Workforce Race Equality Standard Data Submission
(as at 31st March 2023)

Indicator 1	Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by: Non-Clinical staff and Clinical staff (of which: Non-Medical staff and Medical and Dental staff)

Table 1: Snap shot of BTHFT workforce data over a period of three years

Pay Band	31st March 2021			31st March 2022			31st March 2023		
	White	Ethnic Minorities	Ethnicity Unknown/ NULL	White	Ethnic Minorities	Ethnicity Unknown/ NULL	White	Ethnic Minorities	Ethnicity Unknown/ NULL
1a) Non Clinical Workforce									
Under Band 1	7	7	0	6	8	0	4	8	0
Band 1	20	20	6	18	22	6	17	16	3
Band 2	526	297	19	517	290	19	483	330	19
Band 3	181	82	4	177	93	4	180	94	7
Band 4	245	68	5	245	64	7	245	82	7
Band 5	111	51	5	106	53	5	109	59	3
Band 6	95	31	1	99	43	1	101	38	0
Band 7	111	30	2	111	31	1	120	33	2
Band 8a	39	11	1	45	11	2	47	17	2
Band 8b 14%	26	7	0	27	7	0	31	5	0
Band 8c	16	4	0	15	5	0	13	5	0
Band 8d 7%	10	0	0	12	0	0	13	1	0
Band 9 0%	4	0	0	4	0	0	4	0	0
VSM 14%	6	1	0	6	1	0	6	1	0
1b) Clinical Workforce *of which Non-Medical*									
Under Band 1	3	1	0	0	0	0	0	0	0
Band 1	0	0	0	1	2	0	0	0	0
Band 2	333	247	4	351	253	7	335	314	3
Band 3	199	99	1	191	103	2	188	121	2
Band 4	117	43	3	111	49	2	125	95	2
Band 5	530	475	23	447	500	18	405	524	20
Band 6	574	184	15	588	228	13	592	247	11
Band 7	398	83	6	428	88	12	423	97	11
Band 8a	128	22	2	142	25	3	138	30	4
Band 8b 14%	33	3	1	34	6	1	30	5	1
Band 8c 0%	16	0	0	13	0	0	12	0	0
Band 8d 12.5%	5	0	0	6	0	0	7	1	0
Band 9	1	1	0	1	1	0	2	1	0
VSM 0%	1	0	0	1	0	0	1	0	0
of which Medical & Dental									
Consultants	218	117	13	215	123	12	209	135	16
of which Senior Medical Manager	11	5	2	11	5	2	6	7	2
Non-consultant Career Grade	47	46	5	41	48	6	37	64	18
Trainee Grades	194	149	8	159	153	11	158	173	10
Other	0	0	0	0	0	0	0	0	0
TOTAL	**4194**	**2079**	**124**	**4117**	**2207**	**132**	**4035**	**2496**	**141**

Table 2: BTHFT staffing figures over a 3-year period
See Appendix 1 (at the end) for key showing the meaning of the arrows in the data tables

Year	Number of Staff in overall workforce	Number of Staff in overall workforce who have declared their ethnicity	Number of ethnic minority staff in overall workforce	Percentage of ethnic minority staff in overall workforce	Percentage of senior leaders from an ethnic minority background
March 2021	6397	6273	2079	32.5% (33.14) ⬆	(14.5%) ⬌
March 2022	6456	6324	2207	34.2% (34.9%) ⬆	(15.5%) ⬆
March 2023	6672	6531	2496	37.4% (38.22%) ⬆	(17.84%) ⬆

Table 3

Indicator 2	Relative likelihood of staff being appointed from shortlisting across all posts						
	Number of shortlisted applicants		Number appointed from shortlisting		Ratio appointed from shortlisting (likelihood of appointment from shortlisting)		The relative likelihood of White staff being appointed compared to Ethnic Minoirity staff
	White	Ethnic Minority	White	Ethnic Minority	White	Ethnic Minority	
March 2021	2481	2217	834	509	33.62%	22.96% ⬆	1.5 ⬌
March 2022	3142	3690	1000	798	31.83%	21.63% ⬇	1.5 ⬌
March 2023	2185	2813	792	654	36.25%	23.25% ⬆	*1.6 ⬆

A figure above "1" would indicate that White candidates are more than Ethnic Minority candidates to be appointed from shortlisting.

Table 4

Indicator 3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation		
	Number of staff who are part of a formal disciplinary process		Relative likelihood of ethnic minority staff entering the formal disciplinary process compared to white staff
	White	Ethnic Minority	
March 2021	18	17	*1.91 ⬆
March 2022	26	11	0.79 ⬇
March 2023	10	14	2.26 ⬆

A figure below "1" would indicate that Ethnic Minority staff members are less likely than White staff to enter the formal disciplinary process.

Table 5

Indicator 4	Relative likelihood of staff accessing non-mandatory training and CPD
March 2021	1.61 🔺
March 2022	2.28 🔺
March 2023	1.16 🔻

A figure above "1" indicates that White staff members are more likely to access non-mandatory
Training and CPD than Ethnic Minority staff.

Table 6

Indicators 5 – 8	National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for white and ethnic minority staff							
	Indicator 5 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months		**Indicator 6** Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months		**Indicator 7** Percentage of staff believing that trust provides equal opportunities for career progression or promotion		**Indicator 8** In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues	
	White	**Ethnic Minority**	**White**	**Ethnic Minority**	**White**	**Ethnic Minority**	**White**	**Ethnic Minority**
March 2021 (2020 survey)	29.6%🔺	30.3% 🔺	24.8%🔺	26.7%🔺	63.0%🔻	46.7%🔺	5%↔️	15.7%🔺
March 2022 (2021 survey)	30.2%🔺	27.3% 🔻	22.2%🔻	30.5% 🔺	63.6%🔺	43.7%🔻	6.5%🔺	15.4% 🔻
March 2023 (2022 survey)	28.8%🔻	29.7% 🔺	24.4%🔺	28.8%🔻	65.6%🔺	46.1% 🔺	5.7%🔻	18.3% 🔺

Table 7

Indicator 9	Percentage difference between the organisations' Board membership and its overall workforce disaggregated: • By voting membership of the Board • By executive membership of the Board			
	Voting membership of the Board		**Executive membership of the Board**	
	White	**Ethnic Minority**	**White**	**Ethnic Minority**
March 2020	78.6%	21.4%	100%	0%
March 2021	64.3%	35.7% 🔺	88.9%	11.1% 🔺
March 2022	66.7%	33.3% 🔻	88.9%	11.1% ↔️
March 2023	64.3%	35.7% 🔺	88.9%	11.1% ↔️

Summary of WRES data findings and analysis

<u>Areas where we have seen improvement:</u> Although some of these area's still require some focus, there have also been some definite improvements in our data this year;

- We have exceeded our target of having a workforce that is representative of the local population (now over 35% ethnic minority representation)

- A 2.34% increase in ethnic minority representation at Bands 8a and above (senior management levels), with notable increases
    - In both clinical and non-clinical roles at bands 8a and 8d
    - In voting membership of the board (increase of 33.3% to 35.7%)

- No issues in representation for medical & dental grades

- Improvements in the likelihood of ethnic minority staff being shortlisted for interview

- Reduction in the disparity between white and ethnic minority staff accessing non-mandatory training and development

- Reduction in ethnic minority staff experiencing harassment & bullying from colleagues

- An increase in all staff believing that the Trust provides equal opportunities for career progression or promotion

<u>Areas for Further Action:</u> Despite many of the findings reflecting the national picture (particularly in relation to the staff survey) and some notable improvements, there is room for improvement on all Indicators for the WRES. Our data above highlights some key area's for action which include;

- Increase ethnic minority representation at senior levels

- Improve likelihood of appointment from shortlisting for ethnic minority candidates

- Reduce the likelihood of ethnic minority staff entering the formal disciplinary process

- Improve likelihood of ethnic minority staff accessing non-mandatory training

- Improve staff experience in relation to discrimination and harassment & bullying

- Improve satisfaction with career development opportunities

- Reduce likelihood of experiencing discrimination for ethnic minority staff

Focus for 2023/2024

The 2023/2024 WRES action plan will provide focus on those areas where our data is telling us we need to make an improvement.

Work with staff networks and key stakeholders to develop an implementation plan to accompany the recently launched EDI Strategy and engage with CSU/ Department managers on their role and remit as part of the new strategy
Ensure Staff Networks continue to thrive in line with the national ambitions for staff networks, withi support from the EDI team in increasing their membership and further developing their work plans
Continue to raise the profile of disability/ race equality across the Trust in partnership with our staff equality networks
Increased focus on ethnic minority staff in leadership roles (clinical and non-clinical).
Finalise and launch a new recruitment & selection toolkit with continued focus on reducing bias in recruitment and ensuring our processes are inclusive.
Application process for the 2nd Reciprocal Mentoring cohort to be rolled out in the Autumn of 2023.
Increased focus on civility in the workplace (including addressing the issue of harassment & bullying from patients and the public) and raising the profile of disability/ race equality across the Trust.
As part of the Harassment & Bullying policy review; • Increased focus on ensuring managers are trained in methods of informal resolution, including facilitated conversations and the roll out of the newly developed Workplace Civility toolkit • Mediation will become an established option for staff experiencing conflict or inappropriate behaviours in the workplace.
Co- producing training materials with our staff equality networks and their lived experiences on our approaches to anti-racism training and awareness
Work with the HR Business Partner team to do a 'deep dive' analysis of disciplinary data; exploring reasons for entry, any informal action taken and any informal action that could potentially have been taken to prevent entry into the formal disciplinary process, to identify any action or learning from these cases (e.g. whether there are cultural differences that may be coming into play)
Continue to explore barriers and opportunities for Career & Personal Development for our diverse staff at Bands 5-7
As part of the "Outstanding Maternity Services" (OMS) work-stream; engage with Nursing & Midwifery staff to explore their experiences of work in Women's services, including any barriers to progression
Provide training to a number of new Staff Advocates ready for a relaunch. Staff Advocates support the needs of our diverse staff, including advice and guidance around harassment &

bullying, disability and the provision of reasonable adjustments.
Analysis of the Medical WRES and Bank WRES data to identify any key areas of focus for the Trust

Appendix 1:

Key for symbols used in the data tables:

⬆	*A higher % or score is better and this has shown an increase this year*	⬆	*A lower % or score is better and this has shown an increase*
⬇	*A lower % or score is better and this has shown a decrease this year*	⬌	*The score has stayed the same from the previous year*
⬇	*A higher % or score is better and this has shown a decrease this year*		

Appendix 2

Workforce Race Equality Standard (WRES): The 9 Indicators

Indicator 1	Percentage of Ethnic Minority staff in each of the Agenda for Change bands 1-9, medical & dental subgroups and very senior managers (VSM), including executive board members compared with the percentage of staff in the overall workforce.
Indicator 2	Relative likelihood of Ethnic Minority staff being appointed from shortlisting across all posts.
Indicator 3	Relative likelihood of Ethnic Minority staff entering the formal disciplinary process, compared to that of White staff.
Indicator 4	Relative likelihood of White staff accessing non mandatory training and Continuous Professional Development (CPD) as compared to Ethnic Minority staff.
Indicator 5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.
Indicator 6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.
Indicator 7	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.
Indicator 8	In the last 12 months have you personally experienced discrimination at work from any of the following? Manager, team leader or other colleague.
Indicator 9	Percentage difference between the organisations' board voting membership and its overall workforce.