

Workforce Race Equality Standard (WRES) Report 2021- 2022

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About Workforce Race Equality Standards (WRES)

The 2022 Workforce Race Equality Standard (WRES) report is the sixth publication, since the WRES was mandated for NHS organisations and covers all nine indicators.

The report has the following key roles:

- To enable organisations to compare their performance with others in their region and those providing similar services, with the aim of encouraging improvement by learning and sharing good practice
- To provide a national picture of WRES in practice, to colleagues, organisations and the public on the developments in the workforce race equality agenda

Introduction

NHS Lincolnshire Integrated Care Board (ICB) is committed to ensuring that diversity and inclusion is at the heart of everything we do and to seek assurance from our providers that they do the same both to meet the contractual requirements in relation to the Workforce Race Equality Standard (WRES) and Equality Delivery System (EDS) and also foster the culture of diversity and inclusion here in Lincolnshire.

BME leadership representation across the NHS has shown signs of improvement since the introduction of the WRES, however, there is a clear need for further accelerated improvement. Aspirational goals to increase BME representation at senior levels and across the workforce pipeline will reinforce the existing WRES programme of work.

Lincolnshire health and care system has good history of collaborative working. On the 1 July 2022 the CCG became an ICB and continues working with partner organisations across Lincolnshire to implement the national requirements for an Integrated Care System (ICS) structure.

This WRES report relates to Lincolnshire CCG workforce data for April 2021 to March 22 and shows performance information against the nine mandatory WRES metrics, with recommendations for improvements where appropriate. The WRES Action Plan 2022-23 enables the ICB to focus its work on gaps identified within data.

Publishing reports is one part of the 'due regard', it's about our commitment to ensuring we are inclusive in our service delivery and that our staff reflect the communities we serve. The report will be approved by NHS Lincolnshire ICB prior to publication on the website by 31 October 2022. The new requirement for NHSE WRES digital Data Submission on DSF will be undertaken at a later date when announced by NHSE.

The Workforce Race Equality Standard indicators - explained

1-4 Workforce indicators: For each of these four workforce Indicators, compare the data for white and BME staff

Indicator 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 disaggregated by: Non-Clinical staff; Clinical staff - of which Non-Medical staff, Medical and Dental staff

Indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts

Indicator 3: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

Indicator 4: Relative likelihood of staff accessing non-mandatory training and CPD

National NHS Staff Survey indicators (or equivalent): For each of the four staff survey indicators, compare the outcomes of the responses for white and BME staff

Indicator 5: For each of these four workforce Indicators, compare the data for white and BME staff

Indicator 6: Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

Indicator 7: Percentage believing that trust provides equal opportunities for career progression or promotion

Indicator 8: In the last 12 months have you personally experienced discrimination at work from any Manager/team leader or other colleagues?

Board representation indicator: For this indicator, compare the difference for white and BME staff

Indicator 9: Percentage difference between the organisations' Board membership and its overall workforce disaggregated:

- By voting membership of the Board
- By executive membership of the Board

Summary of outcomes 2021-22

Indicator 1: BME staff representation of workforce in 2021 increased by 3% in Bands 1-7 and Bands 8a-VSM increased by 1%.

Indicator 2: Likelihood of white staff being appointed from short listing is 2.2 that is slight decrease from last year 2.64.

Indicator 3: Likelihood of staff entering formal disciplinary process – not enough data is available to calculate likelihood ratio of White/BME staff.

Indicator 4: Likelihood of staff accessing non-mandatory training and CPD – no central data collection to calculate likelihood ratio of White/BME staff.

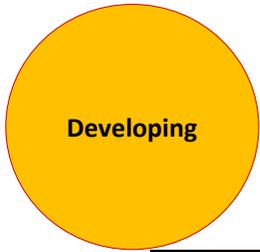
Indicator 5: BME staff experiencing harassment, bullying or abuse from patients, relatives and public in the last 12 months is 14.5% (above national average 9.7%) and White 11.8% (above national average 9.8%)

Indicator 6: BME staff experiencing harassment, bullying or abuse from other staff in the last 12 months is 16.1% (above national average 13.6%) and White 17.7% (below national average 20.6%)

Indicator 7: BME staff believing that Lincolnshire CCG provides equal opportunities for career progression or promotion is 68.8% (above national average 65.3%) and White 33.3% (below national average 36.5%)

Indicator 8: BME staff experienced discrimination at work from Managers, Team leader or other colleagues in the last 12 months is 7.6% (above national average 4.7%) and White 16.7% (above national average 12.7%)

Indicator 9: BME representation on CCG Board is 8.7% that is greater than the BME workforce representation of 6% and Lincolnshire BME community 2.4%.

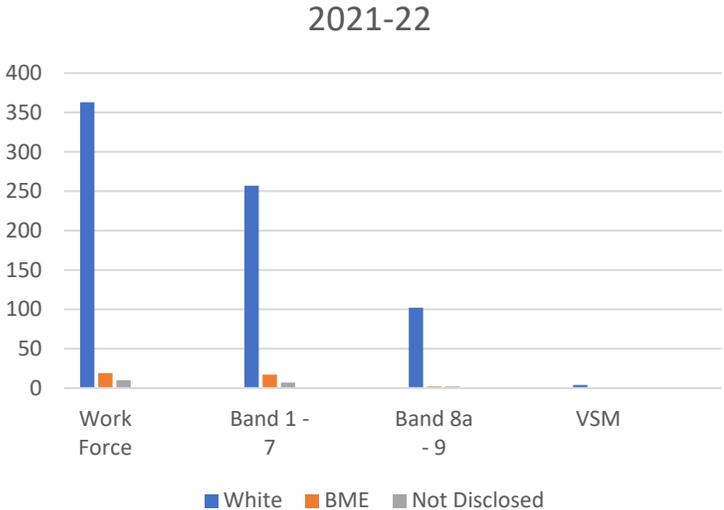
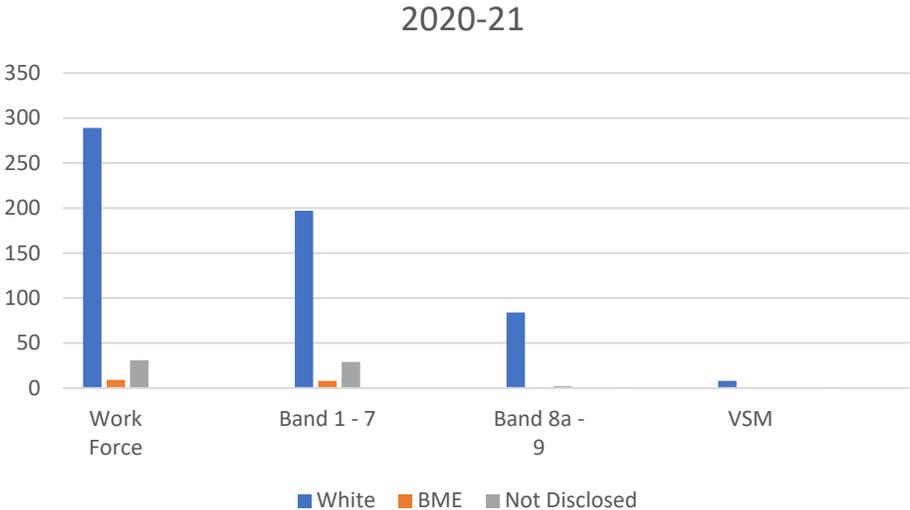


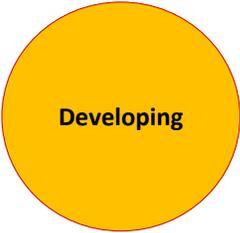
Indicator 1: Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by: Non-Clinical Staff/Clinical staff

Indicator 1																
2020-2021									2021-2022							
Ethnicity	Work Force		Band 1 - 7		Band 8a - 9		VSM		Work Force		Band 1 - 7		Band 8a - 9		VSM	
White	289	88%	197	84%	84	97%	8	100%	363	93%	257	91%	102	96%	4	80%
BME	9	3%	8	3%	1	1%	0	0%	19	5%	17	6%	2	2%	0	0%
Not Disclosed	31	9%	29	12%	2	2%	0	0%	10	3%	7	2%	2	2%	1	20%
Total	329	100%	234	100%	87	100%	8	100%	392	100%	281	100%	106	100%	5	100%

What is the telling us?

- As the work force has increased over the period 2020-2021, and 2021-2022, the BME workforce representation has improved by 3% in Band 1-7 and 1% in Band 8a-9
- In comparison to the local BME population (2.4) the workforce is representative at Band 1-7 but not at Bands 8a-9.
- In 2021- 2022 there has been an improvement in staff disclosing their ethnicity.





Indicator 2: Relative likelihood of BME staff being appointed from shortlisting compared to that of white staff being appointed from shortlisting, across all posts

Indicator 2 - Recruitment				
Ethnicity	2020 - 2021		2021 - 2022	
	White	BME	White	BME
No. of staff in the workforce	289	9	363	19
No. Shortlisted Applicants	158	58	495	80
No. Appointed Applicants	43	6	163	12
Ratio Shortlisting to Applicants	0.272	0.103	0.329	0.15
Relative likelihood of White Candidates being Appointed Compared to BME Candidates				
	2.64		2.2	

What the data telling us?

- In 2020-21, the white staff candidates were 2.64 times more likely to be appointed from shortlisting.
- In 2021-22, the white candidates are 2.2 times more likely to be appointed from shortlisting.
- For 2021-22 there is a slight improvement from the previous year of BME candidates to be appointed from shortlisting.

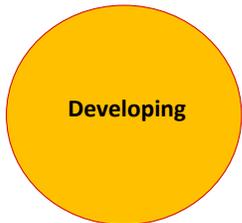


Indicator 3: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

Lincolnshire CCG	2021-22	
Indicator 3: Disciplinary Process	White	BME
Number of staff in workforce	363	19
Number of staff entering formal disciplinary	' - '	' - '
Likelihood of White staff entering formal disciplinary		
Likelihood of BME staff entering formal disciplinary	-	
The relative likelihood of BME staff entering formal disciplinary compared to White staff	' - '	

What is the data telling us?

- There were very few people entering the formal disciplinary process and the number of formal disciplinary cases recorded was fewer than n=5 and are too small to identify any trends however, for 2021-22 of all Lincolnshire CCGs formal disciplinary cases (n=<5 are represented by a ' - '), BME staff were less likely than White staff to enter the formal disciplinary process



Indicator 4: Relative likelihood of staff accessing non-mandatory training and CPD

Lincolnshire CCG	2021-22	
Indicator 4: Non-mandatory training and CPD	White	BME
Number of staff in workforce	363	19
Number of staff accessing non mandatory training and CPD	' - '	' - '
likelihood of white staff accessing non-mandatory training and CPD	' - '	
likelihood of BME staff accessing non-mandatory training and CPD	' - '	
Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff	' - '	

What is the data telling us?

- Information for non-mandatory and CPD training is neither centrally collected nor available disaggregated by ethnicity and therefore it has not been possible to identify any trends.
- Where data is not available for reporting this is represented by (' - ') within the results table

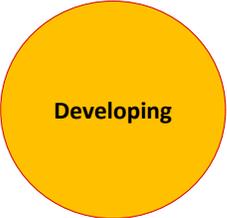
Source: Non-mandatory training and CPD data held by Human Resources 1 April 2019 to 31 March 2022

Indicator 5-6: National NHS Staff Survey Indicators 2021

Summary of 2021 Staff Survey outcomes (WRES Indicators 5-6)	Lincolnshire CCG
	2021
5 – KF25 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	<p>Of the total who responded those who said 'Yes':</p> <p>White: 14.5% National AV: 9.7%</p> <p>BME: 11.8% National Av: 9.8%</p>
6 – KF26 Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	<p>Of the total who responded those who said 'Yes':</p> <p>White: 16.1% National Av: 13.6%</p> <p>BME: 17.7% National Av: 20.6%</p>

What is the data telling us?

- 14.5% of the White staff experienced harassment and bullying or abuse from patients, relatives or public in the last 12 months that is above national average of 9.7%. Upwards trend - **Require Action**.
- 11.8% of the BME staff experienced harassment bullying or abuse from patients, relatives or public in the last 12 months that is above the national average of 9.8%. **Require Action**
- 16.1% of the White staff said they experienced harassment, bullying or abuse from staff in last 12 months that is significantly above national average of 13.6%. **Require Action**
- 17.7% of the BME staff said they experienced harassment, bullying or abuse from staff in the last 12 months that is below national average of 20.6%.



Indicator 7-8: National NHS Staff Survey Indicators 2021

Summary of 2021 Staff Survey outcomes (WRES Indicators 7-8)	Lincolnshire CCG
	2021
7 – KF21 percentage believing that the CCG provides equal opportunities for career progression or promotion	<p>Of the total who responded those who said 'Yes':</p> <p>White: 68.8% National Av: 65.3%</p> <p>BME: 33.3% National Av: 36.5%</p>
8 – Q17 In the last 12 months have you personally experienced discrimination at work from any of the following: Manager, Team Leader, Other Colleagues	<p>Of the total who responded those who said 'Yes':</p> <p>White: 7.6% National Av: 4.7%</p> <p>BME: 16.7% National Av: 12.7%</p>

What is the data telling us?

- 68.8% of staff believing that the CCG provides equal opportunities for career progression that is above the national average of 65.3%.
- 33.3% of the BME staff believing that the CCG provides equal opportunity for career progression that is below national average of 36.5%.
- White staff reporting experience of discrimination at work is 7.6% that is above national average of 4.7%.
- 16.7% of the BME staff experiencing discrimination at work that is significantly above the national average of 12.7% **Require Action**

Source: National NHS Staff Survey 2021



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

	Lincolnshire CCG 2020-2021					Lincolnshire CCG 2021-22				
	GB / Board		Workforce		% Difference	GB / Board		Workforce		% Difference
White	19	82.6%	257	91%	-8.4%%	14	77.8%	289	88%	-10.2%
BME	2	8.7%	17	6%	+2.7%	2	11.1%	9	2.7%	+8.4%
Not disclosed	2	8.7%	7	3%	-5.7%	2	11.1%	31	9.3%	-1.8%
Total	23	100%	281	100%		18	100%	329	100%	

What is the data telling us?
 In comparison to 2020-21 and 2021-22 data for Governing Body (GB) shows: -

- BME representation has increased from 8.7% to 11.1%.
- This is higher than the local BME local population of 2.4% BME.
- BME representation is 8.4% higher than the organisation's workforce of 2.7%.
- Not all GB members are disclosing their ethnicity - 8.7% last year and 11.1% **Requires action.**

*Source: Electronic Staff Record (ESR) as at 31 March 2022

Lincolnshire ICB WRES Action Plan 2022-23

RAG status key

BME experience equivalent to White experience

Some difference between BME and White experience

Large difference between BME and White experience

Indicator	Status and priority level	Point for focus	Action	Owner / Named ICB Lead	Planned Date
1 and 9	Medium	Senior BME Representation Bands 8+ and VSM	<ul style="list-style-type: none"> Assess what the potential barriers there are for career progression within Bands 1-7 and Bands 8+ and VSM The ICB to Implement NHSE & I Model Employer Strategy – setting targets for BME representation across the Leadership Team and wider workforce www.england.nhs.uk/wp-content/uploads/2019/01/wres-leadership-strategy.pdf The ICB will develop initiatives to encourage Board members to disclose their ethnicity 	<ul style="list-style-type: none"> HR Lead with support from EDI Senior Operational Managers Delivery Group review/monitor's progress ICB Board 	Review Dec 2022
	Medium	Board Leadership and Commitment			Evaluate March 2023
2	Medium – High	Recruitment – ensure the likelihood of BME and White candidates being shortlisted and appointed is equal	<ul style="list-style-type: none"> Ensuring all interview panels members have had Recruitment and Selection and Unconscious Bias training Align work with the Lincolnshire partners to support positive action initiatives identified in the Belonging Strategy. Ensure Positive Action initiatives are considered throughout the recruitment and selection process from attracting candidates to shortlisting through to appointment of BME candidates. 	<ul style="list-style-type: none"> HR Lead with support from EDI Senior Operational Managers Delivery Group review/monitor's progress ICB Board 	Review Dec 2022 Evaluate March 2023
3	Medium	Ensure that disciplinary data is captured including by ethnicity Embedding reliable data capture by ethnicity	<ul style="list-style-type: none"> Ensure alignment with NHSE WRES Strategy ambitions A Fair Experience for All: Closing the ethnicity gap in rates of disciplinary action across the NHS workforce To demonstrate fairness and consistency collate, monitor and compare data year on year in relation to disciplinary cases at both informal and formal stages 	<ul style="list-style-type: none"> HR Lead with support from EDI Senior Operational Managers Delivery Group review/monitor's progress ICB Board 	Review Dec 2022 Evaluate March 2023
4	Medium – High	To assess the impact of non-mandatory training on BME career progression Embedding reliable data capture by ethnicity	<ul style="list-style-type: none"> Review the Learning and Development Strategy to meet the ICB and Lincolnshire System Belonging Strategy to ensure non mandatory training is accessible to all and support the career development for BME staff. Encourage managers and staff to enter their non-mandatory activity to be able to monitor the uptake of non-mandatory training. 	<ul style="list-style-type: none"> HR Lead with support from EDI Senior Operational Managers Delivery Group review/monitor's progress ICB Board 	Review Dec 2022 Evaluate March 2023
5 and 6	Medium – High	Focus on reducing incidences of bullying and harassment within the ICB	<ul style="list-style-type: none"> Participate in National NHS Staff Survey to facilitate benchmarking Ensure that Staff Survey Outcomes Action Plan aligns with WRES Strategy ambitions A Fair Experience for All: Closing the ethnicity gap in rates of disciplinary action across the NHS 	<ul style="list-style-type: none"> HR Lead with support from EDI Senior Operational 	Review Dec 2022