



**Wirral Community
Health and Care**
NHS Foundation Trust

NHS Workforce Race Equality Standard (WRES)

Annual Report 2023

Wirral Community Health and Care NHS Foundation
Trust

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1 Introduction

The Workforce Race Equality Standard is included in the NHS standard contract for 2023/24. All NHS Trusts have been required to produce and publish their results from August 2016 and are subsequently required to publish a WRES report annually along with an annual action plan which must be approved by the Board (this year by the 31 October 2023).

This report details the information for Wirral Community Health and Care NHS Foundation Trust for 2023 and the data set is for 31 March 2023 using data from several sources: Electronic Staff Record (ESR), Trac system, HR record system for employment relation cases and NHS Staff Survey from 2022.

All data information was submitted to the national WRES team by the earlier national deadline of 31 May 2023 and must be published externally with an action plan by 31 October 2023.

This is the eighth year that the WRES information has been collated and published.

There are 9 indicators which form the WRES and these are as follows

Indicator	Description
Metric 1	Percentage of BME 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.
Metric 2	Relative likelihood of white staff being appointed from shortlisting compared to BME staff. (shortlisting across all posts)
Metric 3	Relative likelihood of BME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation (2 year rolling period)
Metric 4	Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME
Metric 5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.
Metric 6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
Metric 7	Percentage of staff believing that Trust provides equal opportunities for career progression or promotion.
Metric 8	In the last 12 months have staff personally experienced discrimination at work from manager/ team leader or other colleagues
Metric 9	Percentage difference between the organisation's board voting membership and its organisation's overall workforce

WRES has now instigated a separate collection for Bank staff therefore bank staff are excluded from the numbers submitted in WRES indicator 1

The WRES action plan forms one of the key ambitions within the People Strategy and Inclusion and Health Inequality Strategy with the aim of improving both access to work for people from black and minority ethnic BME communities as well as their staff experience.

To note that the term black and minority ethnic (BME) will be used throughout the document in line with NHS England guidance.

2 Executive summary

For the third year the impact of COVID must be acknowledged when considering these results in relation to our BME staff within the workforce of WCHC. This is in relation to the staff themselves and also provides some rationale as to why some of the actions have not been completed for the 2022/23 action plan and the varied attendance at the staff network meetings.

The BAME staff network has continued to meet regularly and remotely via MS teams during this period. During the year there has been a face-to-face workshop to reflect on achievements and identify areas for work priorities.

There had been a change to the lead chair due to maternity leave and two new co-chairs who were voted for by the group in an election. Tony Bennett, Chief Strategy Officer, continues to be the executive sponsor of the network and attends meetings where possible.

As of 31 March 2023, 94.3% of the workforce were from a white background, 4.1% from a BME background and 1.6% reported as NULL/unknown. Compared to the Wirral Census 2021 data¹ this shows a 95.2% of residents stating white ethnicity and 4.8% for combined BME ethnicity.

There has been an improvement in some indicators; the percentage of the workforce from a BME background continues to increase during the period of WRES data. There was marginal increase in staff records showing ethnicity as NULL/Unknown compared to last year's data.

The likelihood of white staff accessing non-mandatory training and CPD compared to BME is the same

However, indicators in relation to staff experiencing discrimination at work has significantly increased for staff from a BME background which is in contrast to the national average NHS data from 2022 Staff Survey.

During 2022/23 we have welcomed 9 international nurses into the workforce which contributed to the increase in BME workforce. These colleagues did not go through

¹ <https://www.ons.gov.uk/census/maps/choropleth/identity/ethnic-group/ethnic-group-tb-6a/white?lad=E08000015>

usual recruitment/shortlisting processes and are therefore not included in the figures reported within metric 2 (Relative likelihood of white staff being appointed from shortlisting compared to from a BME background)

3 WRES progress in 2022/23

Appendix 1 shows a baseline for workforce information in relation to staff from a BME background and an overview has been shared with the Trust's BAME Staff Network.

An action plan has been developed for the period August 2023 – July 2024. This will be taken biannually to the People and Culture Committee and will also be continually reviewed and monitored with the BAME staff network, Inclusion and Health Inequalities Steering Group and Inclusion Champions.

During Black History Month in October 2022, we produced a vlog by the executive sponsor and co-chair of the group which focussed on the network and awareness of microaggressions.

The network group also supported the production of promotional materials concerning refugee awareness.

As part of our leadership and development offer the BAME staff network were included in the 2023 pilot cohort launch of career conversations across the trust.

An action carried over from 2022/23 are identified in the action plan in appendix 2 and are as follows:

- Increase BME staff numbers to represent community levels and consideration of locality/ system areas and targeted actions

Priority actions identified by the BAME staff network are:

- Increase diversity at senior roles in the trust and at Trust Board
- To implement the cultural awareness training across the trust
- To support the adoption of the North West NHS Anti Racist framework

The Trust continues to implement a just and learning principle when considering any appropriate action under our disciplinary policy.

The key findings from the 2022/23 results are as follows:

- The number of BME staff within the Trust has continued to increase from 3.6% to 4.1%
- The likelihood of being shortlisted has worsened when comparing the year on year figures.
- 2 members of staff entered the formal disciplinary process which is an increase from the previous year. The data demonstrates that a member of staff from a BME background is more likely to enter the process than a white member of staff.
- Number of BME respondents for the Staff Survey have decreased to 34 in 2022 compared to 40 in 2021
 - BME staff are more likely to state that they feel they have been harassed, bullied or abused by patients, relatives or the public and/or other staff. The percentage of BME staff reporting this has doubled from the previous year from 16.2% to 35.3%.
 - BME staff stated they are more likely than white staff to have experienced discrimination from a manager/team leader or other colleagues, although the percentage has reduced slightly from the previous year and mirrors the national results.
 - As per the 2020 and 2021 staff survey results, fewer BME staff compared to white staff continue to believe that the trust provides equal opportunities for career progression or promotion and the Trust's figure 46.9% is now below the national median for community trusts results 50.2%.
- The Board's voting membership is 100% white.

4 Conclusion and next steps

The trust has made progress during 2022/23 but recognises there is still work to do in relation to staff experience.

Similar to last year, the percentage of staff from a BME background has increased, however the likelihood of BME people being appointed through recruitment has decreased.

We continue to have a less representative board in comparison to the rest of the workforce and also in senior roles.

The BAME Staff Network has continued to meet regularly and is seen as a valued space for members to meet and share experiences. Due to the transfer of Adult Social Care staff back to the Wirral Council this meant that some members of the group left the organisation and there was a formal thank you to those who had contributed to the network.

The Trust will continue to include this network in development and delivery of the action plan.

Appendix 1 WRES metrics summary report

Submission Year	2022	2023	
Reporting Year	April 2021 – March 2022	April 2022 – March 2023	
Metric 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.	Overall workforce headcount	1974	2000
	Overall BME %	3.6	4.1
	BME headcount	72	82
	White Headcount	1871	1886
	NULL Headcount	31	32
Metric 2 - Relative likelihood of white staff being appointed from shortlisting compared to BME staff (shortlisting across all posts)	4.26	6.10	
Metric 3 - Relative likelihood of BME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation *	1.73	6.57	
<small>*this year submission is based on ESR cases from 01/03/2022-31/04/2023. Previous year referred to data from a 2 year rolling average from April 2020-March 2022</small>	15 White 1 BME	7 White 2 BME	
Metric 4 - Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME	1.01	0.99	

Date of Staff Survey	Ethnicity	October 2021	October 2022
Metric 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White	16.6	18.3
	BME	16.2	35.3
Metric 6 - Percentage staff experiencing harassment, bullying or abuse from staff in last 12 months.	White	16.4	14.7
	BME	13.5	32.4
Metric 7 - Percentage of staff believing that Trust provides equal opportunities for career progression or promotion.	White	56.9	60.8
	BME	50.0	46.9
Metric 8 - In the last 12 months have you personally experienced discrimination at work from manager/ team leader or other colleagues	White	4.7	4.3
	BME	12.5	12.1

Submission Year (August)	2022	2023
Reporting period	April 2021 – March 2022	April 2022 – March 2023
Metric 9 - Percentage difference between the organisations' board voting membership and its overall workforce disaggregated:	Board Members (13) White 100% BME 0% Voting Membership White 100% BME 0% Total Workforce White 94.8% BME 3.7% NULL 1.5%	Board Members (12) White 100% BME 0% Voting Membership White 100 % BME 0 % Total Workforce White 94.3% BME 4.1 % NULL 1.6 %

APPENDIX 2 - WRES action plan 2023/24

[Separate document](#)