

Meeting Title	Board of Directors		
Date	18 th November 2021	Agenda item	Bo.11.21.15

October 2021 Workforce Race Equality, Workforce Disability Equality Standards and Gender Equality action plans

Presented by	Kez Hayat, Head of Equality, Diversity and Inclusion		
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Lead Director	Pat Campbell, Director of Human Resources		
Purpose of the paper	<p>The purpose of this report is to:</p> <ul style="list-style-type: none"> Present the Trust's 2020/21 WRES, WDES and Gender Equality (Gender Pay Gap) action plans as part of our contractual requirements 		
Key control	To be in the top 20% of NHS Employers		
Action required	To note		
Previously discussed at / informed by	People Academy		
Previously approved at:	Committee/Group	Date	
	N/A		

Key Options, Issues and Risks

In accordance with the NHS standard contract we are required to report our data around the **Workforce Race Equality Standard (WRES)**, **Workforce Disability Equality Standard (WDES)** and we also have a legal requirement to report our **Gender Pay Gap (GPG)** and formulate agreed action plans on all three. This years' data submission and our recommendations were brought to People Academy in May 2021 and July 2021 respectively for approval, along with feedback on our position and performance from the previous years' action plans. It was agreed that our action plans, which have been developed in response to the data analysis are presented to People Academy for review and approval.

A range of analysis has taken place, with established action plans in place in response to improving our overall positions for WRES/ WDES and GPG, and more importantly raising the profile of equality, diversity and inclusion (EDI) across the Trust. Existing action plans have been reviewed ensuring these address any issues highlighted by the recent data analysis. The action plans have been aligned to regional and national priorities on equality diversity and inclusion including the revised NHS People Plan which has revised changes with a renewed focus on EDI and the Belonging agenda.

This years WRES action plan also takes into account the new **Medical Workforce Race Equality Standard (MWRES)** See appendix 4 for the full report from the MWRES central team.

We have also carried out some initial exploration into the new NHSE/ NHSI **Race Disparity Ratio** tool, which has been developed to help NHS Trusts set trajectories against the Model Employer goals and monitor them in going forward. We plan to continue with our exploration in what this data is telling us and how this can feed into our activity around WRES and we propose to bring further updates to People Academy.

WDES/ WRES action plans have been co-produced with key stakeholders at BTHFT and with the disability equality (Enable) and race equality (RESIN) staff inclusion networks. A series of Gender Equality focus groups have taken place, led by the Director of HR, to review our gender

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pay gap data (current reporting period as at 31st March 2020). This Gender Equality Reference Group comprise of a wide range of staff who have been involved in agreeing the content of this years Gender Equality action plan.

All action plans have been developed to build on our progress from last year, plus some new actions to further progress race, disability and gender equality in the Trust. **Our proposed 2021/2022 action plans are attached as appendices 1, 2 and 3 and People Academy are invited to review these and provide their approval and support.**

Analysis

Gender Pay Gap (based on March 2020 data)

For the 2018 results (our 2nd publication) we produced four concise actions that built on the good progress we had made to narrow the gender pay gap between 2017 and 2018. These actions were successfully achieved and our data shows that our Gender Pay Gap further decreased in March 2019. Despite seeing a slight increase in the mean gender pay gap in March 2020; the median gender pay gap continues to decrease. Our mean bonus pay gap has decreased and the median bonus pay gap stays the same, which is positive. What is evident from the analysis in the report (appendix 3) is that; although women make up c. 77% of our workforce, proportionately; they are significantly under-represented at senior leadership levels.

This years' action plan has been developed into three themes with an overall aim of ensuring we recruit, retain and support the right staff and develop excellent leaders who have the skills to empower our people and create a positive culture where our people feel valued, can take responsibility for their actions and flourish. Our main focus for this years' action plan to reduce our gender pay gap will be to:

- Increase engagement with aspiring females and representation of women in senior management roles. Exploring potential "blockers" for women progressing.
- Address the underrepresentation of men at all levels in the organisation and challenge the traditionally female role stereotypes.
- Promote a culture of flexible working.

WRES (incorporating MWRES) and WDES

Improved performance for both WRES and WDES is essential in ensuring the Trust is reducing the gap in some of the workforce inequalities that are evident. We have good infra-structure and strong foundations in place which will enable us to improve our performance over the next 12 months.

Over recent years, although some progress has been made, we have remained fairly static on some indicators, such as shortlisting (recruitment & selection), under-representation at senior leadership levels, reduced disclosure rates for disabled staff and increasing levels of bullying & harassment from colleagues for both disabled and Ethnic Minority staff. We have recently utilised the positive action approach for roles at band 8a and above We are also pleased to be making excellent progress in ensuring that our Trust Board is representative of the communities we serve.

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MWRES (see report at appendix 4): In this, its first year; the MWRES has highlighted the need for key stakeholder organisations to take collective action to address inequalities for medical and dental staff in professional development, training, pay, appointments and progression to leadership roles. Many of the findings will be addressed centrally in this first year, and the national MWRES team are already working with General Medical Council, Medical Royal Colleges, Medical Schools Council and Health Education England to explore and address some of these potential inequalities. However, whilst there is no requirement for NHS Trusts to submit their individual data for analysis until next year there is an expectation that we will take some initial action to start to informally review some of the data at Trust level and address some of the issues highlighted in the MWRES report. In relation to this years WRES action plan we have included some Trust wide actions that address the highlighted inequalities, but at a Trustwide level. We have also included an action around the establishment of a specific medical & dental staff inclusion network to ensure our medical and dental staff have a means of having their voice heard in the organisation and utilising the MWRES report to direct their work plan.

Recommendation

It is recommended that the People Academy:

1. Note the contents of the report and approve the WRES/WDES and Gender Equality action plans (attached as appendices 1, 2 and 3).
2. Agree to support and receive updates on the progress on both action plans.

5 Appendices

Appendix 1: Workforce Race Equality Standard Report and Action Plan 2021/2022

Appendix 2: Workforce Disability Equality Standard Report and Action Plan 2021/2022

Appendix 3: Gender Equality Report and Action Plan 2021/2022

Appendix 4: Medical Workforce Race Equality Standard Report

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Risk assessment						
Strategic Objective	Appetite (G)					
	Avoid	Minimal	Cautious	Open	Seek	Mature
To provide outstanding care for patients			g			
To deliver our financial plan and key performance targets			g			
To be in the top 20% of NHS employers					g	
To be a continually learning organisation				g		
To collaborate effectively with local and regional partners					g	
The level of risk against each objective should be indicated. Where more than one option is available the level of risk of each option against each element should be indicated by numbering each option and showing numbers in the boxes.	Low		Moderate	High	Significant	
	Risk (*)					
Explanation of variance from Board of Directors Agreed General risk appetite (G)						

Benchmarking implications (see section 4 for details)	Yes	No	N/A
Is there Model Hospital data relevant to the content of this paper?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is there any other national benchmarking data relevant to the content of this paper?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Is the Trust an outlier (positive or negative) for any benchmarking data relevant to the content of this paper?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Risk Implications (see section 5 for details)	Yes	No
Corporate Risk register and/or Board Assurance Framework Amendments	<input type="checkbox"/>	<input type="checkbox"/>
Quality implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Resource implications	<input type="checkbox"/>	<input type="checkbox"/>
Legal/regulatory implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Diversity and Inclusion implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Performance Implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Regulation, Legislation and Compliance relevance	
NHS Improvement: (please tick those that are relevant)	
<input type="checkbox"/> Risk Assessment Framework	<input type="checkbox"/> Quality Governance Framework
<input type="checkbox"/> Code of Governance	<input type="checkbox"/> Annual Reporting Manual
Care Quality Commission Domain: Well Led	

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Care Quality Commission Fundamental Standard: Staffing
NHS Improvement Effective Use of Resources: People
Other (please state): NHS Standard Contract

Relevance to other Board of Director's Committee: (please select all that apply)					
Workforce	Quality	Finance & Performance	Partnerships	Major Projects	Other (please state)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>