



## Trust Board: 26<sup>th</sup> September 2023

### Bank Workforce Race Equality Standard Metrics Report 2022/23

#### Purpose of the Report

- The Bank Workforce Race Equality Standard (Bank WRES) is new for 2022/23. NHS Trusts were asked to submit Bank WRES data to NHS England and NHS Improvement, by June 30th 2023, on a voluntary basis, unlike the WRES and WDES which are mandatory.
- The Bank WRES includes three metrics comparing representation for White and Black, Asian and Minority Ethnic (BAME) Bank-only staff. Additional metrics, based on the Bank Staff Survey results, are sourced directly by the national team.
- This report provides a summary of each Bank WRES metric we are asked to submit data on. The purpose of this report is to present the data which has been submitted to the national team.

#### Analysis of the issue

- Analysis of the Bank WRES metrics indicates that staff from minority ethnic backgrounds are at a disadvantage when compared to White staff in terms of:
  - Representation at higher bands
  - Disciplinary processes

Action planning is incorporated into the WRES report and action plan (separate report).

#### Proposal

- It is asked that the Board notes this report for information, as data has already been submitted to the national team.
- The requirements above will become an annual governance cycle.

#### Decision required

Briefing – no decision required	X
Discussion – no decision required	
Decision required – detail below	

- Ultimately, a failure to act upon the equality issues indicated by the Bank WRES metrics could result in a failure to deliver workforce equality, diversity and inclusion (item 73 on the Trust’s risk register).

## Governance table

<b>For Board and Board Committees:</b>	<b>Trust Board</b>	
	Sarah Willis (Director of Human Resources and Organisational Development)	
<b>Paper sponsored by:</b>	Roisin Ryan (EDI Specialist), Haseeb Ahmad (Head of Equality, Diversity and Inclusion)	
<b>Paper authored by:</b>	15 <sup>th</sup> September 2023	
<b>Date submitted:</b>		
<b>State which Board Committee or other forum within the Trust’s governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s):</b>		
<b>If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e. assured/ partially assured / not assured:</b>		
<b>State whether this is a ‘one off’ report or, if not, when an update report will be provided for the purposes of corporate Agenda planning</b>	This report is part of an annual governance cycle	
<b>STEP up to GREAT strategic alignment*:</b>	High Standards	
	Transformation	
	Environments	
	Patient Involvement	
	Well Governed	X
	Reaching Out	
	Equality, Leadership, Culture	X
	Access to Services	
	Trustwide Quality Improvement	
	<b>Organisational Risk Register considerations:</b>	List risk number and title of risk
<b>Is the decision required consistent with LPT’s risk appetite:</b>		
<b>False and misleading information (FOMI) considerations:</b>		
<b>Positive confirmation that the content does not risk the safety of patients or the public</b>	Y	
<b>Equality considerations:</b>	Y	

# **Bank Workforce Race Equality Standard**

**Leicestershire Partnership NHS Trust**

**31st March 2023**

# Introduction to the Bank Workforce Race Equality Standard

The Bank Workforce Race Equality Standard (WRES) is new for 2022/23, and includes nine metrics comparing experiences and outcomes for White and BAME Bank-only staff. Three metrics are considered here, and have been submitted to the national team. The other metrics are mentioned, and data will be sourced by the national team directly.

All NHS Trusts are asked to submit Bank WRES data to NHS England and NHS Improvement, by June 30th 2023.

The national team will use the submitted data to publish a national report, as well as bespoke reports for participating Trusts, so that regional and local interventions can be developed.

## **Note on data:**

Headcounts below 11 have been redacted from this report, but have been submitted to the national team.

“Active Bank Workers” is defined as “workers whom at the time of data capture have undertaken paid work/training within the last six-month period”, i.e. 1st October 2022 – 31st March 2023.

## **Note on terminology:**

The term “BAME” is used throughout this report to mirror the wording of the WRES. However, this term is becoming less used in favour of more inclusive language which does not combine all minority ethnic groups together. Therefore, as well as comparing colleagues from White and BAME backgrounds, further analysis is provided where possible which analyses the differences in outcomes for White, Asian, Black, Mixed and Other minority ethnicities.

# The Bank WRES metrics

## Metrics to be submitted (as of 31st March 2023):

- 1: Percentage of \*active workers by ethnic group and gender across key grades and staff groups.
- 2: Relative likelihood of bank workers entering a formal disciplinary process by ethnic group in the last 12 months.
- 3: Relative likelihood of bank workers being formally dismissed by ethnic group, in the last 12 months (for conduct and capability).

## Metrics the national team sources themselves:

- 4a Percentage of bank workers experiencing harassment, bullying or abuse from patients/service users, their relatives, or other members of the public in last 12 months.
- 4b: Percentage of bank workers experiencing harassment, bullying or abuse from: other colleagues in the last 12 month
- 4c: Percentage of bank workers experiencing harassment, bullying or abuse from: Managers in the last 12 months.
- 4d: Percentage of bank workers who experienced harassment, bullying or abuse at work who then proceeded to report it?
- 5a: Percentage of bank workers that have personally experienced physical violence from patients/service users, their relatives, or other members of the public in the last 12 months.
- 5b: Percentage of workers who experienced physical violence at work who then proceeded to report it?
- 6a: Percentage workers who would, in the next 12 months consider moving to work in a form of permanent employment in the NHS.
- 6b: Percentage of bank workers that feel there are opportunities to develop their career in the organisation.
- 6c: Percentage of workers whose main paid source of work is on the bank.
- 6d: How long have bank only workers solely worked on the bank.
- 7a: Percentage of bank workers that have in the last 12 months personally experienced discrimination at work from managers/ team leaders or colleagues.
- 7b: Percentage of bank workers that have in the last 12 months personally experienced discrimination at work from: patients, relatives, or members of the public.
- 8a: Percentage of bank workers who feel that the organisation values their work contribution.
- 8b: Percentage of bank workers that feel safe to speak up about anything that concerns them in their organisation.
- 8c: Percentage of bank workers that think the organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.)
- 8d: Percentage of bank workers that feel they receive the respect they deserve from colleagues at work.
- 9: Percentage of bank workers who were originally recruited to the NHS from outside of the UK and now work in a bank only position.

## Metric 1. Pay Bands

Data submitted to the national team was broken down by gender, ethnic category, and band. Data has been grouped here to avoid disclosing headcounts below 11 where possible (these have been redacted, "R")

Staff Group	Band	White	BAME	BAME % (of those of known ethnicity)
Non-Clinical	Band 2	33	48	59.30%
	Band 3	19	R	R
	Band 4	29	41	58.60%
	Band 5	R	R	R
	Band 6	R	R	R
	Band 7 and above	22	R	R
Clinical	Band 2	104	222	68.10%
	Band 3	20	15	42.90%
	Band 4	R	R	R
	Band 5	102	44	30.10%
	Band 6	72	19	20.90%
	Band 7 and above	18	R	R

Overall, BAME colleagues make up 48.8% of active Bank-only staff of known ethnicity. 5.1% of Bank-only staff have not shared their ethnicity on ESR, slightly more than the 3.5% of our substantive workforce.

## Metrics 2 and 3. Disciplinary and Dismissal Processes

	Likelihood ratio
<b>2. Number of bank workers entering the formal disciplinary process in 2022/23</b>	BAME Bank staff were <b>7.69</b> times more likely than White Bank staff to enter a formal disciplinary. In 2021/22, this figure was 4.47 times.
<b>3. Number of bank worker dismissals in 2022/23</b>	BAME Bank staff were <b>3.15</b> times more likely than White Bank staff to be dismissed (although this relates to only very small numbers).