

Workforce Race Equality Standard (WRES) Report 1 April 2023 to 31 March 2024

1 Introduction

This is the 2023/2024 NHS Workforce Race Equality Standard (WRES) report for Livewell Southwest.

Since the organisation published its last WRES report, an EDI Recruitment and Retention Task and Finish Group was developed to attract more under-represented groups into the workforce of Livewell. During March 2024, the work of this group was amalgamated with the Recruitment and Retention Working Group which reports into the Inclusion Steering Group.

2 What is the Workforce Race Equality Standard (WRES)?

The Workforce Race Equality Standard (WRES) is a data-based standard that uses a series of nine measures (Metrics) that aim to highlight any differences between the experience and treatment of white colleagues and BAME colleagues in the workplace. NHS Trusts and Foundation Trusts are required to publish their results and develop action plans to address the differences highlighted by the Metrics with the aim of improving workforce race equality. In the spirit of openness and transparency, Livewell Southwest has also adopted the WRES.

3 Background

Although Livewell Southwest is not an NHS Trust, we are required within our NHS contract to publish information on WRES and we want 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.

4 Livewell Southwest's position against the WRES indicators in 2024

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 2023 to 31 March 2024. 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 a change in the headcount percentage with BAME colleagues representing 5% of the total workforce an increase of 1%. This may appear a small percentage but is an improvement compared to previous years. Percentage of white colleagues remain unchanged at 93%. "Unknown" where we have no data has seen a slight decline across all areas of the workforce since 2023 figures. This decline may be due to regular communications (6-8

weekly) over the last 12 months outlining the importance of declaring equality data and how this can be done.

Headcounts

	31/03/2023			31/03/2024		
	White	BAME	Unknown	White	BAME	Unknown
Non Clinical	622	15	20	688	23	15
Clinical workforce (<i>non medical</i>)	1855	83	44	1938	89	44
Clinical (<i>Medical/Dental</i>)	41	23	13	48	23	10
TOTAL ORGANISATION	2518	121	77	2674	135	69

As percentage

	31/03/2023			31/03/2024		
	White	BAME	Unknown	White	BAME	Unknown
Non Clinical	95%	2%	3%	95%	3%	2%
Clinical workforce (<i>non medical</i>)	94%	4%	2%	94%	4%	2%
Clinical (<i>Medical/Dental</i>)	53%	30%	17%	59%	28%	12%
TOTAL ORGANISATION	93%	4%	3%	93%	5%	2%

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 1.4 times more likely to be appointed from shortlisting. 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 under-represented candidates. We have seen an improvement in the number of BAME candidates shortlisted and appointed compared to the previous year.

	2022/23		2023/24		
	White	BAME	White	BAME	Prefer not to say
Number of shortlisted applicants	1670	275	1811	502	43
Number appointed from shortlisting	557	70	507	96	11
Relative likelihood of appointment from shortlisting	0.33	0.25	0.28	0.19	n/a
Relative likelihood of white staff being appointed from shortlisting compared to BAME staff	1.3		1.4		

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.

	2022/23		2023/24	
	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	15	2	18	0
	0.006	0.02	0.007	0
	3.3		0	

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 and the disciplinary process is currently being reviewed. However, we are aware 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 a decrease 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).

A figure below “1” would indicate that white staff members are less likely to access non-mandatory training and CPD than BAME staff.

	31/3/23			31/3/24		
	White	BAME	Unknown	White	BAME	Unknown
Number of staff accessing non-mandatory training and CPD	1700	78	56	1594	76	41
% accessing non- mandatory training	0.68	0.64	0.73	0.59	0.56	0.59
Relative likelihood of white staff accessing non-mandatory training	1.06			1.05		

Staff survey results

The data was obtained from the Annual Staff Survey undertaken between October to November 2023 and relates to WRES indicators 5-8.

2739 colleagues were eligible to complete the survey. 48% of the workforce (1309 colleagues) completed the staff survey compared to 44% the previous year. Of the 1309 returns, 1240 colleagues declared they were white and 63 colleagues declared they were BAME, 6 colleagues did not declare.

WRES Indicator 5:

The 2023/24 staff survey has seen a decrease of 2.2%-3.4% in BAME and white staff experiencing harassment, bullying or abuse from patients, relatives, or the public in the last 12 months.

	2022/23			2023/24		
	White	BAME	Unknown	White	BAME	Unknown
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public	26.4%	26%	Fewer responses than the suppression threshold	23%	23.8%	n/a

WRES Indicator 6:

The 2023/24 staff survey has seen a big decline of 4.5% in BAME colleagues experienced harassment, bullying or abuse from staff in the last 12 months with a marginal increase for white colleagues.

	2022/23			2023/24		
	White	BAME	Unknown	White	BAME	Unknown
Percentage of staff experiencing harassment, bullying or abuse from staff	17.1%	20.4%	Fewer responses than the suppression threshold	17.3%	15.9%	n/a

WRES Indicator 7:

The 2023/24 staff survey has seen a decline of 2.4% for BAME colleagues believing that the organisation provides equal opportunities for career progression or promotion. There has been an increase of 1.5% for white colleagues.

	2022/23			2023/24		
	White	BAME	Unknown	White	BAME	Unknown
Percentage believing that trust provides equal opportunities for career progression or promotion	60.8%	58%	Fewer responses than the suppression threshold	62.3%	55.6%	n/a

WRES Indicator 8:

In the 2023/24 staff survey, there was a slight reduction in white colleagues experienced discrimination at the workplace from managers/ team leader/ or other colleagues. However this table shows an increase of 1.1% for BAME colleagues.

	2022/23			2023/24		
	White	BAME	Unknown	White	BAME	Unknown
In the last 12 months have you personally experienced discrimination at work	5.8%	10%	Fewer responses than the suppression threshold	5.5%	11.1%	n/a

WRES Indicator 9:

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

	2022/23		2023/24	
	White	BAME	White	BAME
Total Board members	9	2	11	2
Executive Board	5	1	5	1
Non-Executive Board	4	1	6	1
Percentage difference between the organisations' Board voting membership and its overall workforce *	-11%	14%	-8%	11%

*Board is 85% white compared to 93% organisation as a whole are white – therefore the difference is -8%. Similarly the Board are 15% BAME compared to 5% organisation as a whole are BAME – therefore the difference is 11%.

There has been an increase in board members compared to 2022/23 which has increased to the total white board membership to 11 compared to a static BAME board membership of 2.

4 Next Steps

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

Summary of results and proposed actions

Metric	Result	Proposed Action
<p>WRES Indicator 1: Changing proportions of the workforce by ethnicity.</p> <p>WRES Indicator 9: The percentage difference between the organisation's Board voting membership and the organisation's overall workforce.</p>	<p>Reviewing the data pulled from ESR highlights that some colleagues continue to not declare or prefer not to declare their ethnicity.</p>	<p>Continue to encourage and promote the importance of employees up-dating their equality data on ESR via employee self-serve especially if circumstances have changed during their employment.</p> <p>As part of the work of the Recruitment and Retention Group, look at the whole recruitment stage - likelihood of being shortlisted from application form to identify if there are barriers that could impact at the early stage of shortlisting.</p> <p>Continue to develop links with under-represented groups and encourage applications.</p>
<p>WRES Indicator 2: 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.</p>	<p>As part of the work of the Recruitment and Retention Group, look at whole recruitment stage and identify if there are barriers that could impact at the earlier stage of shortlisting.</p> <p>Continue to develop links with under-represented groups and encourage applications.</p>
<p>WRES Indicator 7: Percentage believing that the organisation provides equal opportunities for career progression or promotion</p>	<p>Decline for BAME colleagues believing that the organisation provides equal opportunities for career progression or promotion.</p>	<p>As part of the work of the Recruitment and Retention Group, look at whole recruitment stage and identify if there are barriers that could impact on career progression and promotional opportunities.</p> <p>Continue to develop links and networks across the organisation.</p>

Metric	Result	Proposed Action
WRES Indicators General	Compare data with national and local data results (Devon ICS and Cornwall)	As part of Inclusion Steering Group, to consider data.