



**Wirral Community
Health and Care**
NHS Foundation Trust

NHS Workforce Race Equality Standard (WRES)

Annual Report 2024

Wirral Community Health and Care NHS Foundation
Trust

CONTENTS

1	Introduction
2	Executive summary
3	WRES progress in 2023/24
4	Conclusion and next steps
Appendix 1	WRES metrics summary – 2023/24
Appendix 2	NHS Staff Survey results 2019-2023
Appendix 3	WRES action plan 2024/25

1 Introduction

The Workforce Race Equality Standard is included in the NHS standard contract for 2024/25. All NHS Trusts have been required to produce and publish their results from August 2016 and are subsequently required to submit data and publish a WRES report annually along with an annual action plan which must be approved by the Board.

This report details the information for Wirral Community Health and Care NHS Foundation Trust for 2024 and the data set is for 31 March 2024 using data from several sources: Electronic Staff Record (ESR), Trac system, HR record system for employment relation cases and NHS Staff Survey from 2023.

All data information was submitted to the national WRES team by 31 May 2024 and must be published externally with an action plan by 31 October 2024.

This is the ninth year that the WRES information has been collated and published.

There are 9 indicators which form the WRES and these are as follows

Indicator	Description
Metric 1	Percentage of BME 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.
Metric 2	Relative likelihood of white staff being appointed from shortlisting compared to BME staff. (shortlisting across all posts)
Metric 3	Relative likelihood of BME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation (2 year rolling period)
Metric 4	Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME
Metric 5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.
Metric 6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
Metric 7	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.
Metric 8	In the last 12 months have staff personally experienced discrimination at work from manager/ team leader or other colleagues
Metric 9	Percentage difference between the organisation's board voting membership and its organisation's overall workforce

WRES has now instigated a separate collection for Bank staff therefore bank staff are excluded from the numbers submitted in WRES indicator 1.

The WRES action plan forms one of the key ambitions within the People Strategy and Inclusion and Health Inequality Strategy with the aim of improving both access to work for people from black and minority ethnic BME communities as well as their staff experience.

To note that the term black and minority ethnic (BME) will be used throughout the document in line with NHS England guidance.

2 Executive summary

The NHS Workforce Race Equality Standard (WRES) is designed to improve workplace experience and career opportunities for BME people working, or those seeking employment, in the National Health Service (NHS). The WRES is a series of evidence-based metrics that provide NHS organisations with a snapshot of the experiences of their BME staff in key areas. By providing comparative data between BME and white staff, this information can be used to understand where key differences lie; and will provide the basis for the development of action plans, enabling the Trust to track progress on a year-by-year basis. The WRES is based on 9 evidence-based Metrics.

This report provides an overview of key areas and supports the Trust to identify direct actions to demonstrate progress against the indicators of Race equality.

As of 31 March 2024, 94.4% of the workforce were from a white background, 4.4% from a BME background and 1.2% reported as NULL/unknown. Compared to the Wirral Census 2021 data¹, 95.2% of residents stating white ethnicity and 4.8% for combined BME ethnicity although it is recognised that the Trust also has staff working in services across Cheshire East, St Helen's and Knowsley.

There has been an improvement in some indicators: the percentage of the workforce from a BME background continues to increase during the period of WRES data. There was decrease in staff records showing ethnicity as NULL/Unknown compared to last year's data.

The likelihood of BME applicants being shortlisted has improved and the number of white staff accessing non-mandatory training and CPD compared to BME is the same.

Overall, whilst the experiences of our BME staff are less positive than white colleagues, all staff survey questions underpinning WRES (Indicators 5-8) have improved this year.

The BAME staff network has continued to meet regularly via MS teams and Millie Williams who chairs the network has been instrumental in getting more colleagues to join. The Executive Director network sponsor rotates at the end of every financial year following a Trust wide review of sponsors for all staff networks which has meant a change in sponsor for the group from Tony Bennett, Chief Strategy Officer to Alison Hughes, Director of Corporate Affairs. Each director has specific inclusion objectives and one of these is to be a network sponsor and demonstrate allyship.

During 2023/24 4 international nurses have been welcomed into the workforce which contributed to the increase in BME workforce. These colleagues did not go through usual recruitment/shortlisting processes and are therefore not included in the figures reported within metric 2 (Relative likelihood of white staff being appointed from shortlisting compared to from a BME background)

¹ <https://www.ons.gov.uk/census/maps/choropleth/identity/ethnic-group/ethnic-group-tb-6a/white?lad=E08000015>

3 WRES progress in 2023/24

Appendix 1 shows a baseline for workforce information in relation to staff from a BME background and appendix 2 shows the Trust Staff Survey result trends compared to the average scores. An overview has been shared with the Trust's BAME Staff Network.

The key findings from the WRES 2023/24 results are as follows:

- The number of BME staff within the Trust has continued to increase from 4.1% to 4.4%
- The likelihood of being shortlisted has improved
- No BME staff entered the formal disciplinary process which is a reduction from the previous year. The data demonstrates that a member of staff from a BME background is not more likely to enter the process than a white member of staff
- Number of BME respondents for the Staff Survey have increased to 47 in 2023 compared to 32 in 2022
 - BME staff are more likely to state that they feel they have been harassed, bullied or abused by patients, relatives or the public and/or other staff than their white colleagues. The percentage of BME staff reporting this has improved from the previous year from 32.29% to 27.66%. (lower score better)
 - BME staff stated they are more likely than white staff to have experienced discrimination from a manager/team leader or other colleagues, although the percentage has reduced slightly from the previous year and mirrors the national results (was 12.12% reduced to 8.70%).
 - The % of BME staff believing that the Trust provides equal opportunities for career progression or promotion has improved from 46.88% to 63.83% which is just below the comparator scores for white staff of 64.89%. The Trust's figure 63.83% is above the national median for Community Trusts results which is 53.66%.
- The Board's voting membership is 100% white which had not changed.

An action plan has been developed for the period August 2024 – July 2025. This will be taken biannually to the People and Culture Committee and will also be continually reviewed and monitored with the BAME staff network, Inclusion and Health Inequalities Steering Group and Inclusion Champions.

Our progress so far:

- Chief People Officer is named director for EDI and advancing anti racism in the Trust
- Agreed with BAME network to adopt/adapt the North West (NW) BAME assembly anti-racist statement

- Commitment to achieve Bronze status by April 2025 for the NW BAME assembly anti-racist framework
- Race pay gap analysis undertaken
- Continue to increase membership of BAME staff network
- BAME staff network chair involved in selection process for roles including the new Associate Non Executive Director
- Tracking and monitoring recruitment of BME candidates band 8a and above
- Approach to application of positive action where appropriate for recruitment of candidates band 8a and above

An action carried over from 2023/24 is identified in the action plan in appendix 3 and is as follows:

- Introduce the cultural awareness training for recruiting managers.
 - Although we have made improvements in this area by offering microaggression sessions, promoting allyship involving the staff networks and introducing the behavioural standards framework but the specific cultural awareness training has yet to commence.

Priority actions identified for 2024/25 are:

- Reduce NULL/unknown ethnicity status on ESR to enable a more accurate reflection of the workforce.
- BAME network to be included in the bullying and harassment policy review, adapting a civility and respect approach.
- BAME network to be included in the review of the Trust's disciplinary policy.
- Maintaining equal opportunities in relation to career progression for BME workforce.
- Analysing incidents in relation to incidents of racial harassment reported by staff.

This action plan has been shared with the BAME staff network for discussion.

The Trust continues to implement a just and learning principle when considering any appropriate action under the disciplinary policy.

4 Conclusion and next steps

The Trust has made progress during 2023/24. During the last 12 months there has been an increase in the percentage of staff from a BME background employed at the Trust, and the likelihood of BME people being appointed through recruitment is now the same compared to white staff. This supports the ambition in the People Strategy to be more representative of the local community at all levels. However, the Trust recognises there are still areas in need of improvement in relation to staff experience.

The Board remains less representative in comparison to the rest of the workforce and also in senior roles. However, a new Associate Non-Executive Director development programme has been designed to address under-representation at Board and the first role was recently recruited to with involvement from the staff networks on panels. Whilst this did not change the Board composition in terms of ethnicity this time, the plan is to recruit one new person every year for a term of 2 years.

The BAME Staff Network has continued to meet regularly and is seen as a valued space for members to meet and share experiences. The Trust will continue to include this network in development and delivery of the action plan.

Appendix 1 WRES metrics summary report

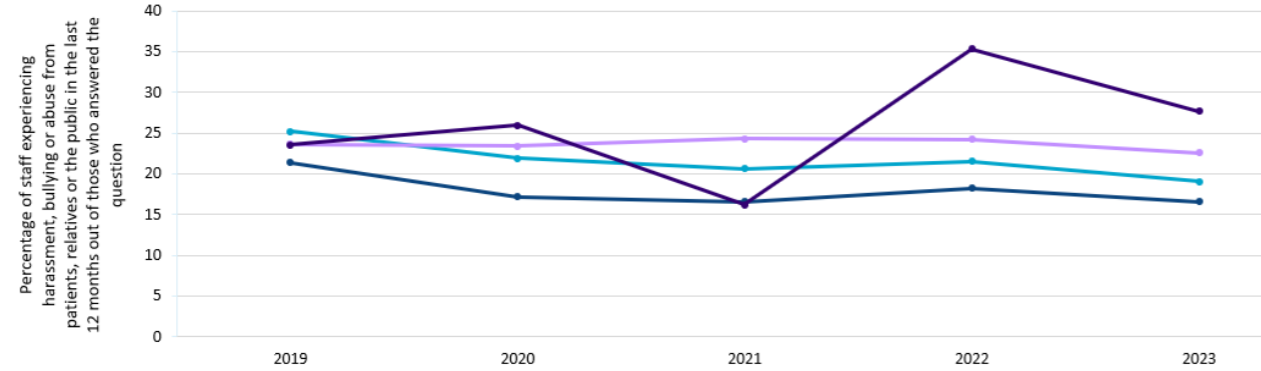
Submission Year	2022	2023	
Reporting Year	April 2021 – March 2022	April 2023 – March 2024	
Metric 1 - Percentage of staff in each of the AfC bands 1 - 9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce.	Overall workforce headcount	2000	1831
	Overall BME %	4.1	4.4
	BME headcount	82	81
	White Headcount	1886	1728
	NULL Headcount	32	22
Metric 2 - Relative likelihood of white staff being appointed from shortlisting compared to BME staff (shortlisting across all posts)	4.26	1.76	
Metric 3 - Relative likelihood of BME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation *	1.73	0	
<small>*this year submission is based on ER cases from 01/04/2023 – 31/03/2024.</small>	15 White 1 BME	11 White 0 BME	
Metric 4 - Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME	1.01	0.99	

Date of Staff Survey	Ethnicity	October 2022	October 2023
Metric 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White	18.3	16.58
	BME	35.3	27.66
Metric 6 - Percentage staff experiencing harassment, bullying or abuse from staff in last 12 months.	White	14.7	16.38
	BME	32.4	25.53
Metric 7 - Percentage of staff believing that Trust provides equal opportunities for career progression or promotion.	White	60.8	64.89
	BME	46.9	63.83
Metric 8 - In the last 12 months have you personally experienced discrimination at work from manager/ team leader or other colleagues	White	4.3	3.89
	BME	12.1	8.70

Submission Year (August)	2023	2024
Reporting period	April 2022 – March 2023	April 2023 – March 2024
Metric 9 - Percentage difference between the organisations' board voting membership and its overall workforce disaggregated:	Board Members (12) White 100% BME 0%	Board Members (13) White 100% BME 0%
	Voting Membership White 100 % BME 0 %	Voting Membership White 100 % BME 0 %
Total Workforce	White 94.3% BME 4.1 % NULL 1.6 %	White 94.4% BME 4.4 % NULL 1.2 %

APPENDIX 2 – NHS Staff Survey Results 2019-2023

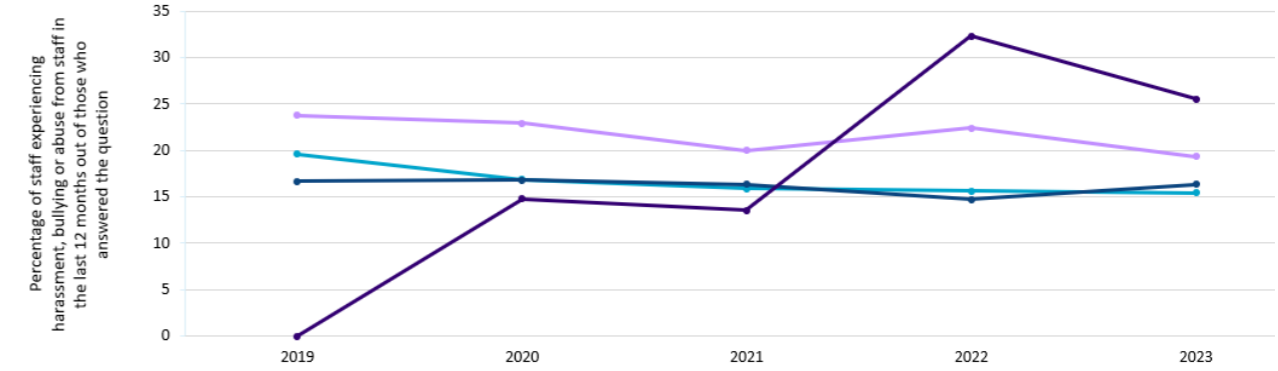
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months



	2019	2020	2021	2022	2023
White staff: Your org	21.36%	17.22%	16.61%	18.26%	16.58%
All other ethnic groups*: Your org	23.53%	25.93%	16.22%	35.29%	27.66%
White staff: Average	25.23%	21.93%	20.65%	21.52%	19.05%
All other ethnic groups*: Average	23.66%	23.41%	24.30%	24.24%	22.55%
White staff: Responses	796	784	843	876	983
All other ethnic groups*: Responses	17	27	37	34	47

*Staff from all other ethnic groups combined

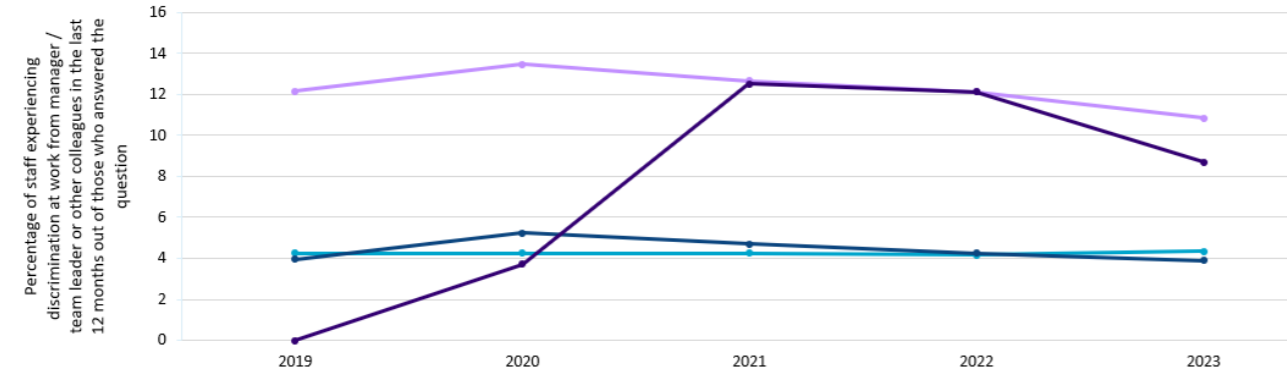
Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months



	2019	2020	2021	2022	2023
White staff: Your org	16.69%	16.79%	16.37%	14.70%	16.38%
All other ethnic groups*: Your org	0.00%	14.81%	13.51%	32.35%	25.53%
White staff: Average	19.61%	16.86%	15.91%	15.62%	15.45%
All other ethnic groups*: Average	23.80%	22.94%	19.99%	22.42%	19.36%
White staff: Responses	797	786	843	871	983
All other ethnic groups*: Responses	17	27	37	34	47

*Staff from all other ethnic groups combined

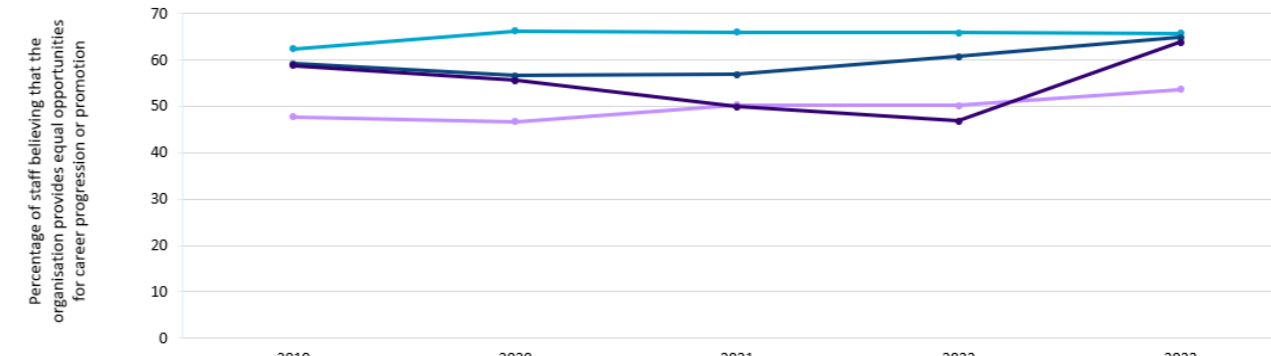
Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months.



	2019	2020	2021	2022	2023
White staff: Your org	3.95%	5.25%	4.70%	4.26%	3.89%
All other ethnic groups*: Your org	0.00%	3.70%	12.50%	12.12%	8.70%
White staff: Average	4.26%	4.26%	4.26%	4.17%	4.33%
All other ethnic groups*: Average	12.16%	13.46%	12.65%	12.12%	10.83%
White staff: Responses	785	781	893	869	976
All other ethnic groups*: Responses	17	27	40	33	46

*Staff from all other ethnic groups combined

Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.



	2019	2020	2021	2022	2023
White staff: Your org	59.22%	56.65%	56.90%	60.79%	64.89%
All other ethnic groups*: Your org	58.82%	55.56%	50.00%	46.88%	63.83%
White staff: Average	62.48%	66.30%	66.05%	65.92%	65.80%
All other ethnic groups*: Average	47.81%	46.75%	50.31%	50.18%	53.66%
White staff: Responses	797	782	891	862	974
All other ethnic groups*: Responses	17	27	40	32	47

*Staff from all other ethnic groups combined

APPENDIX 3 - WRES action plan 2024/25

Separate document