



WRES  
2019

WORKFORCE  
RACE  
EQUALITY  
STANDARD  
2019

## Contents

1. Background and introduction .....	2
2. Actions taken in 2018/2019 .....	2
3. WRES 2019 Metric findings .....	3
4. National and local benchmarking .....	4
5. WRES conclusions .....	4
6. WRES Action Plan 2019/2020 .....	4
7. Report Approval.....	6



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## 1. Background and introduction

The WRES was launched by NHS England on 1st April 2015 and is designed to improve the representation and experience of Black and Minority Ethnic (BME) staff at all levels of the organisation.

The WRES has been mandatory across the NHS since 2015, and has been built into assurance and regulatory processes including the Care Quality Commissions (CQC) inspection of hospitals.

There are nine indicators that make up the NHS WRES and comprise workforce metrics (1-4), staff survey metrics (5-8) and board representation (metric 9). These metrics enable NHS organisations to track their progress to reduce and eliminate the differential treatment and experience of BMS staff when compared to white staff.

The total number of staff employed within the Royal Brompton and Harefield NHS Foundation Trust at 31<sup>st</sup> March 2019 was 3,755. BME staff made up 30.5% of this figure with 1,145 staff. Overall 84.3% of staff within the Trust have disclosed their ethnicity.

The 2019 WRES findings have been discussed and approved by the Equality and Diversity Steering Committee (EDSC) with Board overview and sign off by Board members of the EDSC.

## 2. Actions taken in 2018/2019

To improve our WRES findings the Trust committed to and has taken the following actions in 2018-2019:

- Introduction of a new recruitment tool to aid a transparent recruitment process.
- Core advert header on NHS Jobs has been amended to ensure diversity is at the forefront of the message the Trust sends to potential candidates.
- Continued support for new managers when dealing with formal casework with the continued development of the Casework team.
- Continued training of managers in investigation training with over 100 managers trained.
- Introduction of values led leadership programme for managers.
- Mediation service launched and 20 plus mediators within the Trust.
- Training for staff accused of bullying introduced with 2 staff having completed the training.

### 3. WRES 2019 Metric findings

Metric		2018/2019	2017/2018	Progress
1	% of staff in Agenda for Change bands and VSM compared with the % of staff in overall workforce	Similar findings to 2017/2018	Similar findings to 2016/2017	
2	Relative likelihood of white staff being appointed from shortlisting compared to BME staff across all posts	1.70 times more likely	1.97 times more likely	
3	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff as measured by entry into a formal disciplinary investigation (based on a two-year rolling average)	1.34 times more likely	1.53 times more likely	
4	Relative likelihood of white staff accessing non- mandatory training and CPD compared with BME staff	N/a	0.62 times more likely	
5	KF18 % of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	BME staff 18.5%	BME Staff 19%	
6	KF19 % of staff experiencing harassment, bullying or abuse from staff in the last 12 months	BME Staff 34%	BME Staff 32%	
7	KF27 % believing that the Trust provides equal opportunities for career progression and promotion	BME staff 73%	BME staff 72%	
8	Q23 In the last 12 months have you experienced discrimination at work from your manager/team leader or other colleagues	BME staff 13%	BME staff 15%	
9	% difference between the organisations Board voting membership and its overall % of BME staff in the workforce	-23.9%	-31.1%	

Note:

- Data for metrics 1 and 9 as at 31<sup>st</sup> March 2019
- Data for metrics 2, 3 and 4 are from the period 1<sup>st</sup> April 2018 – 31<sup>st</sup> March 2019
- Data for metric 5 – 8 is taken from the national staff survey findings 2018

#### 4. National and local benchmarking

The WRES findings are monitored nationally by the WRES Team, who produce an annual data analysis report highlighting national and regional progress against each metric with details of progress, good practice and areas for further support and action.

In comparison with both London and England averages, the Trust has scored better than average in three of the four staff survey findings (metrics 5, 7 & 8). There is some work to be done on Metric 6 in comparison to both the national and regional picture.

Not surprisingly, given that London has the highest proportion of BME staff in its workforce, metrics 2 and 3 score less well than the national picture. However, on metric 3 the Trust performs significantly better than the London average and within 0.1 of the national average.

#### 5. WRES conclusions

The Trust has seen an overall improvement with many of the metrics since the inception of the WRES in 2015. This reflects the organisations strategy to improve race equality through targeted actions and engagement with BME staff.

There is more work to do to improve the picture in certain metrics and in the reporting of ethnicity which has dropped over the years. The launch of ESR self -service and increased visibility of actions taken with regards to the WRES should provide some impact.

The change in the Board diversity difference reflects the impact of an improvement in the proportion of BME staff employed on the board following a successful diverse recruitment process.

#### 6. WRES Action Plan 2019/2020

The following actions are planned for 2019-2020 to maintain and improve the experiences and outcomes for BME staff within the Trust, these include:



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### **Section 3 (Self Reporting)**

- Introduction of ESR Employee Self Service to increase self-reporting of equality data.

#### **WRES Metric 2**

- Launch values led recruitment and recruitment for development in role.
- Optimisation of RecruitNow to encourage and enhance targeted recruitment.
- Continued training in recruitment for new managers.
- Ensure staff who do not have regular access to email are made aware of development opportunities, mentoring, coaching etc.

#### **WRES Metric 3**

- Continued support for new managers to the Trust in dealing with formal casework including investigation training.
- Continued promotion of mediation as a tool to resolve conflict and the mediation service.
- Introduction of new Disciplinary Policy with emphasis on informal resolution and education

#### **WRES Metric 5**

- Poster campaign to raise awareness and respect for staff from patients.

#### **WRES Metric 6**

- Values led leadership programme for managers
- Continued use of education solution for those accused of bullying
- Specific sessions aimed at departments promoting values and speaking up

#### **Policy Development**

- Develop and introduce 3-year Equality, Diversity and Inclusion Strategy
- Develop and introduce Trans Support Policy and Guidance
- Launch BME Staff Network within 12 – 18 months



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## 7. Report Approval

The Equality and Diversity Steering Committee approved this report and the proposed actions for publishing in September 2019.