

**Workforce Race Equality Standard (WRES)
Report 1 April 2022 to 31 March 2023**

1 Introduction

This is the 2022/2023 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 2023

The current position against the nine WRES indicators is as follows.

WRES Indicator 1:

The tables set out below, shows the changing proportions of the workforce, by ethnicity, from 1 April 2022 to 31 March 2023. This covers colleagues who are within Agenda for Change (AfC) Bands 1-9 and Very Senior Management (VSM), including Board members.

Livewell Southwest has seen no significant change in the headcount percentage with BAME colleagues continuing at 4% of the total and White and Unknown seeing a slight rise from 2022 figures.

Headcounts

	31/03/2022			31/03/2023		
	White	BAME	Unknown	White	BAME	Unknown
Non Clinical	616	16	11	622	15	20
Clinical workforce (<i>non medical</i>)	1867	66	19	1855	83	44
Clinical (<i>Medical/Dental</i>)	45	23	4	41	23	13
TOTAL ORGANISATION	2528	105	34	2518	121	77

As percentage

	31/03/2022			31/03/2023		
	White	BAME	Unknown	White	BAME	Unknown

Non Clinical	96%	2%	2%	95%	2%	3%
Clinical workforce (<i>non medical</i>)	96%	3%	1%	94%	4%	2%
Clinical (<i>Medical/Dental</i>)	63%	32%	6%	53%	30%	17%
TOTAL ORGANISATION	95%	4%	1%	93%	4%	3%

Further work is required to increase ethnic minority representation. Action plans 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 1.3 times more likely to be appointed from shortlisting which is a positive decrease 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 will continue to monitor recruitment practices and encourage applications from BAME candidates. We have seen an improvement in the number of BAME candidates being appointed and shortlisted.

	2021/22		2022/23	
	White	BAME	White	BAME
Number of shortlisted applicants	2522	250	1670	275
Number appointed from shortlisting	537	24	557	70
Relative likelihood of appointment from shortlisting	0.21	0.10	0.33	0.25
Relative likelihood of white staff being appointed from shortlisting compared to BAME staff	2.2		1.3	

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.

	2021/22		2022/23	
	White	BAME	White	BAME
Relative likelihood of BAME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process	11	0	15	2
	0.004	0	0.006	0.02
	0		3.3	

A figure lower than 1.0 indicates that BAME employees are less likely to enter the formal disciplinary process than White employees.

Improvements to the disciplinary process has taken place to ensure consistency and fairness in line with a just and learning culture. We are aware that there has been an increase however we recognise that on occasion employees of all ethnicities will fall short of expectations of behaviour and will therefore enter formal disciplinary investigations.

This year has seen an increase in the number of BAME colleagues entering into a formal disciplinary process.

WRES Indicator 4:

The table below shows the relative likelihood of staff accessing non-mandatory training and Continuing Professional Development (CPD).

There has been a relative increase in the number of staff accessing non mandatory training and CPD which has been part of the Livewell Southwest programme of providing these events to allow for staff to upskill accordingly across the organisation. This has increased across all areas of the organisation and raised the relative likelihood from 1 to 1.04.

	31/3/22			31/3/23		
	White	BAME	Unknown	White	BAME	Unknown
Number of staff accessing non-mandatory training and CPD	1083	45	9	1706	79	56
% accessing non- mandatory training	42.8%	42.9%	26.5%	67.8%	65.3%	72.7%
Relative likelihood of white staff accessing non-mandatory training	1.00			1.04		

Staff survey results

The data was obtained from the Annual Staff Survey undertaken between October to November 2022 and relates to WRES indicators 5-8.

2637 colleagues were eligible to complete the survey. 44% of the workforce (1150 colleagues) completed the staff survey. Of the 1150 returns, 1091 colleagues declared they were white, 50 colleagues declared they were BAME and 9 colleagues chose not to provide equality information.

WRES Indicator 5:

The 2022/23 staff survey has seen a substantial increase in staff experiencing harassment, bullying or abuse from patients, relatives, or the public in the last 12 months. The data shows that BAME staff have seen a very substantial increase.

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

	2021/22			2022/23		
	White	BAME	Unknown	White	BAME	Unknown
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public	13.68%	0.72%	2.16%	26.4%	26%	Fewer responses than the suppression threshold

WRES Indicator 6:

The 2022/23 staff survey has seen a substantial increase in staff experienced harassment, bullying or abuse from staff in the last 12 months with a very substantial increase for BAME staff.

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

	2021/22			2022/23		
	White	BAME	Unknown	White	BAME	Unknown
Percentage of staff experiencing harassment, bullying or abuse from staff	10.19%	0.2%	2.26%	17.1%	20.4%	Fewer responses than the suppression threshold

WRES Indicator 7:

The 2022/23 staff survey has seen a sharp positive increase in staff believing that the organisation provides equal opportunities for career progression or promotion. This is very apparent for BAME employees and is a positive result.

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

	2021/22	2022/23
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	White	BAME	Unknown	White	BAME	Unknown
Percentage believing that trust provides equal opportunities for career progression or promotion	80.25%	1.65%	5.97%	60.8%	58%	Fewer responses than the suppression threshold

WRES Indicator 8:

In the 2022/23 staff survey, there was a reduction in White staff experienced discrimination at the workplace from managers/ team leader/ or other colleagues. However this table shows a sharp rise for BAME staff.

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

	2021/22			2022/23		
	White	BAME	Unknown	White	BAME	Unknown
In the last 12 months have you personally experienced discrimination at work	7.2%	0.21%	1.95%	5.8%	10%	Fewer responses than the suppression threshold

WRES Indicator 9:

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

	2021/22		2022/23	
	White	BAME	White	BAME
Total Board members	10	2	8	2
Executive Board	5	1	4	1
Non-Executive Board	5	1	4	1
Percentage difference between the organisations' Board voting membership and its overall workforce	83%	17%	80%	20%

There has been no significant change to the percentage difference in the Board voting membership matched to overall workforce however there is a difference in that of the Board and organisationally.

4 Next Steps

This report and actions to be undertaken will be reviewed and monitored by the Inclusion Steering Group.

Summary of results and proposed actions

Metric	Result	Proposed Action
WRES Indicator 1: Changing proportions of the workforce by ethnicity.	Reviewing the data pulled from ESR highlights that some colleagues have not declared or prefer not to declare their ethnicity.	Encourage and promote the requirement for employees to up-date their equality data on ESR via employee self-serve.

Metric	Result	Proposed Action
<p>WRES Indicator 9:</p> <p>The percentage difference between the organisation's Board voting membership and the organisation's overall workforce.</p>		<p>Understanding of reasons for colleagues who choose not to declare.</p> <p>As part of the work to be undertaken around under-represented groups within the GPG Task and Finish Group, look at whole recruitment stage and how under-represented groups can be encouraged to apply for roles at all levels within Livewell.</p>
<p>WRES Indicator 2:</p> <p>Relative likelihood of ethnic minority candidates being appointed from shortlisting compared to that of White candidates being appointed from shortlisting across all posts</p>	<p>Indicator looks at appointed from shortlisting. Does not look at shortlisted from application or number of applications received.</p>	<p>As part of the work to be undertaken around under-represented groups within the GPG Task and Finish Group, look at whole recruitment stage - likelihood of being shortlisted from application form to identify if there are barriers that could impact at the earlier stage of shortlisting.</p>
<p>WRES Indicator 5-8:</p> <p>2022/23 staff survey</p>	<p>Substantial increases have been identified compared to previous years survey. Previous years survey has been facilitated in-house. 2022/23 staff survey was facilitated externally. 2023/24 staff survey will continue to be facilitated externally.</p>	<p>Continue to review data and trends from the 2023/24 Annual Staff Survey.</p>