

## Workforce Race Equality Standard (WRES)

### Context

The NHS Equality and Diversity Council announced on July 31 2014 that it had agreed action to ensure employees from Black, Asian and Minority Ethnic (BAME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

The Council pledged its commitment, to implement two measures to improve equality across the NHS, commencing in April 2015.

The first of these is the **Workforce Race Equality Standard (WRES)** that, for the first time, requires NHS organisations to demonstrate progress against a number of indicators of workforce equality, including a specific indicator to address the levels of BAME Board representation.

The WRES standard is live from April 2015, and the Trust is required to implement the National Workforce Race Equality Standard and submit an annual report to the Co-ordinating Commissioner on its progress in implementing the Standard.

University Hospitals Bristol NHS Foundation Trust's (UH Bristol or the Trust) current position in respect of the nine metrics which are indicators of workforce equality in the WRES are summarised below.

The NHS Workforce Race Equality Standard for implementation from April 2015 NHS Workforce Race Equality Standard Indicators	
Workforce metrics	
For each of these three workforce indicators, the Standard compares the metrics for white and BAME staff.	
1.	<p>Percentage of BAME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BAME staff in the overall workforce</p> <ul style="list-style-type: none"> <li>❖ Of the 409 staff in Bands 8-9 and VSM, 4.1% were from BAME and 95.8% from White backgrounds.</li> <li>❖ 5.4% of the total number of White staff were in Bands 8-9 and VSM</li> <li>❖ 1.3% of the total number of BAME staff were in Bands 8-9 and VSM</li> </ul>
2.	<p>Relative likelihood of BAME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.</p> <p>The relative likelihood of White staff being appointed from shortlisting compared to BAME staff was 1.85 times greater during the period January – December 2014.</p>
3.	<p>Relative likelihood of BAME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation</p> <p>In 2013 the relative likelihood of BAME staff entering the formal disciplinary process compared to White staff was 2.8 times greater.</p> <p>In 2014 the relative likelihood of BAME staff entering the formal disciplinary process compared to White staff was 3.6 times greater.</p>

4.	<p>Relative likelihood of BAME staff accessing non-mandatory training and CPD as compared to White staff</p> <p>At present full data on staff accessing all non-mandatory training is not available. Training data is available from the 2014 National Staff Survey, which was conducted on a full census basis and had a response rate of 47% (3,641 staff).</p>
<p><b>National NHS Staff Survey findings</b></p> <p>For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BAME staff.</p>	
5.	<p>KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months</p> <p>32% BAME 30% White in 2014 Survey</p>
6.	<p>KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months</p> <p>40% BAME 26% White in 2014 Survey</p>
7.	<p>KF 27. Percentage believing that trust did <b>not</b> provide equal opportunities for career progression or promotion</p> <p>39% BAME 10% White in 2014 Survey</p>
8.	<p>Q23. In the last 12 months have you personally experienced discrimination at work from Manager/team leader or other colleagues</p> <p>22% BAME 7% White in 2014 Survey</p>
<p><b>Boards</b></p> <p>Does the Board meet the requirement on Board membership in 9?</p>	
9.	<p>Boards are expected to be broadly representative of the population they serve.</p> <p>The BAME population of Bristol (all groups with the exception of all the White groups) make up 16% of the total population in Bristol.</p> <p>The UH Bristol Trust Board is made up of seven Executive Directors and nine non-executive Directors, including the Chair.</p> <p>Of the members of the Board who have declared their ethnicity, all describe themselves as White.</p>