

## Workforce Race Equality Standard (WRES) Report 1 April 2021 to 31 March 2022

### 1 Introduction

This is the 2021/2022 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 Black, Asian and Minority Ethnic (BAME) employees.

In practice this means that Livewell Southwest should:

- Carry out data analysis.
- 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 2022

The current position against the nine WRES indicators is based on a snapshot of the organisation's workforce on 31 March 2022. See appendix 1 which contains a full breakdown of our data. A summary is provided below.

#### WRES Indicator 1:

The table set out in appendix 1, shows the changing proportions of the workforce, by ethnicity, from 1 April 2021 to 31 March 2022. This covers colleagues who are within Agenda for Change (AfC) Bands 1-9 and Very Senior Management (VSM), including Board members.

Further work is required to increase ethnic minority representation. Action plans have been developed and will be monitored through the organisation's Inclusion Steering Group.

#### WRES Indicator 2:

The table below shows the relative likelihood of ethnic minority candidates being appointed from shortlisting compared to that of White candidates being appointed from shortlisting across all posts.

The information shows that White applicants are 2.2 times more likely to be appointed from shortlisting which has decreased slightly 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 specifically focusing on the overhaul of recruitment practices.

	2020/21		2021/22	
	White	BAME	White	BAME
<b>Number of shortlisted applicants</b>	2806	228	2522	250
<b>Number appointed from shortlisting</b>	448	14	537	24
<b>Relative likelihood of appointment from shortlisting</b>	15.97%	6.14%	21.29%	9.6%
<b>Relative likelihood of white staff being appointed from shortlisting compared to BAME staff</b>	2.6		2.2	

### WRES Indicator 3:

The table below shows the relative likelihood of BAME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

	2020/21		2021/22	
	White	BAME	White	BAME
<b>Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process</b>	21	0	11	0
	0		0	

A figure lower than 1.0 indicates that BAME employees are less likely to enter the formal disciplinary process than White employees. Overall we have improved the disciplinary process to ensure consistency and fairness. We recognise that on occasion employees will fall short of expectations of behaviour and will therefore enter formal disciplinary investigations.

### WRES Indicator 4:

Section 4 of appendix 1, shows the relative likelihood of staff accessing non-mandatory training and Continuing Professional Development (CPD).

There is little difference compared to the previous year's results. 2022 shows a ratio of 0.99, whilst the previous year showed 1.07. A figure higher than 1.0 indicates that White colleagues are more likely than ethnic minority to access non-mandatory training and CPD. There has been a slight improvement in this year's reporting.

### WRES Indicator 5 – Staff survey results

In the 2022 staff survey, a total of 16.56% of staff experienced harassment, experienced harassment, bullying or abuse from patients, relatives, or the public in the last 12 months.

That percentage has been broken down into White, BAME and Ethnicity Unknown in the table below.

	2020/21			2021/22		
	White	BAME	Unknown	White	BAME	Unknown
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public	14.07%	0.34%	1.78%	13.68%	0.72%	2.16%

The percentage of BAME colleagues reporting harassment, bullying or abuse from patients, relatives or the public has remained the same compared to the previous year. We will continue to compare the results with next year's data.

### WRES Indicator 6 – Staff survey results

In the 2022 staff survey, a total of 12.65% of staff experienced harassment, bullying or abuse from staff in the last 12 months.

That percentage has been broken down into White, BAME and Ethnicity Unknown in the table below.

	2020/21			2021/22		
	White	BAME	Unknown	White	BAME	Unknown
Percentage of staff experiencing harassment, bullying or abuse from staff	9.47%	0.14%	1.5%	10.19%	0.2%	2.26%

The numbers of BAME employees reporting harassment, bullying or abuse from staff is low and comparable to last year's results.

### WRES Indicator 7 – Staff survey results

In the 2022 staff survey, a total of 87.87% of staff believed that the organisation provides equal opportunities for career progression or promotion. That percentage has been broken down into White, BAME and Ethnicity Unknown in the table below.

	2020/21			2021/22		
	White	BAME	Unknown	White	BAME	Unknown
Percentage believing that trust provides equal opportunities for career progression or promotion	79.41%	1.37%	5.5%	80.25%	1.65%	5.97%

The numbers of BAME employees who do believe that the organisation provides equal opportunities for career progression are similar to last year's results.

### WRES Indicator 8 – Staff survey results

In the 2022 staff survey, a total of 9.36% of staff experienced discrimination at the workplace from managers/ team leader/ or other colleagues. That percentage has been broken down into White, BAME and Ethnicity Unknown in the table below.

	2020/21			2021/22		
	White	BAME	Unknown	White	BAME	Unknown
In the last 12 months have you personally experienced discrimination at work	5.52%	0.41%	0.55%	7.2%	0.21%	1.95%

The number of BAME employees who have in the last 12 months personally experienced discrimination at work remains low.

### WRES Indicator 9:

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

	2020/21		2021/22	
	White	BAME	White	BAME
Total Board members	11	1	10	2
Executive Board	5	1	5	1
Non-Executive Board	6	0	5	1
Percentage difference between the organisations' Board voting membership and its overall workforce	92%	8%	83%	17%

There has been an improvement in the representation at board level. 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.