



North Tees and Hartlepool
NHS Foundation Trust

NHS Workforce Race Equality Standard (WRES)

Annual Report 2023

Contents

1. Introduction
2. Executive Summary
3. Progress in 2022/2023
4. Conclusion
5. Action Plan 2023/2024

Introduction

The Workforce Race Equality Standard (WRES) was launched in 2016 and aims to improve the workplace and career experiences of ethnically diverse colleagues across the NHS.

Research shows a strong association between staff experience and patient outcomes. Staff who feel valued are more likely to be engaged with their work, and senior-level diversity increases productivity and efficiency in the workplace. A more inclusive environment for ethnic minority people working and seeking employment in the NHS is better for our people, for teams and for patients.

The WRES consists of nine specific measures (metrics), which compare the experiences of ethnically diverse staff as compared to White colleagues and examines the disparities that exist between both groups. This report provides an overview of the key metrics and supports the Trust to identify meaningful actions to demonstrate progress against the indicators of Race equality.

The findings within this report illustrate the need for equality and inclusion to be intrinsic to everything we do at North Tees and Hartlepool NHS Foundation Trust and we are committed to identifying robust actions to support our journey to continuous improvement.

Executive Summary (1/3)

This WRES report represents the ninth report since the Workforce Race Equality Standard (WRES) was established.

Within North Tees and Hartlepool NHS Foundation Trust, we have a workforce of 4,886 staff. Our Electronic Staff Record (ESR) data shows that 12.8% of our workforce have declared an ethnicity that is other than white. A total of 1.12% of our workforce have not declared their ethnicity.

The Key findings for 2023 are summarised as:

Metrics 1 to 4:

The data for Metrics for 1 to 4 is obtained from the Trust's Electronic Staff Record (ESR), Trac Recruitment System and People Services Databases.

- Our Black & Minority Ethnic (BME) representation is 12.8%, this is a 1.4% improvement on our 2022 data (11.4%).
- The relative likelihood of white candidates being appointed from shortlisting compared to BME applicants, the rate for 2023 is 2.12. This is an increase from 2022 when this was reported as 1.43.
- The relative likelihood of BME staff entering the formal disciplinary process compared to white staff - The Trust's latest rate is 0.78. This is a reduction from 2022 when this was reported as 0.88 and indicates a widening of the gap in terms of the experience between white and ethnic minority staff.
- The relative likelihood of white staff accessing non-mandatory training and continuing professional development (CPD) compared to BME staff - The Trust's latest rate is 1.1. The variance has increased by 0.6 when compared to 2022 (0.96).

Executive Summary (2/3)

Metrics 5-8:

The data for metrics 5 to 8 is obtained from the annual staff survey report, therefore for the WRES 2023 report, the information relates to the 2022 staff survey.

As a Trust, we facilitate a full census from all staff; the 2022 staff survey had 50% staff participation across the Trust, which is above the median response rate of 44%. Surveys completed by ethnically diverse staff account for 9.4% of completed surveys for 2022 and in 2021 this rate was 8.1%.

- The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months has continued to improve. Percentage rates for BME are now 30.7% (34.9% in 2021) and white are now 24.8% (26.2% in 2021).
- The percentage of BME staff experiencing harassment, bullying or abuse from staff in the last 12 months - Percentage rates for BME are 26.9% (a reduction from 30.1% in 2021), and white are 18.6% (which is comparable to 2021).
- The percentage of staff believing that their trust provides equal opportunities for career progression or promotion - The percentage rate is unchanged for BME staff at 48.1%. There continues to be a variance between the experience of BME and White staff (BME 48.1%, White 64.9%).
- The percentage of staff who personally experienced discrimination at work from a manager, team leader or other colleagues continues to improve. Percentage rates for BME are now 12.6% (16.8% in 2021) and white are now 4.7% (5.2% in 2021). However, there continues to be a variance between the experience of BME and White staff.

Executive Summary (3/3)

Metric 9:

- Board Membership - Board member representation is 6.3%; this compares to a total workforce representation of 12.8%. Whilst the overall percentage has reduced for 2023, it is noted that due to the low numbers of staff employed at this level, very minor changes to the number of Board Members in post can significantly alter the data from year to year.

Progress in 2022/2023

We are committed to being a more inclusive organisation, ensuring equal opportunity and celebrating diversity. Encouraging and supporting the workforce we employ to reach their potential. This will support our ultimate goal to be a brilliant place to work and thrive.

During 2022/2023, we have achieved the following outcomes:

- Implemented new processes for reporting on recruitment and selection monitoring data, with analysis at Care Group level across a range of protected characteristics including age, disability, ethnicity, gender and sexual orientation.
- Reviewed and refreshed our Recruitment and Selection Training for managers, to raise awareness of EDI considerations and the impact of unconscious bias, as well as embedding our approach to values based recruitment.
- Participated in the Scope for Growth pilot programme delivered by NHS England. This provides a framework for high-quality career conversations that help draw out an individual's aspirations as well as developing their potential.
- Developed and implemented a stand-alone Dignity and Respect policy for colleagues, which is aimed at supporting individuals who have experienced bullying or harassment at work from other colleagues/managers.
- Developed a new training package for managers to support with Difficult Conversations and managing Difficult Situations.
- Implemented a case review process for employee relations cases to allow for the continuous sharing of lessons learned and continuous improvement of our people practices processes.

- Introduced a process for monitoring all employee relations cases, to review data related to protected characteristics and identify emerging themes.
- Our Cultural Ambassadors continue to provide independent advice in relation to employee cases involving colleagues from an ethnic minority background. New guidance has been developed and promoted which provides useful information about the role of the Cultural Ambassador.
- Development of a Violence Prevention and Reduction Strategy with input from a range of stakeholders across the organisation. The strategy is aimed at supporting colleagues who experience violence and aggression from patients/visitors.
- Introduced a 'safe space' for ethnic minority colleagues to meet with the ethnic minority network lead, where issues of discrimination, harassment and bullying can be discussed, with signposting to appropriate sources of support.
- Introduced new processes for reporting and reviewing data relating to violent incidents across the organisation, which allows for hotspot areas to be identified, so that additional targeted support can be delivered to colleagues.
- Delivery of new Speak Up, Listen Up training as part of the Trust's Freedom to Speak up service.

Annual Submission Measures

The Workforce Race Equality Standard is a set of nine specific measures, which enable NHS organisations to compare the workplace and career experiences of ethnically diverse staff (Black and Minority Ethnic- BME) and White staff.

The Measures provide high-level overview; therefore we have completed a more detailed analysis to inform our conclusions and actions plans.

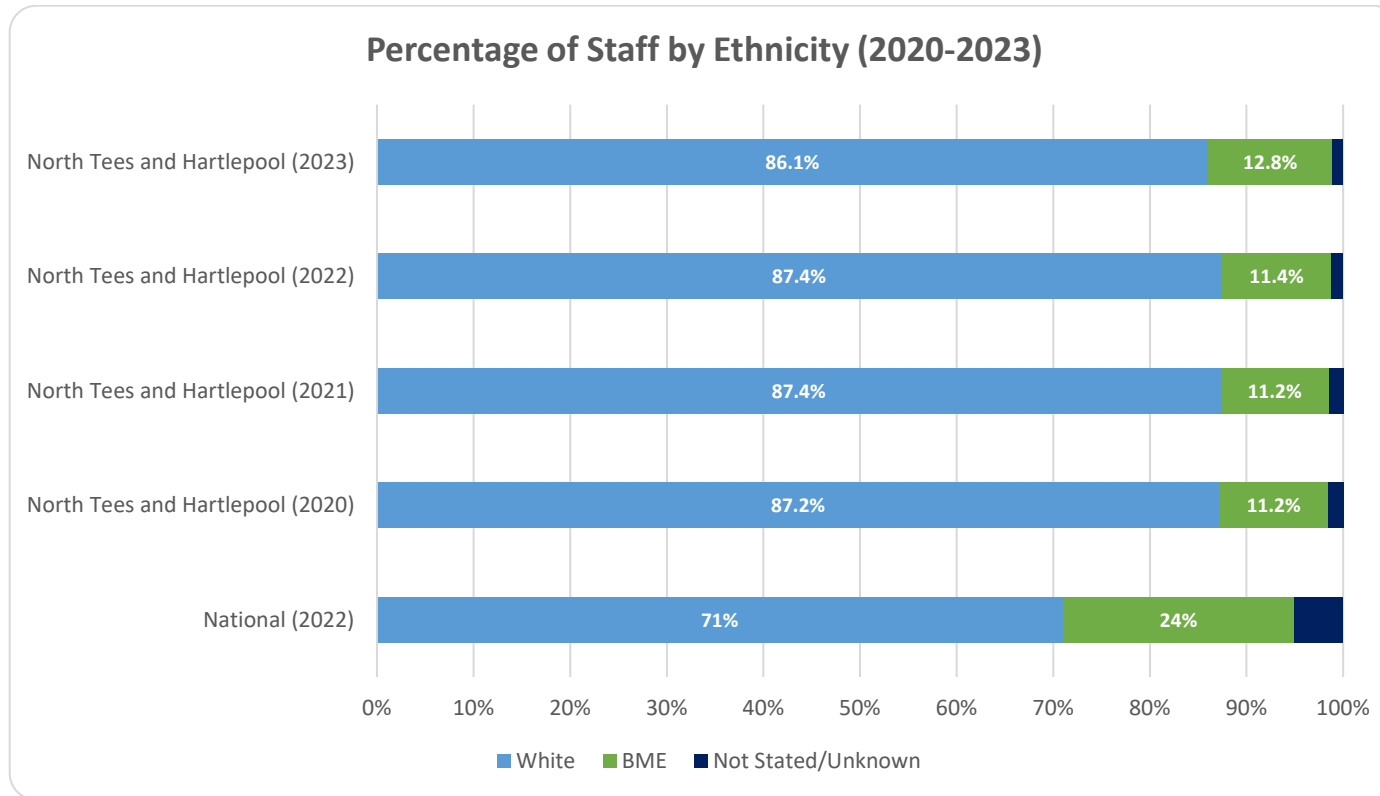
Workforce Race Equality Standard Metrics:

1. Workforce Representation
2. Recruitment
3. Disciplinary
4. Training and Continuing Professional Development (CPD)
5. Harassment, Bullying and Abuse from Patients / Public
6. Harassment, Bullying and Abuse from staff
7. Career Progression
8. Discrimination
9. Board Representation

Workforce Race Equality Standard (WRES) Overview

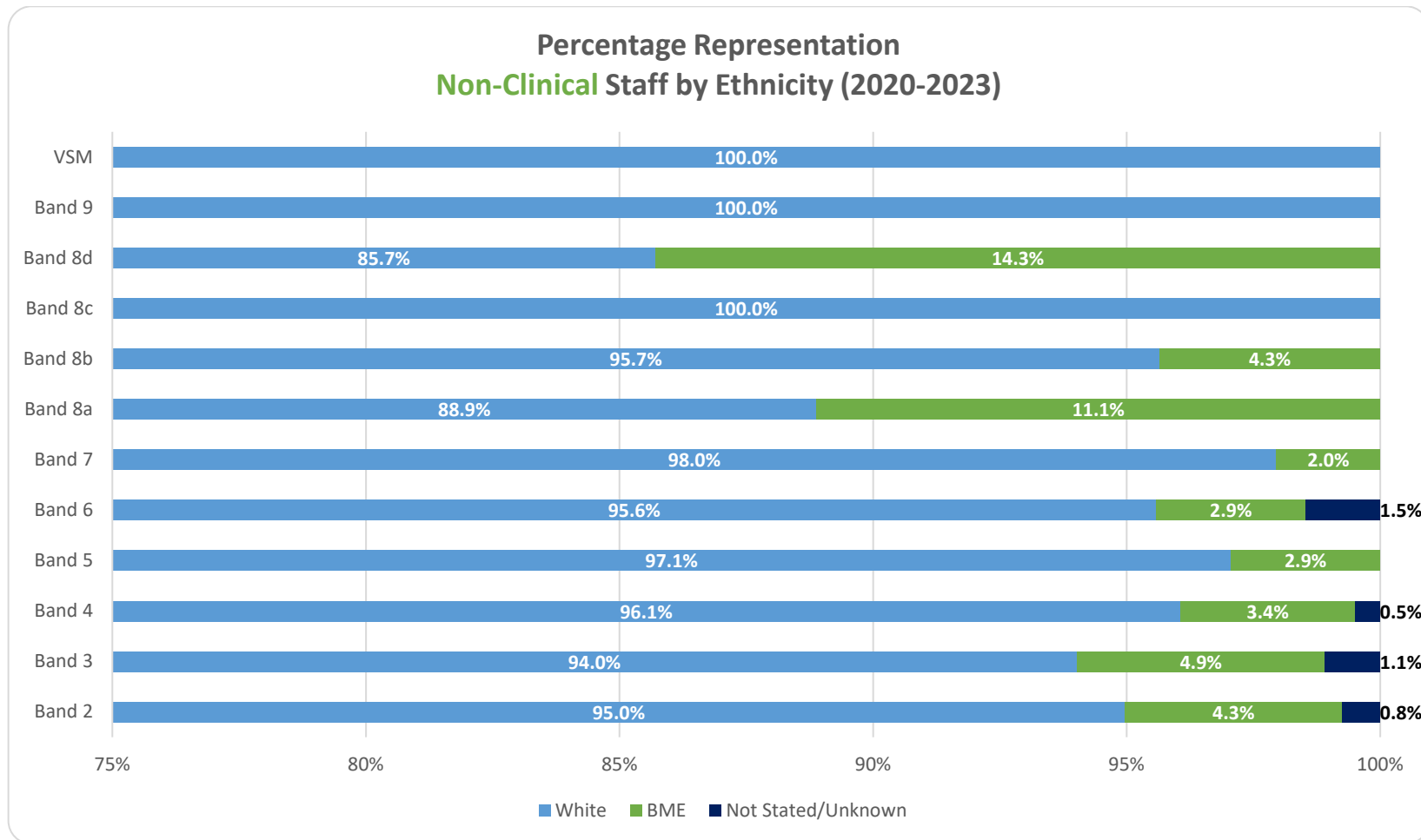
WRES Indicators 2023		2017	2018	2019	2020	2021	2022	2023	Trend	
1	Percentage of BME staff	Overall	9.0%	10.0%	11.0%	11.0%	11.0%	11.4%	12.80%	
		VSM	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.00%	
2	Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants	0.74	0.58	0.86	0.99	3.24	1.43	2.12		
3	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff	0.33	0.9	0.76	0.69	0.93	0.88	0.78		
4	Relative likelihood of white staff accessing non-mandatory training and continuous professional development (CPD) compared to BME staff	0.6	0.89	0.67	0.77	1.16	0.96	1.1		
		2016	2017	2018	2019	2020	2021	2022	Trend	
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	BME	39.1%	36.0%	37.5%	42.3%	28.1%	34.9%	30.7%	
		White	26.6%	29.2%	26.9%	28.0%	24.8%	26.2%	24.8%	
6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	BME	20.0%	38.0%	31.3%	33.8%	29.2%	30.1%	26.9%	
		White	19.8%	22.5%	18.3%	18.4%	20.4%	18.7%	18.6%	
7	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	BME		56.0%	62.5%	57.4%	55.7%	48.2%	48.1%	
		White		65.6%	65.1%	63.6%	61.7%	64.8%	64.9%	
8	Percentage of staff personally experiencing discrimination at work from a manager/team leader or other colleagues	BME	15.9%	14.0%	8.5%	11.7%	14.6%	16.8%	12.6%	
		White	5.1%	5.0%	4.4%	4.3%	5.1%	5.2%	4.7%	
		2017	2018	2019	2020	2021	2022	2023	Trend	
9	BME Board membership	BME	7.1%	6.7%	6.7%	5.3%	5.6%	7.1%	6.3%	

Metrics 1 and 9 – Overall Ethnic Representation



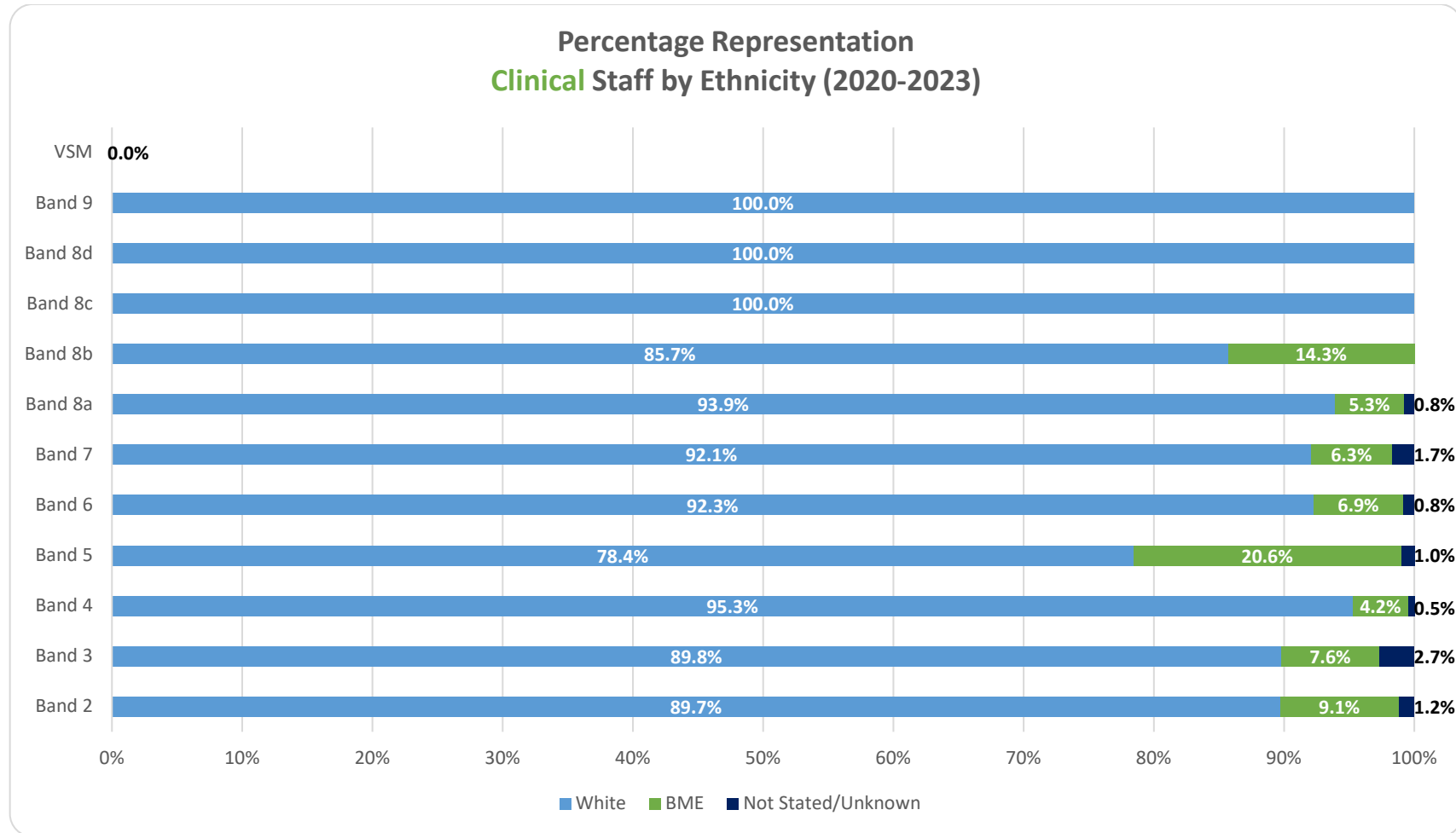
Trust Board Member representation is currently 6.3% BME. This compares against a total BME workforce representation of 12.8%.

Metric 1 – Non-Clinical Banding Comparison 2022-23



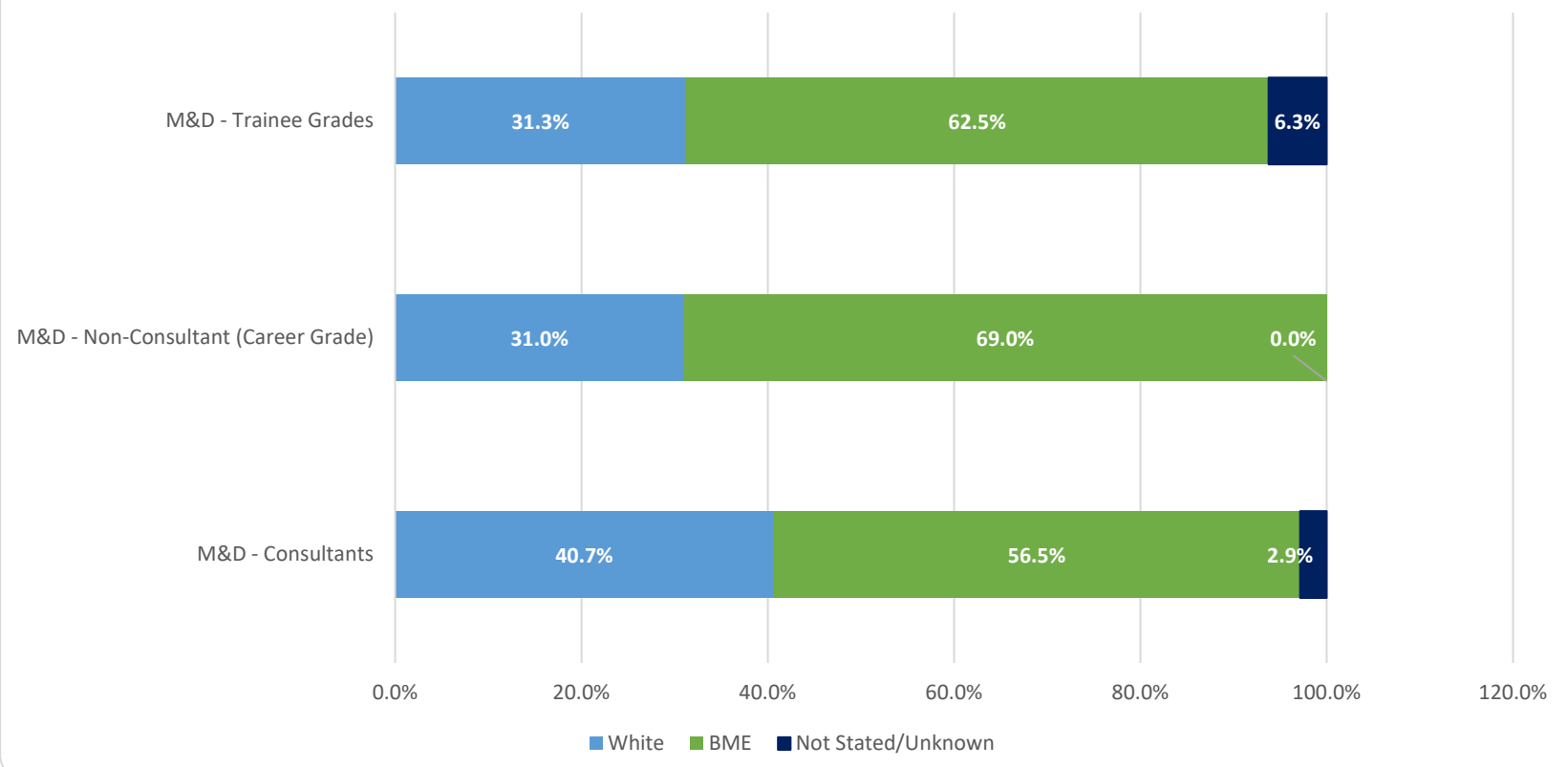
Very Senior Manager (VSM) excludes Non-Executive Directors/Chair

Metric 1 – Clinical Banding Comparison 2022-23



Very Senior Manager (VSM) excludes Non-Executive Directors/Chair

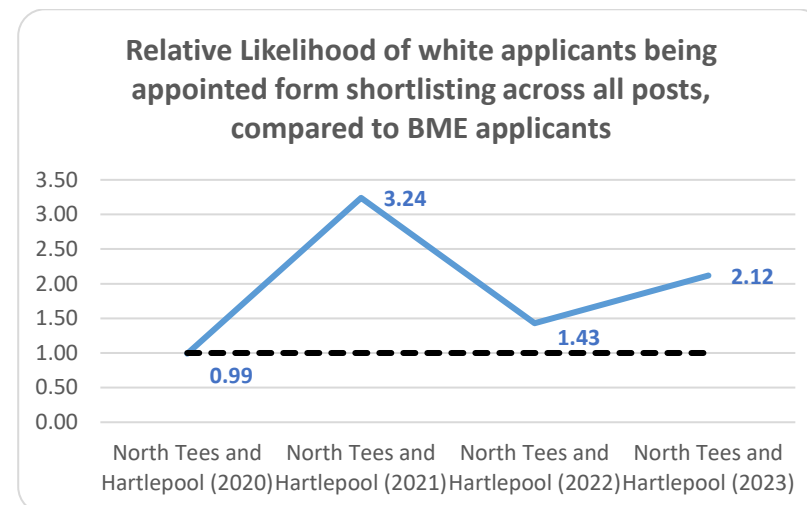
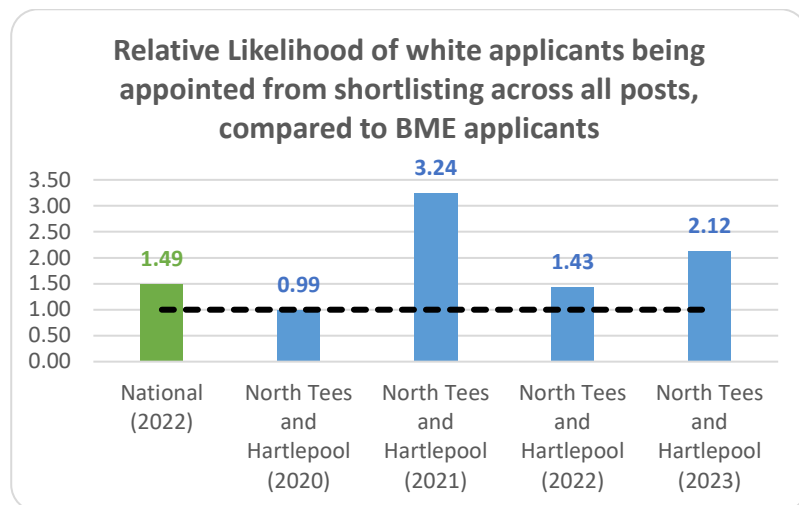
Percentage Representation Medical and Dental Staff by Ethnicity (2020-2023)



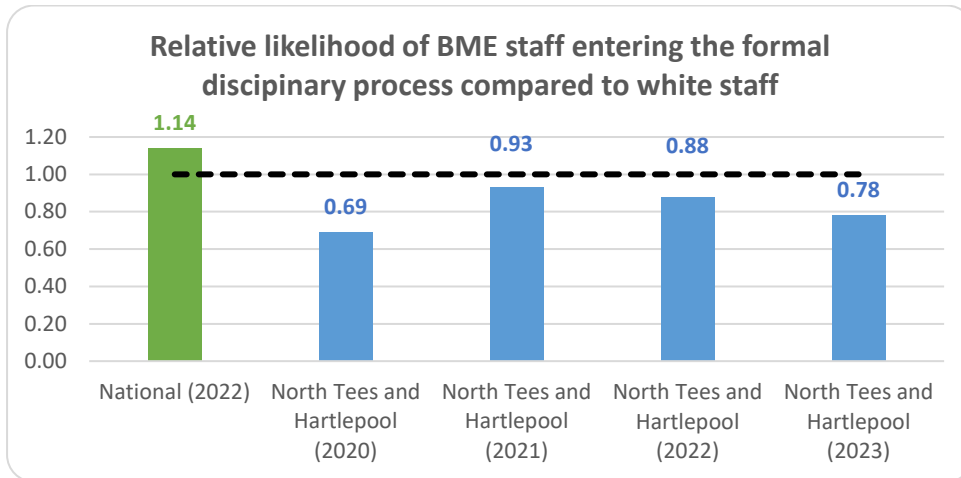
Metric 2 – Relative likelihood of white applicants being appointed from shortlisting across all posts compared to ethnically diverse applicants (2022-23)

Values	White	BME	Unknown
Number of Shortlisted Applicants	2306	622	7
Number Appointed from Shortlisting	691	88	2
Relative Likelihood of appointment from shortlisting	29.97%	14.15%	28.57%
Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants	2.12		

The tables below show the differences from 2020 through to 2023 submissions for Metric 2. The Trust’s most recent figure of 2.12 is higher when compared to the figure reported for 2022. It is also higher than the 2022 national average.

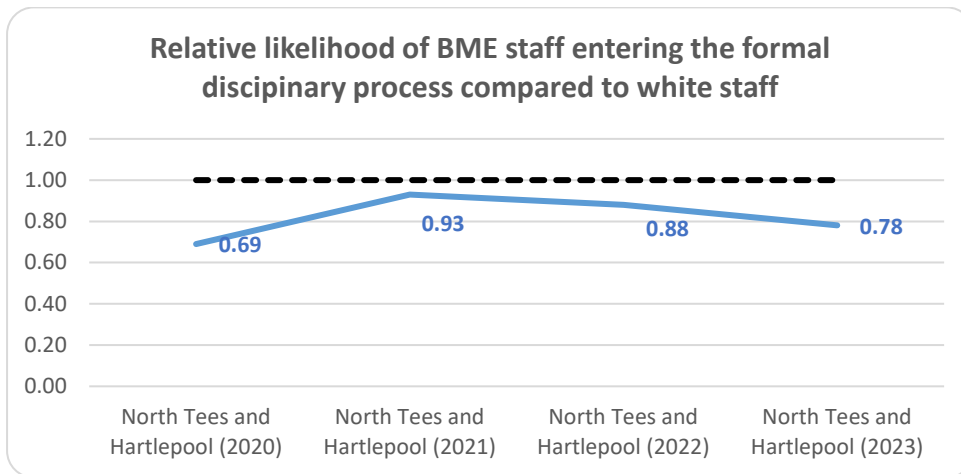


Metric 3 – Relative likelihood of ethnically diverse staff entering the formal disciplinary process compared to white staff (2022-23)

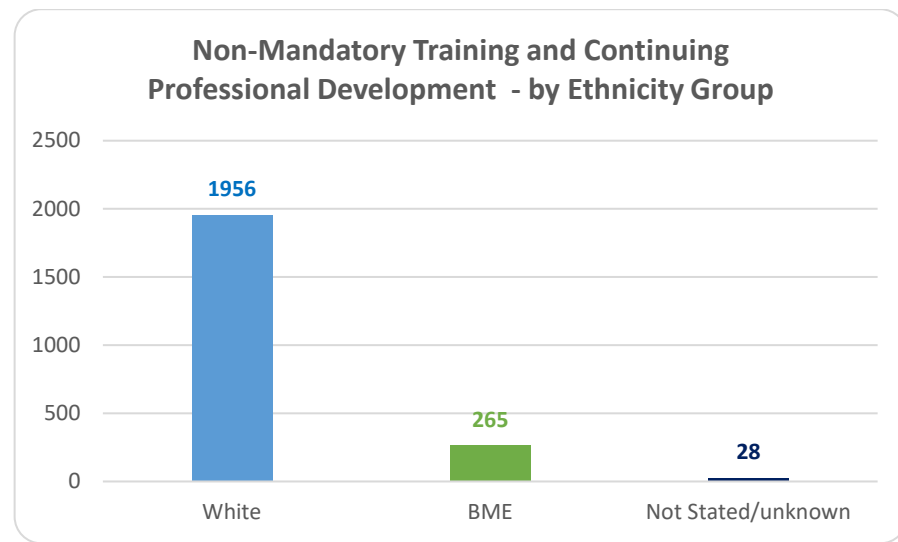
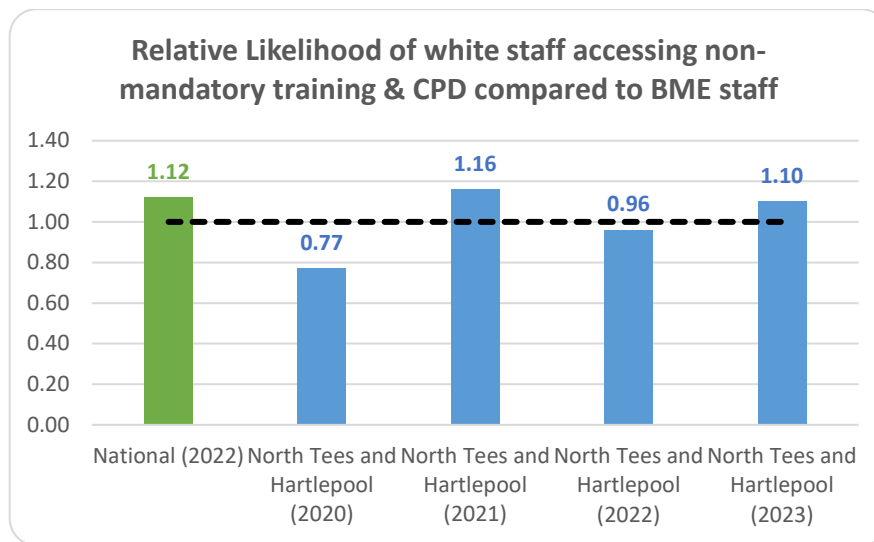


A figure above 1.0 indicates that ethnically diverse staff are more likely than White staff to enter the formal disciplinary process.

The likelihood of ethnically diverse staff entering the formal disciplinary process reduced improved by 0.1 to 0.78 in 2023, however the gap in experience between white staff and ethnically diverse staff has widened.



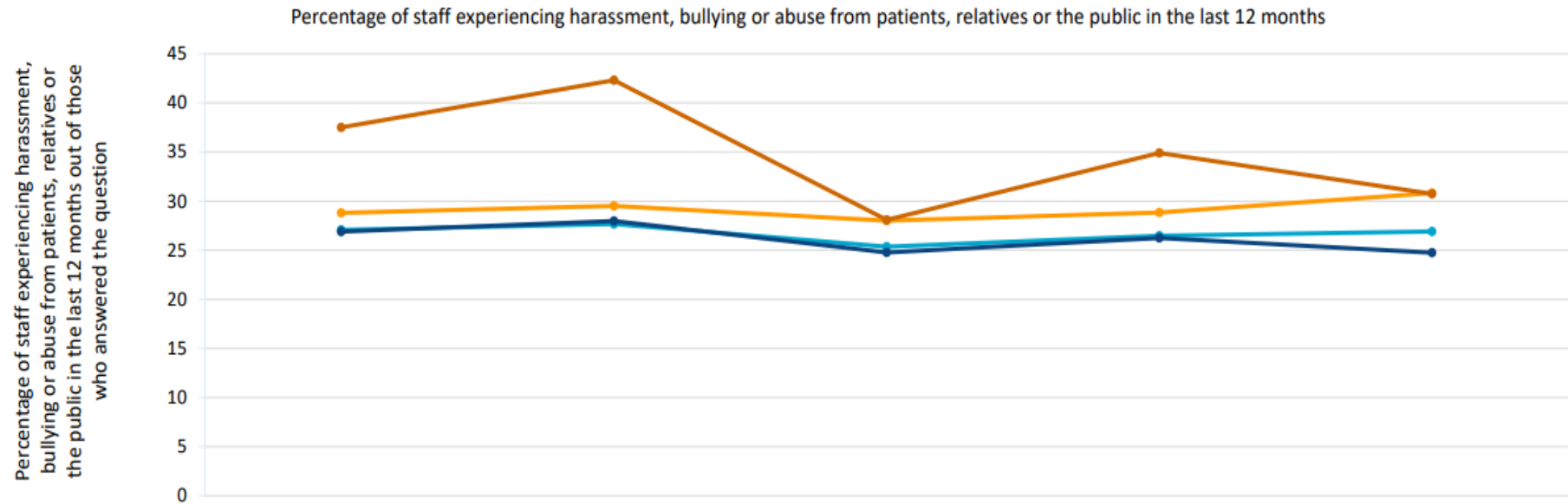
Metric 4 – Relative likelihood of white staff accessing non-mandatory training and continuing professional development (CPD) compared to ethnically diverse staff (2022-23)



A value of 1.0 would indicate equal rates of opportunity. The Trust's most recent figure of 1.10 is a deterioration of 0.6 from 2022 which was 0.96.

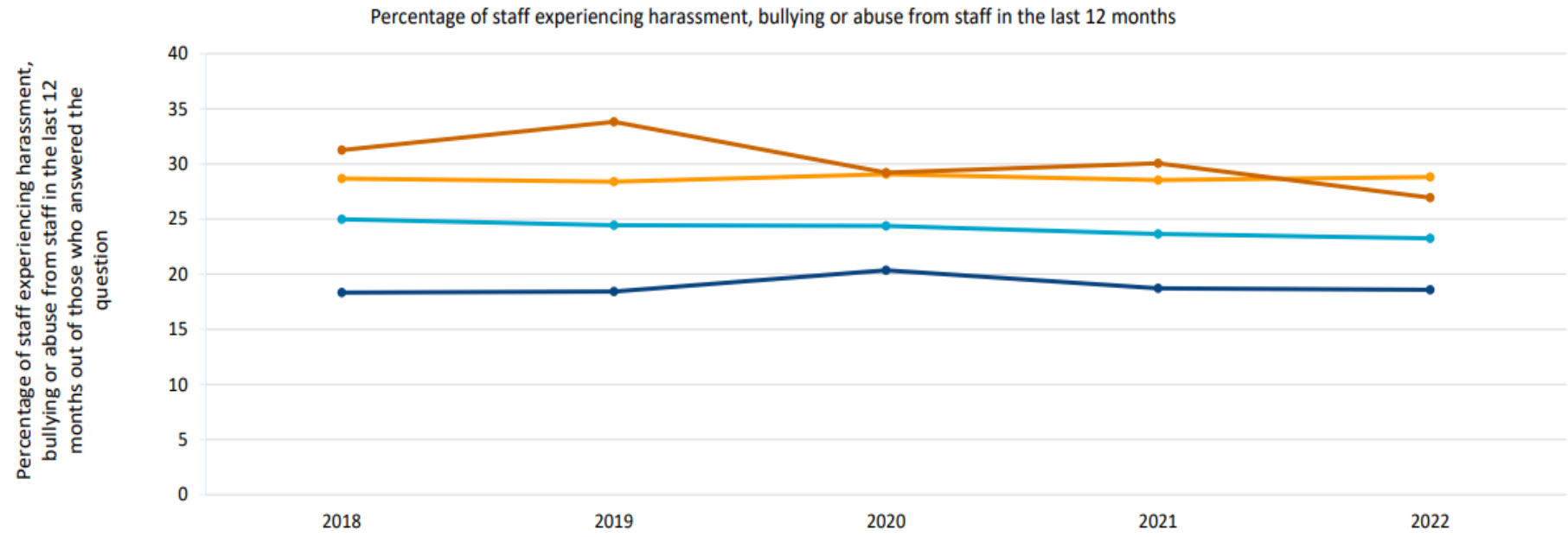
46.5% of White and 42.4% of ethnically diverse staff accessed non-mandatory training and CPD.

Metric 5 – The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months



	2018	2019	2020	2021	2022
White staff: Your org	26.9%	28.0%	24.8%	26.2%	24.8%
All other ethnic groups*: Your org	37.5%	42.3%	28.1%	34.9%	30.7%
White staff: Average	27.1%	27.7%	25.4%	26.5%	26.9%
All other ethnic groups*: Average	28.8%	29.5%	28.0%	28.8%	30.8%
White staff: Responses	502	2184	1877	2183	2105
All other ethnic groups*: Responses	48	208	178	192	218

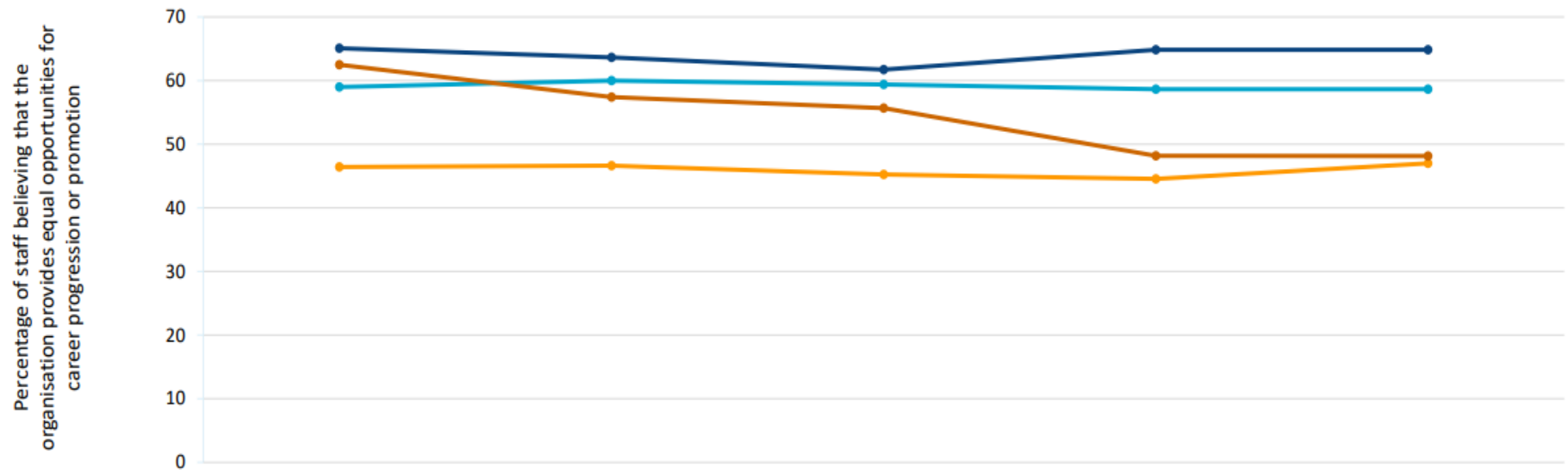
Metric 6 – The percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months



	2018	2019	2020	2021	2022
White staff: Your org	18.3%	18.4%	20.4%	18.7%	18.6%
All other ethnic groups*: Your org	31.3%	33.8%	29.2%	30.1%	26.9%
White staff: Average	25.0%	24.4%	24.4%	23.6%	23.3%
All other ethnic groups*: Average	28.7%	28.4%	29.1%	28.5%	28.8%
White staff: Responses	502	2182	1882	2185	2110
All other ethnic groups*: Responses	48	207	178	193	219

Metric 7 – The percentage of staff believing that the Trust provides equal opportunities for career progression or promotion

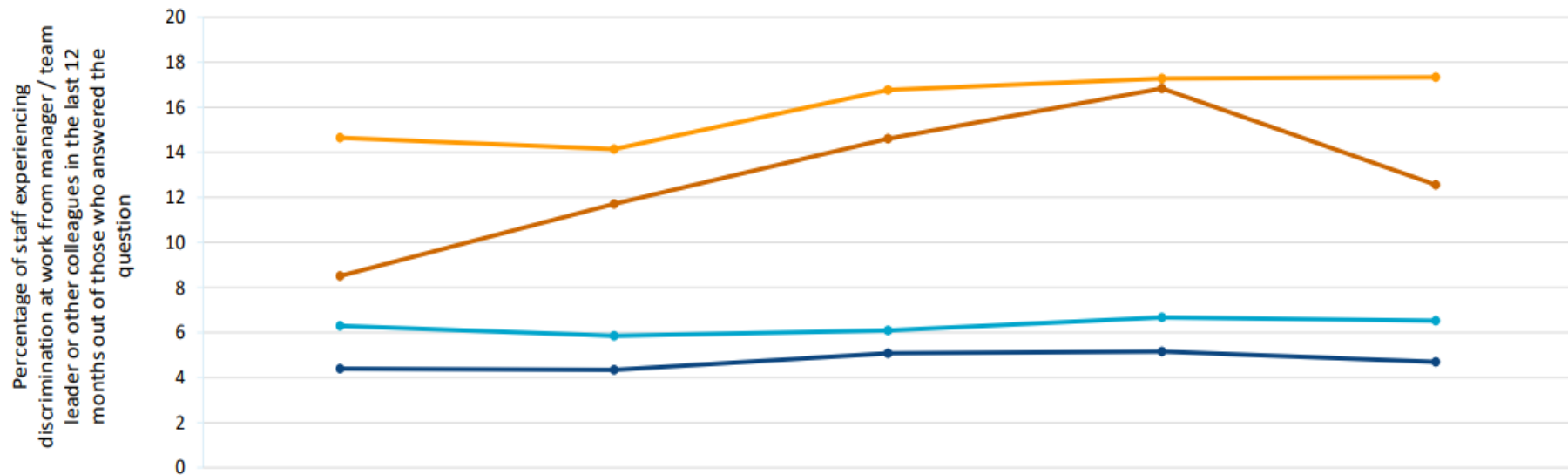
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.



	2018	2019	2020	2021	2022
White staff: Your org	65.1%	63.6%	61.7%	64.8%	64.9%
All other ethnic groups*: Your org	62.5%	57.4%	55.7%	48.2%	48.1%
White staff: Average	59.0%	60.0%	59.4%	58.6%	58.6%
All other ethnic groups*: Average	46.4%	46.6%	45.2%	44.6%	47.0%
White staff: Responses	504	2170	1879	2182	2114
All other ethnic groups*: Responses	48	209	176	193	216

Metric 8 – The percentage of staff experiencing discrimination at work from a manager, team leader or other colleagues in the last 12 months

Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months.



	2018	2019	2020	2021	2022
White staff: Your org	4.4%	4.3%	5.1%	5.2%	4.7%
All other ethnic groups*: Your org	8.5%	11.7%	14.6%	16.8%	12.6%
White staff: Average	6.3%	5.9%	6.1%	6.7%	6.5%
All other ethnic groups*: Average	14.6%	14.1%	16.8%	17.3%	17.3%
White staff: Responses	501	2166	1872	2173	2108
All other ethnic groups*: Responses	47	205	178	190	215

Conclusion and Action planning

Equality, Diversity and Inclusion is a fundamental part of who we are and our ambition is for each and every one of our colleagues to feel a sense of belonging and being valued by North Tees and Hartlepool NHS Foundation Trust.

We continue to work towards becoming a truly inclusive employer and service provider by creating an environment and culture that celebrates inclusion and diversity, dignity and respect, which values, nurtures, and harnesses difference for the benefit of patients and service users, their families and carers, and of course our colleagues.

Our plans for the year ahead are to continue to embed the priority actions resulting from the Trust-wide review of our EDI practices, whilst seeking to make further improvements which will enhance culture and leadership within the Trust.

It is important that all of our actions align to our ongoing commitment to improve staff experience as measured by:

- The Workforce Race Equality Standard (WRES)
- The Workforce Disability Equality Standard (WDES)
- Gender Pay Gap Reporting
- NHS Staff Survey
- National Education and Training Survey

Our WRES Action Plan for 2023/24 can be accessed here: <https://www.nth.nhs.uk/about/trust/equality/>