

## Workforce Race Equality Standard Data Submission (as at 31<sup>st</sup> March 2024)

<b>Indicator 1</b>	<b>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:</b> Non-Clinical staff and Clinical staff (of which: Non-Medical staff and Medical and Dental staff)
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**Table 1: Snap shot of BTHFT workforce data over a period of three years**

Pay Band	31st March 2022			31st March 2023			31st March 2024		
	White	Ethnic Minority	Ethnicity Unknown / NULL	White	Ethnic Minority	Ethnicity Unknown / NULL	White	Ethnic Minority	Ethnicity Unknown / NULL
<b>1a) Non Clinical Workforce</b>									
Cluster 1 (Bands 1-4, incl under Band 1)	963	477	36	929	530	36	932	597	34
Cluster 2 (Bands 5-7)	316	127	7	330	130	5	346	149	7
Cluster 3 (Bands 8a-8b)	72	18	2	78	22	2	83	22	3
Cluster 4 (Bands 8c - 9 & VSM)	37	6	0	36	7	0	35	8	0
<b>1b) Clinical Workforce of which Non-Medical</b>									
Cluster 1 (Bands 1-4, incl. under Band 1)	654	407	11	648	530	7	673	598	10
Cluster 2 (Bands 5-7)	1463	816	43	1420	868	42	1439	1111	46
Cluster 3 (Bands 8a-8b)	176	31	4	168	35	5	174	37	3
Cluster 4 (Bands 8c - 9 & VSM)	21	1	0	22	2	0	22	5	0
<b>of which Medical &amp; Dental</b>									
Cluster 5 Consultants	215	123	12	209	135	16	217	143	17
of which Senior Medical Manager	11	5	2	6	7	2	10	5	1
Cluster 6 Non-consultant Career Grade	41	48	6	37	64	18	38	68	15
Cluster 7 Trainee Grades	159	153	11	158	173	10	156	162	11
Other	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>4117</b> (64%)	<b>2207</b> (34%)	<b>132</b> (2%)	<b>4035</b> (61%)	<b>2496</b> (37%)	<b>141</b> (2%)	<b>4115</b> (57.5%)	<b>2900</b> (40.5%)	<b>146</b> (2%)

**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 2022	6456	6324	2207	34.2%	(15.5%)
March 2023	6672	6531	2496	37.4%	(17.84%)
March 2024	7161	7015	2900	40.5%	(18.7%)

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 Minority staff
	White	Ethnic Minority	White	Ethnic Minority	White	Ethnic Minority	
March 2022	3142	3690	1000	798	31.83%	21.63% ↓	1.5 ↔
March 2023	2185	2813	792	654	36.25%	23.25% ↑	1.6 ↑
<b>March 2024</b>	<b>2867</b>	<b>5298</b>	<b>595</b>	<b>658</b>	<b>20.8%</b>	<b>12.4%</b> ↓	<b>*1.7</b> ↑

\*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 2022	26	11	0.79 ↓
March 2023	10	14	2.26 ↑
<b>March 2024</b>	<b>23</b>	<b>12</b>	<b>0.7</b> ↓

\*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 2022	2.28 ↑
March 2023	1.16 ↓
<b>March 2024</b>	<b>1.01</b> ↓

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							
	<b>Indicator 5</b> Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months		<b>Indicator 6</b> Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months		<b>Indicator 7</b> Percentage of staff believing that trust provides equal opportunities for career progression or promotion		<b>Indicator 8</b> 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 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%
<b>March 2024 (2023 Survey)</b>	<b>25.1% </b>	<b>23.5% </b>	<b>20.8% </b>	<b>21.8% </b>	<b>65% </b>	<b>50.6% </b>	<b>6.6% </b>	<b>12.7% </b>

Table 7

Indicator 9	Percentage difference between the organisations' Board membership and its overall workforce disaggregated:  <ul style="list-style-type: none"> <li>By voting membership of the Board</li> <li>By executive membership of the Board</li> </ul>			
	Voting membership of the Board		Executive membership of the Board	
	White	Ethnic Minority	White	Ethnic Minority
March 2022	66.7%	33.3%	88.9%	11.1%
March 2023	64.3%	35.7%	88.9%	11.1%
<b>March 2024</b>	<b>64.3%</b>	<b>35.7% </b>	<b>83.3%</b>	<b>16.7% </b>

## Summary of WRES data findings and analysis

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

- We have further exceeded our target of having a workforce that is representative of the local population (now 40.5% ethnic minority representation), but with continued challenges in our race disparity ratio for the progression of ethnic minority staff to more senior levels of the organisation.
- Reduction in the likelihood of ethnic minority staff entering the formal disciplinary process (white staff now more likely)

- Further reduction in the disparity between white and ethnic minority staff accessing non-mandatory training (now 1.01 times more likely – close to equity)
- Reduction in ethnic minority staff experiencing bullying & harassment from both patients and staff.
- Increase in ethnic minority staff believing the Trust provides equal opportunities in career progression and promotion (now 50.6%).
- Reduction in ethnic minority staff experiencing discrimination (now 12.7%).

Areas for further action and focus for 2023/2024: Despite some significant positives in this years' data, there is room for improvement on one or two key areas for the WRES which we propose to focus on this year:

- Ethnic minority representation at senior levels (8a+ and board level) – including focus on positive action in recruitment & selection and succession planning/ talent management.
- Reviewing and refreshing our Recruitment & Selection Processes, ensuring inclusivity and fairness in our approach.
- Improving staff experience in relation to discrimination and harassment & bullying
- Embedding our EDI Strategy, including everyone's role in raising the profile of EDI.






We will continue to engage with our ethnic minority staff, using their lived experience to raise the profile of race equality in the Trust, and to help us to understand how best to achieve improvement in these key areas.

We will continue to develop and roll out the ongoing work around civility in the workplace, along with our wider efforts in raising the profile of equality, diversity & inclusion in the Trust to improve the experience for all our diverse staff (including; launch of refreshed Respect, Civility & Resolution policy, with targeted implementation plan, comms & engagement, re-launch of mediation and staff advocacy service aligned to this, along with development of new training around informal approaches to resolution. There will also be focus on leadership and role modelling behaviours, developing an appetite and psychological safety to talk openly about race and training/ empowerment for staff in “anti-racist” practice, recognising early warning signs of racism and nipping it in the bud informally, at an early stage.

We will continue to engage with CSU's and departments to raise the profile of the Trust EDI Strategy and the five key strategic objectives, supporting them to develop CSU/ department level action plans that will support these objectives, which in turn may have a positive impact on the WRES.

## Appendix 1:

### ***Key for symbols used in the data tables:***

	<i>A higher % or score is better and this has shown an increase this year</i>		<i>A lower % or score is better and this has shown an increase</i>
	<i>A lower % or score is better and this has shown a decrease this year</i>		<i>The score has stayed the same from the previous year</i>
	<i>A higher % or score is better and this has shown a decrease this year</i>		

## Appendix 2

### Workforce Race Equality Standard (WRES): The 9 Indicators

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