

Workforce Race Equality Standard 2020-21

The NHS Workforce Race Equality Standard Indicators

Workforce Indicators

For each of these four workforce indicators, compare the data for White and BAME staff

1. Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce
Note: Organisations should undertake this calculation separately for non-clinical and for clinical staff
2. Relative likelihood of staff being appointed from shortlisting across all posts
3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation
Note: This indicator will be based on data from a two year rolling average of the current year and the previous year
4. Relative likelihood of staff accessing non-mandatory training and CPD

National NHS Staff Survey indicators

For each of the four staff survey indicators, compare the outcomes of the responses for White and BAME staff.

5. KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6. KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7. KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion
8. Q217. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues (NB Q217 part b is the Staff Survey question referred to)

Board representation indicator

For this indicator, compare the difference for White and BAME staff

9. Percentage difference between the organisations' Board voting membership and its overall workforce
Note: Only voting members of the Board should be included when considering this indicator

CWP Workforce Race Equality Standards (WRES) -2020-2021



1 Workforce Profile

Ethnic Minority 5.5% (was 4.4%)
 White 92.6% (was 93.5%)
 not stated 19% (was 2.1%)

slight decrease white
 slight increase Minority Ethnic

2 Recruitment

Ethnic Minority candidates are less likely than White to be appointed following shortlisting

The likelihood figure of 1.08 is an improvement on the previous years figure of 1.14

3 Disciplinary

Ethnic Minority colleagues are more likely than White to enter formal disciplinary process.

This has increased since last year

4 Non Mandatory Training

Ethnic Minority colleagues are LESS likely to access non mandatory training & CPD than white colleagues- this is a contrast to the previous 3 years

Minority Ethnic 23% (was 71.08%)
 White 30.6% (was 62.39%)

5 Bullying & Abuse from pts, rels, public

More Ethnic Minority staff saying they experienced this than White staff

white 22.5% (was 27%)
 Minority Ethnic 30.2% (was 44%)

% is lower than it has been for the last 5 years, but still higher

6 Bullying & Abuse from manager, other staff

More Ethnic Minority staff saying they experienced this than White staff

white 17.2% (was 17.9%)
 Minority Ethnic 22.5% (was 21.9%)

% has increased for Minority Ethnic and decreased for white

7 Career Progression

More White staff than Ethnic Minority staff saying they believe the Trust provides equal opps for career progression.

white 92.1% (was 89.6% last year)
 Minority Ethnic 85.4% (was 85.7% last year)

8 Discrimination

More Ethnic Minority staff than White staff saying they experienced this from manager / lead or colleague.

white 5% (was 4.4% last year)
 Minority Ethnic 12.1% (was 6.8% last year)

9 Board V Workforce

% difference between orgs Board voting members and its overall workforce

Board 21.4% Minority Ethnic (was 14.3%)
 minus workforce 5.5% (was 4.4%)
 difference = 15.9% (was 8.9% last year)

* a Fair Experience for All Closing the Ethnicity Gap in rates of disciplinary action across the NHS Workforce (July 2019) states that 90% of Trusts should have a gap of between 0.8 and 1.25. CWP therefore are within this range
 Data Source ESR, TRAC or HR Data Source Staff Survey

Indicator 1 - Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce

Clinical / Non-Clinical and Banding	White	BAME	UNKNOWN/N ULL
Non-Clinical			
Under Band 1	0.0%	0.0%	0.0%
Bands 1	100.0%	0.0%	0.0%
Bands 2	96.1%	2.8%	1.1%
Bands 3	93.5%	5.2%	1.3%
Bands 4	94.3%	5.7%	0.0%
Bands 5	94.7%	2.6%	2.6%
Bands 6	95.9%	4.1%	0.0%
Bands 7	95.7%	4.3%	0.0%
Bands 8a	96.6%	3.4%	0.0%
Bands 8b	100.0%	0.0%	0.0%
Bands 8c	100.0%	0.0%	0.0%
Bands 8d	100.0%	0.0%	0.0%
Bands 9	0.0%	0.0%	0.0%
VSM	91.7%	8.3%	0.0%
Other	0.0%	0.0%	0.0%
Clinical			
Under Band 1	0.0%	0.0%	0.0%
Bands 1	0.0%	0.0%	0.0%
Bands 2	95.0%	3.3%	1.7%
Bands 3	95.5%	3.7%	0.7%
Bands 4	93.0%	4.9%	2.0%
Bands 5	95.5%	4.1%	0.4%
Bands 6	96.1%	3.1%	0.8%
Bands 7	93.2%	4.0%	2.8%
Bands 8a	92.4%	6.8%	0.8%
Bands 8b	92.1%	7.9%	0.0%
Bands 8c	84.6%	7.7%	7.7%
Bands 8d	100.0%	0.0%	0.0%
Bands 9	0.0%	0.0%	0.0%
VSM	100.0%	0.0%	0.0%
Consultants	37.6%	39.0%	23.4%
of which Senior Medical Manager	0.0%	100.0%	0.0%
Non-Consultant Career Grade	46.4%	53.6%	0.0%
Trainee Grade	85.7%	14.3%	0.0%
Other	0.0%	0.0%	0.0%

Indicator 2 - Relative likelihood of staff being appointed from shortlisting across all posts

Current Year 2020-21

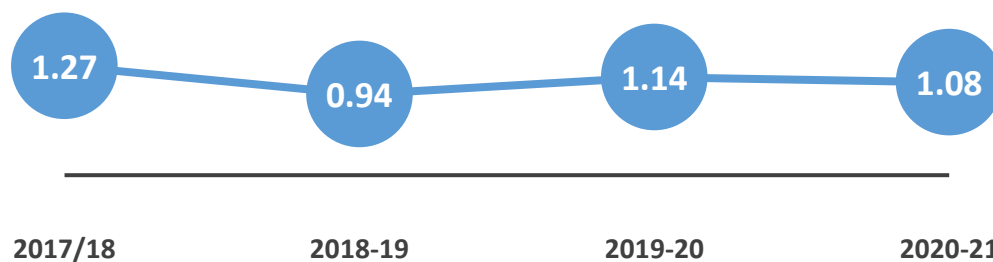
	Shortlisted	Appointed	Relative Likelihood of Shortlisted/Appointed
White	3924	1300	33.13%
BAME	459	141	30.72%
Not Stated	107	59	55.14%
Relative Likelihood of White staff being appointed from shortlisting compared to BAME			1.08

Previous Year 2019-20

	Shortlisted	Appointed	Relative Likelihood of Shortlisted/Appointed
White	3183	934	29.34%
BAME	283	73	25.80%
Not Stated	79	51	64.56%
Relative Likelihood of White staff being appointed from shortlisting compared to BAME			1.14

The relative likelihood for the current year (2020-21) indicates that BAME staff are **LESS** likely to be appointed when compared to white staff. The likelihood figure of 1.08 is an improvement on the previous year's figure of 1.14

Year on year comparison



Indicator 3 - Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

Note: This indicator is based on data from a two-year rolling average of the current year and the previous year

Current year's average April 2019 to March 2021

Average over 2 years	Entering Formal Disc Process	Headcount	Relative Likelihood of staff entering the Disciplinary Process
White	29.5	3563	0.83%
BAME	2.5	213	1.17%
Not Stated	72	0	0.00%
Relative Likelihood of BAME staff entering the formal Disciplinary process compared to White staff.			1.42

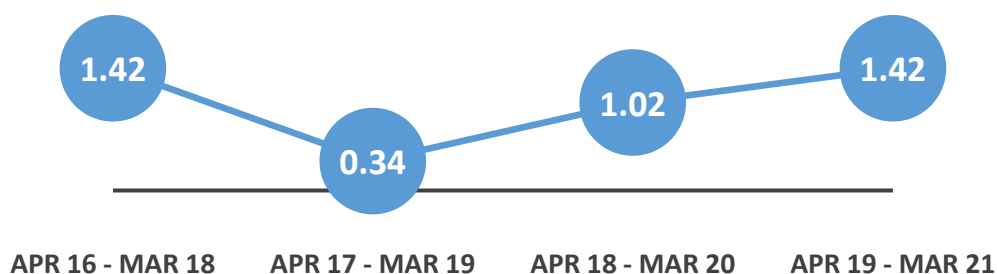
Previous year's average April 2018 to March 2020

Average over 2 years	Entering Formal Disc Process	Headcount	Relative Likelihood of staff entering the Disciplinary Process
White	31	3496	0.89%
BAME	1.5	166	0.90%
Not Stated	0	79	0.00%
Relative Likelihood of BAME staff entering the formal Disciplinary process compared to White staff.			1.02

The relative likelihood of the current year's average for April 2019 to March 2021 indicates that BAME staff are **MORE** likely to enter the formal disciplinary process when compared to white staff. This figure is an increase on the previous year's period April 2018 to March 2020.

'A Fair Experience For All – Closing The Ethnicity Gap In Rates Across the NHS Workforce' (July 2019) indicates that 90% of NHS Trusts should have a gap of between 0.8 and 1.25 by 2022.

Year on year comparison



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

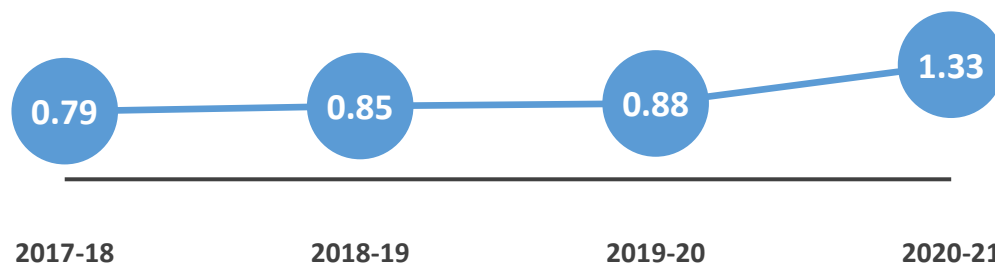
Current Year 2020-21

	Accessing non-mand / CPD training	Headcount	Relative Likelihood of staff accessing non-mand / CPD training
White	1091	3563	30.62%
BAME	49	213	23.00%
Not Stated	10	72	13.89%
Relative Likelihood of White staff accessing non-mand / CPD training.			1.33

Previous Year 2019-20

	Accessing non-mand / CPD training	Headcount	Relative Likelihood of staff accessing non-mand / CPD training
White	2181	3496	62.39
BAME	118	166	71.08
Not Stated	27	79	34.18
Relative Likelihood of White staff accessing non-mand / CPD training.			0.88

The relative likelihood for the current year (2020-21) indicates that BAME staff are **LESS** likely to access non-mandatory training when compared to white staff. This is in contrast with the previous 3 years where BAME staff were **MORE** likely to access non-mandatory training.

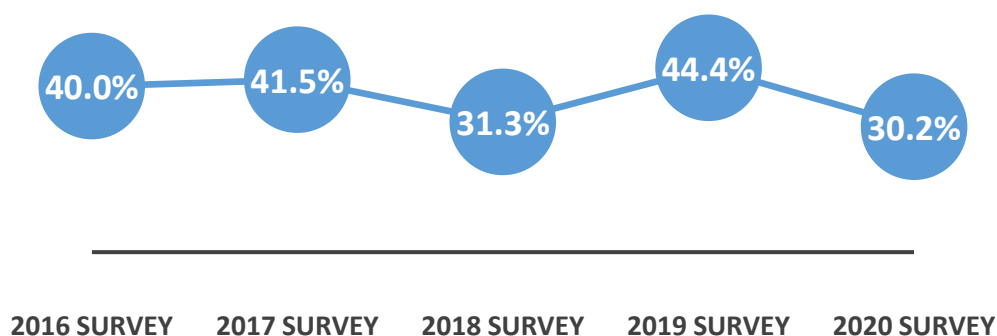


National NHS Staff Survey indicators

Indicator 5 - KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

	2016 Survey	2017 Survey	2018 Survey	2019 Survey	2020 Survey
White	27.0%	24.1%	24.0%	27.4%	22.5%
BAME	40.0%	41.5%	31.3%	44.4%	30.2%

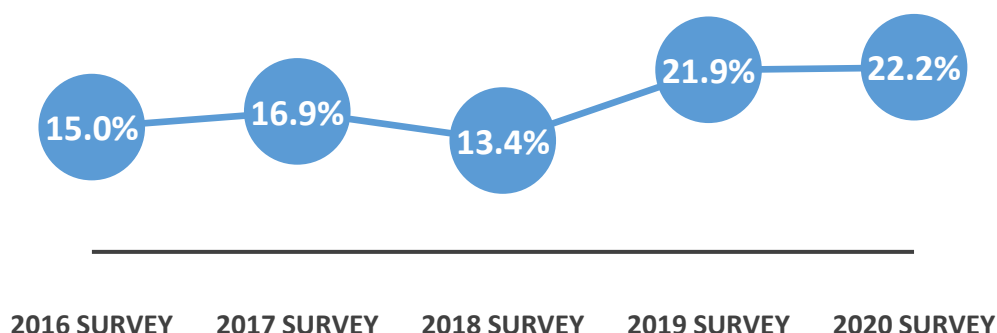
The results from the latest staff survey indicate that a larger proportion of BAME staff have experienced harassment, bullying or abuse from patients, relatives or the public when compared to white staff. This is also the case for the previous 5 years of staff survey results, but the percentage is lower than it has been for the past 5 years.



Indicator 6 - KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

	2016 Survey	2017 Survey	2018 Survey	2019 Survey	2020 Survey
White	16.0%	17.0%	18.5%	17.9%	17.2%
BAME	15.0%	16.9%	13.4%	21.9%	22.2%

The results from the latest staff survey indicates a larger proportion of BAME staff have experienced harassment, bullying or abuse from staff when compared to white staff. This was also the case in the 2019 staff survey results.

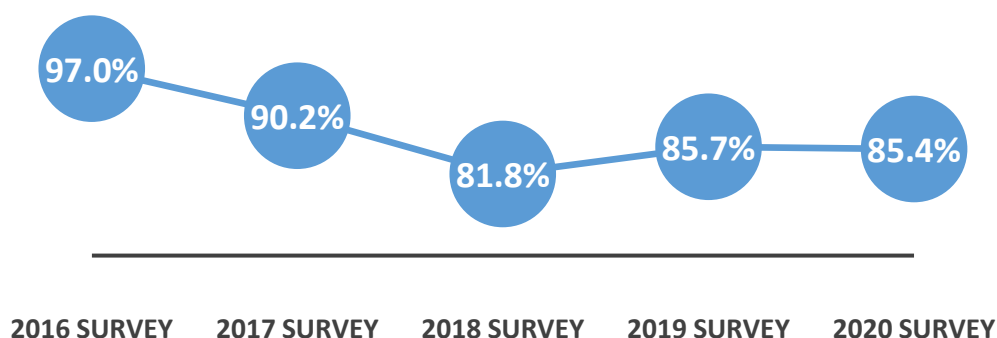


Indicator 7 - KF 21. Percentage believing that Trust provides equal opportunities for career progression or promotion

	2016 Survey	2017 Survey	2018 Survey	2019 Survey	2020 Survey
White	91.0%	90.0%	89.5%	89.6%	92.1%
BAME	97.0%	90.2%	81.8%	85.7%	85.4%

The results from the latest staff survey indicate that fewer BAME staff believe the Trust provides equal opportunities for career progression or promotion when compared to white staff.

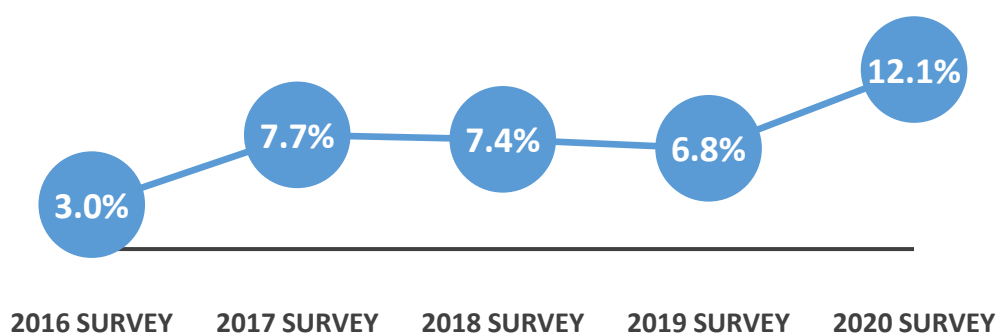
The proportion of BAME staff that believe the Trust provides equal opportunities for career progression has remained broadly similar to last year.



Indicator 8 - Q217. In the last 12 months, have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues (NB Q217 part b is the Staff Survey question referred to)

	2016 Survey	2017 Survey	2018 Survey	2019 Survey	2020 Survey
White	4.0%	4.7%	5.0%	4.4%	5.0%
BAME	3.0%	7.7%	7.4%	6.8%	12.1%

The results from the latest staff survey indicates that more BAME staff have experienced discrimination from their manager when compared to white staff.



Indicator 9 - Percentage difference between the organisations' Board voting membership and its overall workforce

Current Year 2020-21

	Board Member		Overall Workforce		Percentage difference between the organisation board voting membership and its overall workforce
White	11	78.6%	3563	92.6%	-14.0%
BAME	3	21.4%	213	5.5%	+15.9%
Not Stated	0	0%	72	1.9%	-1.9%

As at March 2021, the Trust's Board is made up of 21.4% of BAME staff compared with 5.5% of the overall trust. A difference of 15.9%

Previous Year 2019-20

	Board Member		Overall Workforce		Percentage difference between the organisation board voting membership and its overall workforce
White	12	85.7%	3496	93.5%	-6.8%
BAME	2	14.3%	166	4.4%	+8.9%
Not Stated	0	0%	79	2.1%	-2.1%

As at March 2020, the Trust's Board was made up of 14.3% of BAME staff compared with 4.4% of the overall trust. A difference of 8.9%

The 2020 Staff Opinion Survey allowed the introduction of a local question asking CWP staff if they were aware how to intervene in cases of bullying, harassment and abuse and would take action. This question indicated the following for BAME staff who responded:

- 84% said they knew what to do and would take action
- 12 % would take action but were not sure what to do
- 3% would keep out of it or did not say

Our report demonstrates an increase in the representation of Black and Minority Ethnic (BAME) people at Board level (Indicators 1 and 9). This figure has progressively increased from 7.14% in 2019 to 14.3% last year and is now 21.4% meaning that CWP continues to perform better than a number of other Trusts in respect of BAME Board representation.

Like last year, indications are that BAME candidates are less likely to be appointed following shortlisting (Indicator 2). Also, BAME people are more likely to enter the formal disciplinary process than white people (Indicator 3).

BAME staff are less likely to access non-mandatory training when compared to white staff (Indicator 4). This is in contrast with the previous 3 years where BAME staff were more likely to access this.

Both fewer white and fewer BAME colleagues said they had experienced harassment, bullying or abuse from patients, relatives or the public than last year (Indicator 5). The BAME decrease was greater, is still higher than for white colleagues but is lower than the national average.

The results from the latest staff survey indicate a larger proportion of BAME staff say that have experienced harassment, bullying or abuse from staff when compared to white staff (Indicator 6) This was also the case in the 2019 staff survey results. Our BAJME rate is lower than the national average.

The rates for Career Progression (Indicator 7) indicate that more white people than BAME people believe that the Trust provides equal opportunities. The rate for white staff has increased since last year whereas the rate for BAME people has remained consistent. The BAME rate is higher than the national average.

The key area for development is in relation to discrimination (Indicator 8). There has been an increase for both BAME and white people saying that they experienced this with the increase for BAME people being larger than the increase for white people. The BAME rate is lower than the national average.

We are working with members of our BAME+ Network Group to look at how we can progress in a positive way. We have developed a WRES action plan to address points made above and will continue to monitor these.