

Workforce Race Equality Standard Report 2021

Name and title of board lead for WRES:	Jeremy Over, Executive Director of Workforce and Communications
Name, title and contact details of lead manager for compiling this report:	Rebecca Rutterford, Wellbeing & Inclusion Manager rebecca.rutterford@wsh.nhs.uk
Name of commissioner this report has been sent to:	Giles Turner, Human Resources Business Partner, West Suffolk CCG
This report was signed off by the Trust Board on:	TBC
Total Number of staff at 31.3.21 (permanent, fixed term and bank staff):	5855 (5271 - 2020)
Proportion of BME staff employed within the trust at 31.3.21:	12.9% (12.8% 2020)
Period this data refers to:	31 March 2021
Workforce Race Equality Standard Indicators	
Relative likelihood of staff being appointed from shortlisting across all posts	<p>2019 = shortlisted white candidates 1.43 times more likely to be appointed than BME candidates</p> <p>2020 = shortlisted white candidates 0.90 times more likely to be appointed than BME candidates (i.e. BME candidates more likely to be appointed than white candidates)</p> <p>2021 = shortlisted white candidates 1.30 times more likely to be appointed than BME candidates</p> <p>NB: There was a significant number of overseas BME candidates who were offered the job but choose not to accept due to applying for multiple vacancies.</p>
Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator is based on data from a two year rolling average of the current year and the previous year	<p>2019 = BME staff less likely than white staff to enter the formal disciplinary process (0.62)</p> <p>2020 = BME staff less likely than white staff to enter the formal disciplinary process (0.15)</p> <p>2021= BME staff less likely than white staff to enter the formal disciplinary process (0.88)</p> <p>NB: the numbers involved are small. The numbers of BME staff entering the formal disciplinary process were: 2019 – 3, 2020 – 1, 2021 -1</p>
Relative likelihood of staff accessing non-mandatory training and CPD	<p>2019 = White staff less likely to access non-mandatory training and CPD compared to BME staff (0.57)</p> <p>2020 = White staff less likely to access non-mandatory training and CPD compared to BME staff (0.91)</p> <p>2021 = White staff less likely to access non-mandatory training and CPD compared to BME staff (0.69)</p>

National NHS Staff Survey 2020 Indicator Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months		2017	2018	2019	2020
	White	26.5	26.7	25.1	25.2
	BME	41.9	20.5	27.9	29.6
		2017	2018	2019	2020
National NHS Staff Survey 2020 Indicator Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	White	18.5	22.9	21.5	24.4
	BME	29.5	34.1	21.9	28.2
		2017	2018	2019	2020
	White	88.8	90.0	89.6	87.9
National NHS Staff Survey 2020 Indicator Percentage believing that the trust provides equal opportunities for career progression or promotion	BME	81.8	78.6	84.9	76.4
		2017	2018	2019	2020
National NHS Staff Survey 2020 Indicator Percentage staff personally experienced discrimination at work for manager/team leader or other colleague	White	5.5	6.6	5.7	5.9
	BME	15.9	11.4	11.9	13.1
Percentage difference between the organisations' board voting membership and its overall workforce	2019	2020		2021	
	White +16.6%	White +11.00%		White +12.3%	
	BME -10.9%	BME -12.8%		BME -12.9%	
	The Trust board voting membership on 31.3.21 was 100% white. Recruitment consultants are instructed to actively seek candidates from all possible sources from within the constituency to provide a diverse range of candidates for all board appointments.				

Proposed Actions for 2021		Completion date
Inclusive Recruitment	Review our recruitment and selection training for all staff who sit on a recruitment panel. Ensuring we include information on unconscious bias.	Implementation by April 2022
Cultural Awareness	Encourage staff to broaden their understanding of the lived experiences of others and celebrate all cultures represented at WSFT, including those recruited overseas.	Programme set up and started by 31.12.21 to run until Dec 2022
Staff Networks	Develop and nurture the staff networks to provide support to staff and guidance to the trust.	Ongoing