



Berkshire Healthcare
NHS Foundation Trust

Trust Board Paper

Board Meeting Date	September 2024
Title	Workforce Race Equality Standard (WRES)
	Item for Noting Item for Discussion
Reason for the Report going to the Trust Board	This report sets out our 2024 data and approach to action against the Workforce Race Equality Standard (WRES) metrics that are part of the NHS Standard contract
Business Area	People Directorate
Author	Ash Ellis, Deputy Director for Leadership, Inclusion, Organisational Experience. Alex Gild, Deputy Chief Executive (Exec Sponsor)
Relevant Strategic Objectives	Make Berkshire Healthcare a great place to work for our people. Anti-racism commitment in addressing staff experience differential.
SUMMARY	This paper provides the Board with an overview of any inequalities experienced by our workforce. It provides data, benchmarking and highlights where we are doing well and where we need to do better.

Workforce Race Equality Standard 2024

Author	Ash Ellis, Deputy Director for Leadership, Inclusion and OD
Purpose of Report	This report sets out our 2024 data and approach to action against the Workforce Race Equality Standard (WRES) metrics
Executive Summary	
<ul style="list-style-type: none"> The WRES is the national framework through which Trusts are required to measure their performance against nine key indicators for staff representation and experience with regard to race. This comprises Trust workforce data indicators (1 – 4) Nationally set, Trust Staff Survey data indicators (5 – 8) and an indicator (9) focused on ethnically diverse Board representation. The number of ethnically diverse colleagues has increased by 154 to 1,565 from 1,411. 29.99% of our colleagues are ethnically diverse, compared to 28.40% last year. 1,565 are ethnically diverse. We have more ethnically diverse colleagues, and less white colleagues compared to the Berkshire population. Recruitment data shows we are recruiting an increasing number of ethnically diverse candidates and that the number of international applicants skews our data on chances of being appointed if you are from an ethnically diverse background due to right to work in the UK. Overall, we have seen positive change and improvement across 6 of the 9 indicators, with three moving in the wrong direction. Indicator 3 is the 'Relative likelihood of ethnically diverse staff entering the formal disciplinary process compared to White staff'. This has declined from 1.21 to 2.43, meaning ethnically diverse colleagues are more likely to enter the formal disciplinary process than our white colleagues. Indicator 4 is the 'Relative likelihood of White staff accessing non-mandatory training and continuous professional development (CPD) compared to ethnically diverse staff'. It has declined from 1.44 to 1.55, meaning white colleagues are 1.55 times more likely to access CPD than ethnically diverse colleagues. Indicator 8 is the 'Percentage of staff who experienced discrimination at work from manager / team leader or other colleagues in last 12 months'. It has declined slightly from 13.2 to 13.3. Although improvement can be seen, we must not pause in our work to reduce inequality of experience for our colleagues. We must acknowledge that we are moving in the right direction but a lot more progress needs to be made, and targeted work has already begun, particularly with the three indicators where we haven't improved, as part of our Anti-racism action plan. Our anti-racism strategy to dismantle racism, and become an anti-racist organisation forms our WRES action plan. This has been developed and co-created by engagement with our Race Equality Network (REN) and Trust-wide colleagues, and our communities. 	
Recommendation	The Board is asked to acknowledge the WRES report and subsequent approach to actions.

1. Background

This paper provides an overview of our annual performance against the Workforce Race Equality Standard (WRES) metrics for 2023-24. The data will be published on our public website, along with our action plan, in line with regulatory requirements.

The NHS Equality and Diversity Council (EDC) introduced WRES as a framework for NHS Trusts to focus specifically on race. This was in response to the 2014 study by Roger Kline titled 'The snowy white peaks of the NHS', which highlighted the link between good patient care and an NHS workforce that is representative of the local population it serves.

The WRES came into effect on 1st April 2015. The standard is designed to improve the representation and experience of ethnically diverse staff at all levels of the organisation – particularly senior management.

In the context and requirement of the WRES, we will be using language set out in the WRES technical guidance. White staff comprises White British, White Irish and White Other (Ethnic codes A, B, C) whereas ethnically diverse staff comprise all other categories excluding 'not stated'. We have tried to consider further breakdown of ethnically diverse, and other ethnic groups refers to; Chinese and any other ethnic group.

Overall, there are nine indicators that make up the NHS WRES. These comprise:

- Workforce indicators (1 – 4),
- Staff Survey indicators (5 – 8)
- and an indicator focused on board representation (9).

The WRES is now mandated as part of the standard NHS Contract, and this supports closer scrutiny of the progress we make and outcomes we achieve.

2. What is our Workforce data telling us?

Data in 2024 shows our total staff is at 5,212, an increase of 244 from 4,968 in 2023.

The number of ethnically diverse colleagues has increased by 154 to 1,565 from 1,411.

29.99% of our colleagues are represented in the ethnically diverse category, compared to 28.40% last year. 1,565 are ethnically diverse, 3,530 are White and 124 have not stated. Figure 1 below shows our ethnicity profile.

Figure 1: Workforce ethnicity profile 2023/2024

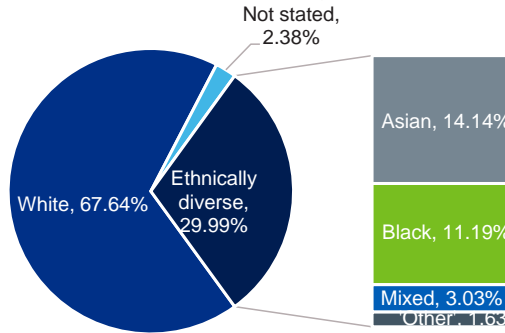


Figure 2: BHFT Workforce compared to Berkshire Population (from census data,2021)

	Ethnically diverse	White	Not stated
BHFT Workforce	29.99%	67.64%	2.38%
Berkshire Population	26.92%	73.08%	0

Further breakdown of ethnicity

	Asian or Asian British <i>(Indian, Pakistani, Bangladeshi, any other Asian background)</i>	Black or Black British <i>(Caribbean, African, any other black background)</i>	Mixed <i>(White & Black Caribbean, White & Black African, White & Asian, any other mixed background)</i>	Other Ethnic Groups <i>(Chinese, any other ethnic group)</i>	White <i>(British, Irish, any other white background)</i>	Not stated
BHFT Workforce	14.14% (738)	11.19% (584)	3.03% (158)	1.63% (85)	67.64% (3530)	2.38% (124)
Berkshire Population	17.13%	3.33%	3.56%	2.42%	73.08%	0

It's also useful to look at how representative our workforce is of our local population (Figure 2). The data shows that our workforce is more ethnically diverse by 3.07% compared to overall Berkshire population. The data also shows that our workforce is made up of 5.44% less White population compared to overall Berkshire population. The further breakdown of ethnicity shows that we are underrepresented in our workforce population for Asian, Mixed and Other Ethnic Groups, and overrepresented for Black groups compared to the overall Berkshire population.

(caveat, the census includes non-working age).

Figure 3: Workforce Full time Equivalent (FTE)

	Average FTE contract	Total	Total who work full time (37.5 hours)	% who work full time
White	0.83	3607	1993	55.3
Not stated	0.87	118	80	67.8
Ethnically diverse	0.9	1681	1253	74.5

This year we also looked at FTE, and we have found that there is a significant difference between Ethnically diverse staff who work 1 FTE vs anyone who works less than this compared to White staff. Only 55% of White staff work 37.5 hours a week, whereas 75% of Ethnically Diverse staff work 37.5 hours per week. This data needs more exploration to understand the disparity.

3. WRES Indicators

Indicator 1: Percentage of White staff in Bands 1 to 9 and VSM compared with the percentage of Ethnically Diverse staff in the overall workforce.

Figure 4: Workforce Profile – Non-Clinical Staff 2022-24 (across 3 years)

Pay Band	2022 Non-Clinical Workforce Data				2023 Non-Clinical Workforce Data				2024 Non-Clinical Workforce Data			
	Total Non-Clinical Staff	White	Ethnically diverse	Ethnicity Unknown	Total Non-Clinical Staff	White	Ethnically diverse	Ethnicity Unknown	Total Non-Clinical Staff	White	Ethnically diverse	Ethnicity Unknown
Under Band 1	5	2 (40%)	3 (60%)	0 (0%)	2	1 (50%)	1 (50%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)
Band 1	0	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)
Band 2	70	56 (80%)	14 (20%)	0 (0%)	60	48 (80%)	12 (20%)	0 (0%)	65	49 (75%)	16 (25%)	0 (0%)
Band 3	274	216 (79%)	55 (20%)	3 (1%)	275	215 (78%)	58 (21%)	2 (1%)	298	221 (74%)	74 (25%)	3 (1%)
Band 4	272	199 (73%)	64 (24%)	9 (3%)	298	208 (70%)	77 (26%)	13 (4%)	305	217 (71%)	79 (26%)	9 (3%)
Band 5	130	99 (76%)	30 (23%)	1 (1%)	143	107 (75%)	34 (24%)	2 (1%)	153	110 (72%)	41 (27%)	2 (1%)
Band 6	134	95 (71%)	36 (27%)	3 (2%)	153	107 (70%)	42 (27%)	4 (3%)	163	111 (68%)	50 (31%)	2 (1%)
Band 7	103	65 (63%)	34 (33%)	4 (4%)	123	80 (65%)	40 (33%)	3 (2%)	126	84 (67%)	39 (31%)	3 (2%)
Band 8a	84	58 (69%)	24 (29%)	2 (2%)	95	65 (68%)	27 (29%)	3 (3%)	95	69 (73%)	22 (23%)	4 (4%)
Band 8b	58	51 (88%)	6 (10%)	1 (2%)	66	54 (82%)	11 (17%)	1 (1%)	55	40 (73%)	14 (25%)	1 (2%)
Band 8c	36	28 (78%)	7 (19%)	1 (3%)	33	28 (85%)	4 (12%)	1 (3%)	35	29 (83%)	5 (14%)	1 (3%)
Band 8d	15	11 (73%)	1 (7%)	3 (20%)	16	13 (81%)	1 (6%)	2 (13%)	15	12 (80%)	1 (7%)	2 (13%)
Band 9	7	3 (43%)	1 (14%)	3 (43%)	8	5 (62%)	3 (38%)	0 (0%)	4	3 (75%)	1 (25%)	0 (0%)
VSM	4	1 (25%)	0 (0%)	3 (75%)	9	6 (67%)	2 (22%)	1 (11%)	8	6 (75%)	1 (12.5%)	1 (12.5%)
Total	1192	884	275	33	1272	937	312	32	1329	956 (72%)	344 (26%)	29 (2%)

- NB. Exec Board Members excluded prior to 2023 as part of WRES submission.
- 29 people haven't declared their ethnicity, although this has decreased year on year. It is worth noting for those in pay Bands 8d, and VSM, due to the small numbers, where colleagues haven't declared their ethnicity, this can potentially skew the figures.
- Our ethnically diverse representation has grown in bands 2,3,4,5,6, 8b, and 8c. It has decreased in bands 7, 8a, 9 and VSM.

- In comparison with our overall ethnically diverse workforce (29.99%) we have over-representation of ethnically diverse colleagues in bands 6 and 7, under-representation of ethnically diverse colleagues compared to overall workforce in bands 2, 3, 4, 5, 6, 8a, 8b, 8c, 8d, 9 and VSM. We have under-representation of ethnically diverse colleagues by more than 10% of overall ethnically diverse workforce in bands 8c, 8d and VSM.
- In comparison with our overall white workforce (67.64%) we have over-representation in all bands with the exception of band 7 which is the same. We have over-representation of white colleagues by more than 10% compared to our overall white workforce in bands 8c and 8d.

Figure 5: Workforce Profile - Clinical Staff 2022-24 (across 3 years)

Pay Band	2022 Clinical Workforce Data				2023 Clinical Workforce Data				2024 Clinical Workforce Data			
	Total Clinical Staff	White	Ethnically diverse	Ethnicity Unknown	Total Clinical Staff	White	Ethnically diverse	Ethnicity Unknown	Total Clinical Staff	White	Ethnically diverse	Ethnicity Unknown
Under Band 1	7	2 (29%)	4 (57%)	1 (14%)	13	9 (69%)	4 (31%)	0 (0%)	7	5 (71%)	2 (29%)	0 (0%)
Band 1	0	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)
Band 2	180	83 (46%)	88 (49%)	9 (5%)	167	79 (47%)	83 (50%)	5 (3%)	183	70 (38%)	105 (58%)	8 (4%)
Band 3	368	242 (66%)	119 (32%)	7 (2%)	358	235 (66%)	114 (32%)	9 (2%)	354	226 (64%)	122 (34%)	6 (2%)
Band 4	439	340 (77%)	91 (21%)	8 (2%)	484	363 (75%)	110 (23%)	11 (2%)	515	384 (75%)	122 (24%)	9 (1%)
Band 5	462	260 (56%)	183 (40%)	19 (4%)	468	254 (54%)	200 (43%)	14 (3%)	500	268 (54%)	219 (44%)	13 (2%)
Band 6	862	628 (73%)	205 (24%)	29 (3%)	811	580 (71%)	207 (26%)	24 (3%)	784	542 (69%)	225 (29%)	17 (2%)
Band 7	682	504 (74%)	158 (23%)	20 (3%)	760	557 (73%)	181 (24%)	22 (3%)	869	631 (73%)	218 (25%)	20 (2%)
Band 8a	243	182 (75%)	59 (24%)	2 (1%)	271	203 (75%)	60 (22%)	8 (3%)	296	222 (75%)	68 (23%)	6 (2%)
Band 8b	81	68 (84%)	12 (15%)	1 (1%)	98	79 (81%)	17 (17%)	2 (2%)	113	91 (81%)	19 (17%)	3 (2%)
Band 8c	23	17 (74%)	6 (26%)	0 (0%)	26	20 (77%)	6 (23%)	0 (0%)	35	31 (89%)	4 (11%)	0 (0%)
Band 8d	18	17 (94%)	1 (6%)	0 (0%)	18	18 (100%)	0 (0%)	0 (0%)	20	18 (90%)	2 (10%)	0 (0%)
Band 9	3	3 (100%)	0 (0%)	0 (0%)	3	3 (100%)	0 (0%)	0 (0%)	6	6 (100%)	0 (0%)	0 (0%)
VSM	0	0 (0%)	0 (0%)	0 (0%)	1	0 (0%)	1 (100%)	0 (0%)	1	0 (0%)	1 (100%)	0 (0%)
Total	3368	2346	926	96	3478	2400	983	95	3683	2494 (68%)	1106 (30%)	82 (2%)

- NB. Exec Board Members excluded prior to 2023.
- Our ethnically diverse representation has grown in bands 2, 3, 4, 5, 6, 7, 8a, 8b and 8d. Stayed the same in band 9. It has decreased in band 8c.

- In comparison with our overall ethnically diverse workforce (29.99%) we have over-representation of ethnically diverse colleagues in bands 2, 3, 5 and VSM, under-representation of ethnically diverse colleagues compared to the overall ethnically diverse workforce in bands 4, 6, 7, 8a, 8b, 8c, 8d and VSM. We have under-representation of ethnically diverse colleagues by more than 10% of overall ethnically diverse workforce in bands 8b, 8c, 8d and 9.
- In comparison, with our overall white workforce (67.64%) we have over-representation in bands 4, 6, 7, 8a, 8b, 8c, 8d and 9. We have over-representation of white colleagues by more than 10% of overall white workforce in bands 8b, 8c, 8d and 9. We have under-representation of white colleagues in bands 2, 3, 5 and VSM.
- 82 people haven't declared their ethnicity, although this has decreased by 13 since last year.

Figure 6: Workforce Profile – Medical & Dental staff 2022-2024 (across 3 years)

Pay Band	2022 Clinical (Medical & Dental) Workforce				2023 Clinical (Medical & Dental) Workforce				2024 Clinical (Medical & Dental) Workforce			
	Total Medical & Dental Staff	White	Ethnically Diverse	Ethnicity Unknown	Total Medical & Dental Staff	White	Ethnically Diverse	Ethnicity Unknown	Total Medical & Dental Staff	White	Ethnically Diverse	Ethnicity Unknown
Consultants	100	37 (37%)	51 (51%)	12 (12%)	93	39 (42%)	52 (56%)	2 (2%)	91	37 (41%)	52 (57%)	2 (2%)
Snr Medical Manager	0	0	1	0	0	0	1	0	1	0	1 (100%)	0
Non-consultant Career Grade	82	33 (40%)	43 (53%)	6 (7%)	82	30 (37%)	48 (58%)	4 (5%)	81	30 (37%)	44 (54%)	7 (9%)
Trainee Grade	25	9 (36%)	15 (60%)	1 (4%)	27	11 (41%)	14 (52%)	2 (7%)	35	13 (37%)	18 (51%)	4 (11%)
Other	0	0	0	0	0	0	0	0	0	0	0	0
Total	207	79	109	19	202	80 (40%)	114 (56%)	8 (4%)	208	80 (39%)	115 (55%)	13 (6%)

- The ethnicity declaration being 'unknown' has gone up from 8 to 13 for this year.
- We have more ethnically diverse medical colleagues overall than white medical colleagues. We have a QI project already underway looking at the reasons for this and how we can improve people sharing this.
- Our medical workforce has increased by 6 since last year.

Indicator 2: Relative likelihood of staff being appointed from shortlisting

WRES Indicator	Metric Descriptor		2020/21	2021/22	2022/23	2023/24
2	Relative likelihood of White applicants being appointed from shortlisting across all posts compared to ethnically diverse applicants <i>(A value above 1 indicates that white candidates are more likely to be appointed than ethnically diverse candidates, and a value below 1 indicates that white candidates are less likely to be appointed than ethnically diverse candidates)</i>	Berkshire Healthcare	1.46	1.53	1.51	1.4
		NHS Trusts	1.61	1.61	1.54	

Commented [AE1]: The National data for 2024 for Trust's is delayed and has not yet been released, and is due for release in Sept/Oct.

This year we have made improvements that is bringing us down closer to the target of below 1. Please also see Appendix 1 on our recruitment data.

We have an increasing number of applicants from candidates residing outside of the UK who do not have the right to work in the UK and will not qualify for a UK visa. This means that a disproportionately high number of ethnically diverse applications are not shortlisted. Even when we can employ international applicants, the sheer volume of applications means that a significant number of candidates are not shortlisted. For example, a recent advertisement for a Mental Health Nurse attracted 274 international applicants, many of whom were from diverse ethnic backgrounds. Due to the high number of applications, we could not interview all candidates, resulting in over 200 diverse candidates not being shortlisted.

Indicator 3: Relative likelihood of staff entering the formal disciplinary process

WRES Indicator	Metric Descriptor		2020/21	2021/22	2022/23	2023/24
3	Relative likelihood of ethnically diverse staff entering the formal disciplinary process compared to White staff <i>(A value of "1.0" for the likelihood ratio means that ethnically diverse and white staff are equally likely to enter formal disciplinary proceedings, whilst a value above 1 indicates that ethnically diverse staff are more likely to enter formal disciplinary proceedings than white staff, and a value below 1 indicates that ethnically diverse staff are less likely to enter formal disciplinary proceedings than white staff)</i>	Berkshire Healthcare	1.81	4.59	1.21	2.43
		NHS Trusts	1.16	1.14	1.14	

Last year we made the most progress we have made in this area for 3 years. However, this year this metric has declined by a whole point and more, taking us further way from the target of 1 or less. As part of our anti-racism work, we will be reviewing our approach to our casework in January 2025. We are also launching racial inclusivity training for investigators and HR colleagues in September 2024.

Indicator 4: Relative likelihood of staff accessing non-mandatory training and continued professional development

WRES Indicator	Metric Descriptor		2020/21	2021/22	2022/23	2023/24
4	Relative likelihood of White staff accessing non-mandatory training and continuous professional development (CPD) compared to ethnically diverse staff <i>(A value of "1.0" for the likelihood ratio means that white and ethnically diverse staff are equally likely to access non-mandatory training or CPD, whilst a value above 1 indicates that white staff are more likely to access non-mandatory training or CPD than ethnically diverse staff, and a value below 1 indicates that white staff are less likely to access non-mandatory training or CPD than ethnically diverse staff.)</i>	Berkshire Healthcare	1.51	1.28	1.44	1.55
		NHS Trusts	1.14	1.14	1.12	

This indicator has declined by 0.11 moving us away from our target of 1 or under. We receive relatively fewer applications for non-mandatory training and CPD from our ethnically diverse staff compared to our white staff. We are seeking to understand the reasons for this and will engage in open conversations with our ethnically diverse staff to hear how we can better support and motivate applications for these opportunities. However, once an application is submitted, our data shows, there are no significant differences in the likelihood of staff being offered training.

Indicator 5: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public

WRES Indicator	Metric Descriptor		Ethnically diverse	White	Ethnically diverse	White	Ethnically diverse	White	Ethnically diverse	White
			2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	2023/24	2023/24
5 Staff Survey Q14a	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Berkshire Healthcare	31%	20%	29.4%	19.9%	29.4%	18.5%	26.7%	17.1%
		NHS Trusts	32%	25%	32%	26%	29.2%	27%	%	%

This indicator has improved for white colleagues over the past 4 years, and after having made no consistent progress since 2020/21, this indicator has improved this year by over 2.5%. Although progress is being made, the data indicates that ethnically diverse colleagues are 9.6% more likely to experience harassment, bullying or abuse from patients, relatives and the public than white colleagues.

Indicator 6: Percentage of staff experiencing harassment, bullying or abuse from staff

WRES Indicator	Metric Descriptor		Ethnically diverse	White	Ethnically diverse	White	Ethnically diverse	White	Ethnically diverse	White
			2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	2023/24	2023/24
6 Staff Survey Q14b/c	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	Berkshire Healthcare	23%	18%	23%	14%	20.8%	15.4%	20.4%	13.7%
		NHS Trusts	25%	20%	23%	18%	27.6%	22.5%	%	%

An improvement of 0.4% from 22/23 for ethnically diverse colleagues and a 1.7% improvement for our white colleagues. However, based on the above our ethnically diverse colleagues are still 6.7% more likely to experience harassment, bullying or abuse from colleagues than their white counterparts.

Indicator 7: Percentage of staff believing the Trust provides equal opportunities for career progression or promotion

WRES Indicator	Metric Descriptor		Ethnically diverse	White	Ethnically diverse	White	Ethnically diverse	White	Ethnically diverse	White
			2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	2023/24	2023/24
7 Staff Survey Q15	Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	Berkshire Healthcare	50%	70%	45.7%	67.5%	51.7%	68.1%	53.3%	68.4%
		NHS Trusts	46%	61%	47%	61%	44.4%	58.7%	%	%

We have seen an improvement for both our white colleagues (0.3%) and our ethnically diverse colleagues (1.6%) in their beliefs that the Trust provides equal opportunities for career progression or promotion. There is still a difference of 15.1% in favour of our white colleagues perceptions.

Indicator 8: Percentage of staff personally experiencing discrimination at work from their manager/team leader or colleagues

WRES Indicator	Metric Descriptor		Ethnically diverse	White	Ethnically diverse	White	Ethnically diverse	White	Ethnically diverse	White
			2020/21	2020/21	2021/22	2021/22	2022/23	2022/23	2023/24	2023/24
8 Staff Survey Q16b	Percentage of staff experienced discrimination at work from manager / team leader or other colleagues in last 12 months	Berkshire Healthcare	12%	5%	14%	5%	13.2%	5%	13.3%	5%
		NHS Trusts	15%	6%	14%	6%	17%	6.8%	%	%

For our white colleagues this continues the 3 year trend staying at 5% but for our ethnically diverse colleagues, this has declined by 0.1%. Far too many of our colleagues experience discrimination from their colleagues whilst at work. Also, our ethnically diverse colleagues experience discrimination 8.3% more than our white colleagues.

Indicator 9: Percentage difference between Board voting membership and its overall workforce

WRES Indicator	Metric Descriptor	2020/21	2021/22	2022/23	2023/24	
9 Board Representation	Percentage difference between Board voting membership and its overall workforce	Berkshire Healthcare	(-) 15%	(-) 4.4%	+2.4%	+6.8%
		NHS Trusts	10%	12.6%	13.2%	%

The indicator above shows that we have made great progress over 3 years going from -15% to +6.8% with a marked improvement this year. The difference between percentage ethnically diverse representation on the Board and in the workforce overall is 6.8%

Our ethnically diverse workforce is 29.99% and our ethnically diverse Board Membership is 33%. Executive Board Member is 33% ethnically diverse, and Non Executive Board Member is 14% ethnically diverse.

4. Berkshire Healthcare Race Disparity Ratio

Figure 9: Race Disparity Ratio (RDR) – Comparison of Ethnically diverse Staff Progression with white staff progression in the ICS

Commented [AE2]: This section 4, is last years data - It has been left in for reference until the delayed National data is released around Sept/Oct time and we will then replace.

Trust Name	% Ethnically diverse Staff	Disparity Ratio					
		Lower to Middle <i>(from B2,B3, B4, B5 to B6&B7)</i>		Middle to Upper <i>(from B6, B7 to B8a and up incl VSM)</i>		Lower to Upper <i>(from B2, B3, B4, B5 to B8a and up incl VSM)</i>	
		Clinical	Non-clinical	Clinical	Non-clinical	Clinical	Non-clinical
Berkshire Healthcare NHS Foundation Trust	28.4%	1.63	0.66	1.18	1.71	1.93	1.13
Buckinghamshire Healthcare NHS Trust	30.7%	2.51	1.26	1.13	0.66	2.84	0.82
Oxford Health NHS Foundation Trust	19.7%	2.17	1.38	1.50	1.20	3.24	1.67
Oxford University Hospitals NHS Foundation Trust	28.3%	2.59	1.38	2.77	1.10	7.16	1.53
Royal Berkshire NHS Foundation Trust	31.5%	1.79	2.63	1.65	1.74	2.95	4.59
South Central Ambulance Service NHS Foun Trust	4.8%	0.68	1.07	-	1.25	-	1.34
Frimley Health NHS Foundation Trust	40.4%	1.89	1.66	1.92	2.04	3.64	3.37
Surrey and Borders Partnership NHS Foun Trust	30.3%	1.99	0.46	1.62	1.35	3.22	0.62

Building on the challenges highlighted by the 9 WRES indicators in this report, Figure 9 above presents Berkshire Healthcare's Race Disparity Ratio (RDR) and a comparison with BOB and Frimley ICS partners. It is worth noting that the above RDR is based on the previous year's data.

The RDR is underpinned by the principle that once recruited into an organisation progression/promotion chances should be equally accessible to everyone – an issue that is highlighted as problematic by our WRES data.

Figure 9 suggests that across the ICS, there is a disparity in proportion of Ethnically diverse staff progressing to Agenda for Change Band 8 and above compared to the proportion of White staff.

With the understanding that the RDR looks at the probability of White staff being promoted from lower Bands to Bands 8 and 9 and VSM these are the implications of the Berkshire Healthcare's RDR presented in Figure 5:

- Lower to Middle: White staff are 1.63 (clinical) and 0.66 (non-clinical) times more likely to progress through the organisation than Ethnically diverse staff.
- Middle to Upper: White staff are 1.18 (clinical) and 1.71 (non-clinical) times more likely to progress through the organisation than Ethnically diverse staff.
- Lower to Upper: White staff are 1.93 (clinical) and 1.13 (non-clinical) times more likely to progress through the organisation than Ethnically diverse staff.

A value of "1.0" indicates equity in representation at higher and lower levels, a value greater than "1.0" indicates that Ethnically diverse staff are underrepresented at the higher pay bands, and a value below "1.0" indicates Ethnically diverse staff are overrepresented at the higher pay bands.

5. Conclusion and next steps

Conclusion

Overall across the past 4 years we've seen general improvements of between 0.4% to 7.3% across our indicators. Progress is being made but it is not as quickly as we would like.

Based on the data outlined in this report we have clear areas where we need to improve and do better for our colleagues, this is across most indicators. However, 6 of the 9 indicators have seen improvement from last year. Three Indicators declined over the last year:

- Indicator 3 is the 'Relative likelihood of ethnically diverse staff entering the formal disciplinary process compared to White staff'. This has moved from 1.21 to 2.43, meaning ethnically diverse colleagues are more likely to enter the formal disciplinary process than our white colleagues.
- Indicator 4 is the 'Relative likelihood of White staff accessing non-mandatory training and continuous professional development (CPD) compared to ethnically diverse staff'. It has moved from 1.44 to 1.55, meaning white colleagues are 1.55 times more likely to access CPD than ethnically diverse colleagues.
- Indicator 8 is the 'Percentage of staff who experienced discrimination at work from manager / team leader or other colleagues in last 12 months'. It has moved from 13.2 to 13.3.

Our race disparity ratio from last year shows us that white colleagues were 1.93 (clinical roles) and 1.13 (non-clinical roles) times more likely to progress through the organisation than ethnically diverse colleagues with regards to their career progression.

Next Steps

Actions to further improve the Trust's WRES performance align with the Trust's strategic ambitions and priorities, in particular making Berkshire Healthcare a great place to work for our people. To meet this goal the Trust has committed to becoming an anti-racist organisation to address unwarranted differences in staff experience.

In committing to become an anti-racist organisation we have a comprehensive anti-racism strategy and action plan, which our actions have been developed in collaboration with our workforce and our communities. Our Anti-racism Task Group, Diversity Steering Group, Race Equality Network, Trade Unions and other stakeholders are regularly updated and engaged with our progress against our Anti-racism action statement. The action plan, is made up of 5 workstreams led by our Executive team, with each Executive taking a lead on one of the following workstreams each:

- Recruitment, conditions and progression
- Incidents, empowerment and support
- Anti-racism policy and practice
- Anti-racism education and engagement
- Patient, Access, outcomes and experience.



Berkshire Healthcare
NHS Foundation Trust

Staff can find out more about our actions on our Unity Against Racism Nexus pages:

<https://nexus.berkshirehealthcare.nhs.uk/unity-against-racism>

Our communities can find out more by looking on our website under Unity Against Racism:

www.berkshirehealthcare.nhs.uk/about-us/equality-diversity-and-inclusion/unity-against-racism/

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Appendix 1: Recruitment data

According to the 2021 census, 26.92% of Berkshire's population identifies as ethnically diverse. Over the past year, at least 41% of our hires were ethnically diverse, potentially more, as 8% of hires' ethnicities are unknown. Notably, 60% of hires at Band 8c and above were ethnically diverse.

Hiring Data Summary:

- Total Hires: 903.5 FTE
- Band 8c and Above Hires: 8.6 FTE
- Ethnically diverse hires: 372.9 FTE (41%)
- Ethnically diverse hires at Band 8c and Above: 5.2 FTE (60%)

Our ethnically diverse hiring surpasses the local population proportion, particularly in senior roles. However, this contrasts with the WRES findings, as recruitment likelihood is determined by the total applications per group. This led to us reviewing application data from February to August 2024, where it appears as though 88% of applications were from ethnically diverse candidates, exceeding local demographics significantly.

Application Data:

- Total Applications: 23,491
- Ethnically diverse Applications: 20,616 (88%)

Whilst the Trust posted 1,258 adverts in this time, we analysed the top 20 adverts in terms of total applications. In total across these 20 adverts we received a staggering 4,432 applications of which 4,310 (97.2%) applications were from ethnically diverse candidates versus 94 (2.1%) from white candidates.

To obtain WRES data, it is necessary to use a pre-set report on TRAC. This report does not allow us to include or exclude applications based on their right to work status or their country of origin. While it is still possible to obtain this data through a manual process, applicant data reported this way only stretches back 10 months.