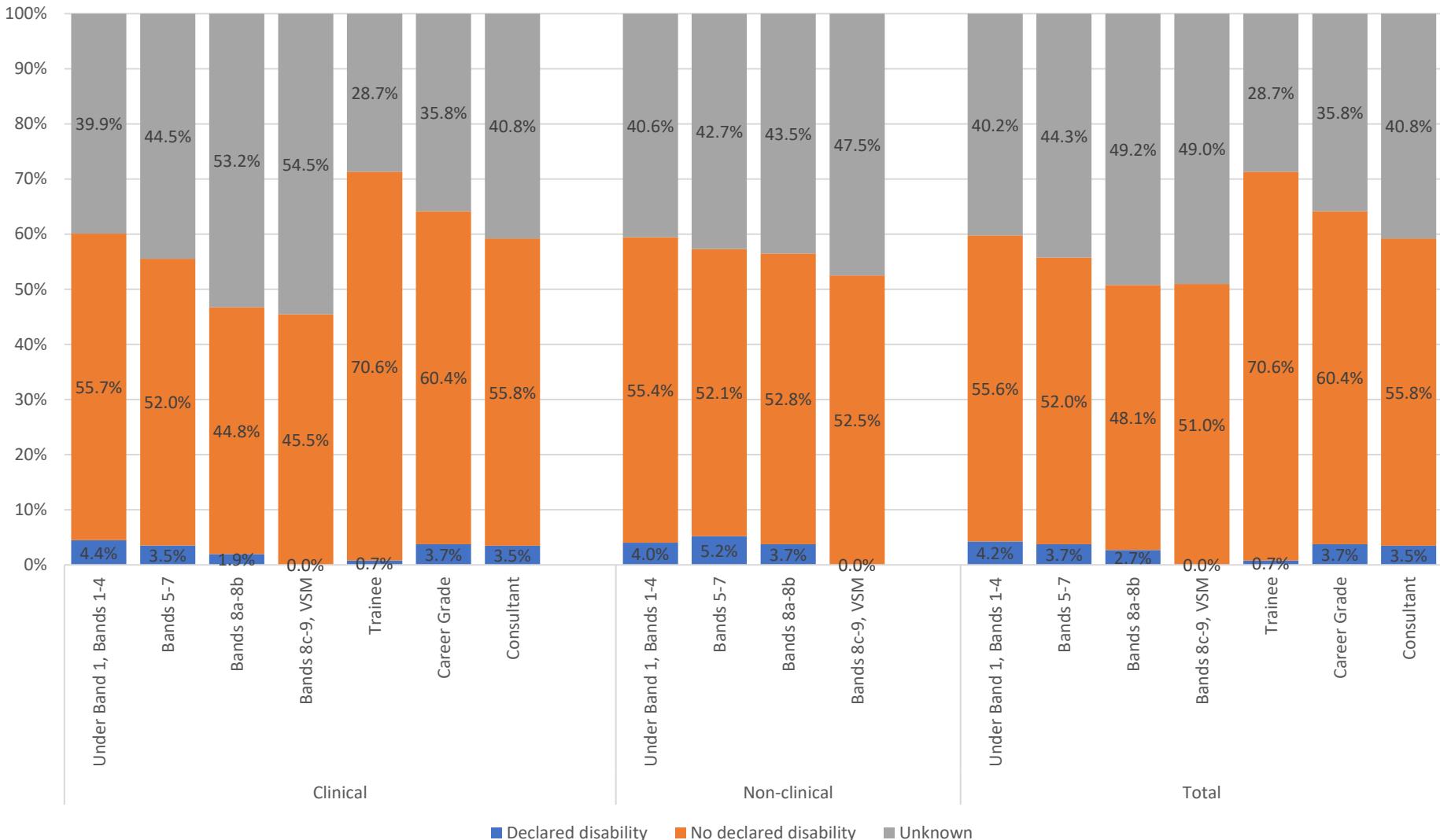
3.8% of staff have recorded a disability on ESR, an increase from 3.6% from 2021. This compares to 19.7% of staff survey respondents.

A significant proportion of staff do not have any disability status recorded on ESR (42%) whereas only 6.5% of survey respondents chose not to answer that question.

WDES Metric 1: percentage of disabled staff by payband compared with the percentage of staff in the overall workforce

Staff who have declared a disability	2020	2021	2022	Change 2021-22
Cluster 1: Under Band 1, Bands 1-4	3.5%	4.3%	4.2%	-0.1%
Cluster 2: Bands 5-7	3.4%	3.2%	3.7%	+0.5%
Cluster 3: Bands 8a-8b	3.4%	2.9%	2.7%	-0.2%
Cluster 4: Bands 8c-9 & VSM	0.0%	0.0%	0.0%	0.0%
Trainee	3.3%	0.7%	0.7%	0.0%
Career grade	3.6%	1.7%	3.7%	+2.0%
Consultant	3.0%	3.6%	3.5%	-0.1%
Overall	3.4%	3.6%	3.8%	0.2%

% of disabled staff compared with % in overall workforce
Clinical, non-clinical and total by payband clusters
As at 31 March 2022



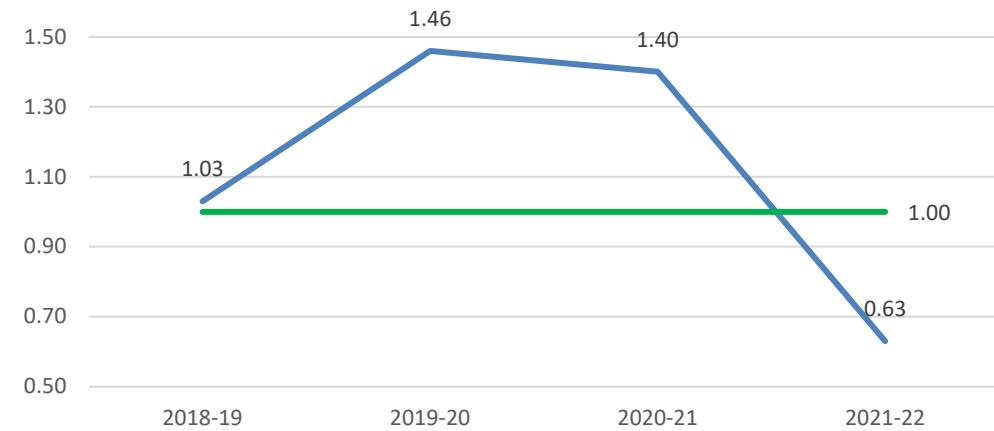
WDES Metric 2: relative likelihood of non-disabled staff compared with disabled staff being appointed from shortlisting across all posts

	2018-19	2019-20	2020-21	2021-22	Change
Relative likelihood	1.03	1.46	1.40	0.63	-0.77

In 2021-22, non-disabled candidates were 0.63 times **less likely** to be appointed from shortlisting than disabled candidates.

This is an improvement of 0.77 from 2020-21 and means this metric currently sits in favour of disabled staff.

Relative likelihood of non-disabled staff compared with disabled staff being appointed from shortlisting





WDES Metric 3: relative likelihood of disabled staff compared with non-disabled staff entering the formal capability process

	2018-19	2019-20	2020-21	2021-22	Change
Relative likelihood	0.0	0.32	0.0	14.4	+14.4

While the figures suggest that disabled staff are much more likely to enter the formal capability process than non-disabled staff, this is based on just **two** cases overall (one involving a disabled member of staff and one involving a non-disabled member of staff).

We can therefore not draw any statistical significance from this metric.

WDES Metric 4a: percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from i) patients/service users; ii) managers; iii)other colleagues, in the last 12 months

		2018	2019	2020	2021	Change	Gap in experience	
		2021	Trend					
From patients, relatives and the public	Staff with a LTC or illness	23.9%	30.7%	30.7%	28.4%	-2.3%	5.6%	
	Staff without a LTC or illness	26.7%	24.4%	25.4%	22.8%	-2.6%		
From managers	Staff with a LTC or illness	14.8%	16.8%	17.9%	15.6%	-2.3%	7.3%	
	Staff without a LTC or illness	10.4%	9.0%	10.1%	8.3%	-1.8%		

WDES Metric 4a: percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from i) patients/service users; ii) managers; iii)other colleagues, in the last 12 months

		2018	2019	2020	2021	Change	Gap in experience 2021	Trend
From other colleagues	Staff with a LTC or illness	20.4%	23.5%	26.9%	24.3%	-2.6%	8.1%	
	Staff without a LTC or illness	18.4%	15.8%	19.1%	16.2%	-2.9%		

The proportion of both disabled and non-disabled staff experiencing harassment, bullying or abuse has decreased, whether from patients and the public, manager or other colleagues.

There is, however, still a significant gap between the experience of disabled and non-disabled staff, with this gap worsening for poor behaviour from patients and other colleagues, and improving slightly from managers.

WDES Metric 4b: percentage of disabled staff compared to non-disabled staff saying last time they experience harassment, bullying or abuse at work, they or a colleague reported it

	2018	2019	2020	2021	Change	Gap in experience	
						2021	Trend
Staff with a LTC or illness	28.2%	44.0%	56.4%	45.6%	-10.8%	2.8%	<p>13.1%</p> <p>-1.5%</p> <p>-14.2%</p> <p>2.8%</p>
Staff without a LTC or illness	42.4%	45.5%	43.3%	42.8%	-0.5%		

The proportion of disabled staff reporting harassment, bullying or abuse has decreased significantly in the last year, although they are still more likely than non-disabled staff to report this behaviour.

WDES Metric 5: percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion

	2018	2019	2020	2021	Change	Gap in experience	
						2021	Trend
Staff with a LTC or illness	56.4%	61.1%	57.6%	51.8%	-5.8%	8.2%	<p>7.7% 3.6% 1.6% 8.2%</p>
Staff without a LTC or illness	64.1%	64.7%	59.2%	60.0%	+0.8%		

The percentage of disabled staff believing that the Trust provides equal opportunities for career progression or promotion has decreased each year since 2019. There is a significant gap in experience between disabled and non-disabled staff.

WDES Metric 6: percentage of disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

	2018	2019	2020	2021	Change	Gap in experience	
						2021	Trend
Staff with a LTC or illness	21.7%	25.1%	26.3%	26.0%	-0.3%		
Staff without a LTC or illness	18.0%	17.7%	18.8%	19.9%	1.1%	6.1%	

A slight decrease in the percentage of disabled staff feeling pressure to come to work when not well enough, combined with an increase in non-disabled staff feeling this pressure, means the gap in experience has decreased this year but is still significant.

WDES Metric 7: percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which the organisation values their work

	2018	2019	2020	2021	Change	Gap in experience	
						2021	Trend
Staff with a LTC or illness	45.9%	51.8%	44.7%	34.7%	-10.0%		
Staff without a LTC or illness	55.8%	59.7%	52.4%	47.1%	-5.3%	12.4%	 9.9% 7.9% 7.7% 12.4%

Although the percentage of staff feeling satisfied with the extent to which the organisation values their work has decreased generally, this has been more evident amongst disabled staff. This means the gap in experience is significantly worse this year than in any other year since 2018.

WDES Metric 8: percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work

	2018	2019	2020	2021	Change	Trend
Staff with a LTC or illness	82.7%	82.1%	80.6%	71.8%	-8.8%	 82.7% 82.1% 80.6% 71.8%

The number of disabled staff saying that they have adequate adjustments to carry out their work has dropped significantly this year, and has been steadily decreasing since 2018.

WDES Metric 9a: staff engagement score for disabled staff compared to non-disabled staff

	2018	2019	2020	2021	Change	Gap in experience	
						2021	Trend
Staff with a LTC or illness	7.1	7.2	7.1	6.7	-0.4		
Staff without a LTC or illness	7.5	7.6	7.3	7.1	-0.2	0.4	

Organisation average: 7.0

Although the staff engagement score has decreased generally, this is more marked amongst disabled staff, meaning there is now a 0.4 gap in engagement score between disabled and non-disabled staff.

Metric 9b: has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard?

Yes via Disability network, WMTY, Staff Survey, Wellbeing Champions

WDES Metric 10: percentage difference between the organisation's Board membership and its overall workforce i) by voting members of the Board; ii) by executive members of the Board

There are no Board members who have recorded that they have a disability on ESR. Percentage difference between the Board and the overall workforce is therefore -3.8%.

A number of Board members have their disability status recorded as 'unknown'.