

Workforce Race Equality Standard (WRES) Report 1 April 2020 to 31 March 2021

1 Introduction

This is the 2020/2021 NHS Workforce Race Equality Standard (WRES) report for Livewell Southwest.

Since the organisation published its last WRES report, we have undertaken a review of our approach to Equality, Diversity and Inclusion (EDI) and established an Inclusion Steering Group to support and embed our EDI work program.

2 Background

Livewell Southwest is required to:

- Give assurance to our commissioners regarding the implementation of the WRES standards.
- Use the WRES data to help improve the workplace experiences and representation at all levels for our BME employees.

In practice this means that Livewell Southwest should:

- Collect data on its workforce by ethnicity, as well as, by protected characteristics on its ethnicity by ethnicity as well as other characteristics under the Equality Act 2010.
- Carry out data analysis.
- Produce and publish an annual report using the WRES.
- Produce and publish an annual report using the WRES reporting template together with a WRES action Plan.

3 Livewell Southwest's position against the WRES indicators in 2021

The current position against the nine WRES indicators is based on a snapshot of the organisation's workforce on 31 March 2021. See excel spreadsheet for a full breakdown of data – a summary is provided below. The current position against the nine WRES indicators is based on a snapshot of the organisation's workforce on 31 March 2021. We are awaiting data for March 2022 snapshot.

WRES Indicator 1:

Number of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the number of staff in the overall workforce.

Further work is required to increase ethnic minority representation. Action plans have been developed through NHS Devon's Resourcing and EDI leads.

WRES Indicator 2:

During the period 1 April 2020 to 31 March 2021

Relative likelihood of ethnic minority candidates being appointed from shortlisting compared to that of White candidates being appointed from shortlisting across all posts.

White colleagues are 2.60 times more likely to be appointed from shortlisting which has increased comparing the figures from the previous year. A figure higher than 1.0 indicates that White candidates are more likely than ethnic minority candidates to be appointed from shortlisting. Action plans have been developed through NHS Devon's Resourcing and EDI leads specifically focusing on the overhaul of recruitment practices.

WRES Indicator 3:

Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. Note: this indicator will be based on data from a two-year rolling average of the current year and the previous year. A figure lower than 1.0 indicates that ethnic minority employees are less likely to enter the formal disciplinary process than White employees.

WRES Indicator 4:

Relative likelihood of staff accessing non-mandatory training and Continuing Professional Development.

There is little difference compared to the previous year's results. 2021 shows a ratio of 1.06. A figure higher than 1.0 indicates that White colleagues are more likely than ethnic minority to access non-mandatory training and CPD.

WRES Indicator 5 – Staff survey results

Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in the last 12 months – White, BAME, Ethnicity Unknown

2021 results: (972 respondents)

White – 133 (13.68% of respondents)

BAME - 7 (0.72% of respondents)

Ethnicity unknown – 21 (2.16% of respondents)

2020 results: (1457 respondents)

White – 205 (14.07% of respondents)

BAME – 5 (0.34% of respondents)

Ethnicity unknown – 26 (1.78% of respondents)

WRES Indicator 6 – Staff survey results

Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months – White, BAME, Ethnicity Unknown

2021 results:

White – 99 (10.19% of respondents)

BAME – 2 (0.2% of respondents)

Ethnicity unknown – 22 (2.26% of respondents)

2020 results:

White – 138 (9.47% of respondents)

BAME – 2 (0.14% of respondents)

Ethnicity unknown – 22 (1.5% of respondents)

WRES Indicator 7 – Staff survey results

Percentage of staff believing the trust provides equal opportunities for career progression or promotion – White, BAME, Ethnicity Unknown

2021 results:

White – 205 (21.09% of respondents)

BAME – 16 (1.65% of respondents)

Ethnicity unknown – 58 (5.97% of respondents)

2020 results:

White – 1157 (79.41% of respondents)

BAME – 20 (1.37% of respondents)

Ethnicity unknown – 75 (5.15% of respondents)

WRES Indicator 8 – Staff survey results

In the last 12 months have you personally experienced discrimination at the workplace from managers/ team leader/ or other colleagues – White, BAME, Ethnicity Unknown

2021 results:

White – 70 (7.2% of respondents)

BAME – 2 (0.21% of respondents)

Ethnicity unknown – 19 (1.95% of respondents)

2020 results:

White – 79 (5.52% of respondents)

BAME – 6 (0.41% of respondents)

Ethnicity unknown – 8 (0.55% of respondents)

WRES Indicator 9:

Percentage difference between the organisations' Board voting membership and its overall workforce.

	2020		2021	
	White	BAME	White	BAME
Total Board members	11	1	11	1
Executive Board	5	1	5	1
Non-Executive Board	6	0	6	0
Percentage difference between the organisations' Board voting membership and its overall workforce	91.7%	8.3%	91.7%	8.3%

Livewell will continue to explore opportunities for broadening its representation as and when vacancies occur and will continue to explore options for developing a talent pipeline for prospective board members.