



Shropshire Community Health



NHS Trust

NHS Workforce Race Equality Standard Annual Report 2021-22

Introduction

The WRES is a requirement for all NHS organisations to publish data and action plans against 9 indicators of workforce race equality.

Research and evidence strongly suggest that BME staff have a poorer experience or opportunities than white staff and this has a significant impact on the efficient and effective running of the NHS and impacts on quality of care received by patients.

WRES aims to ensure employees from BME backgrounds have equal access to career opportunities and receive fair treatment in the workplace and support NHS organisations make the necessary structural and cultural changes needed to advance workforce race equality.

The data for indicators 1-4 and 9 are taken from the Trusts workforce data as at 31 March 2022 and data for indicators 5 – 9 are taken from the Trusts National Staff Survey 2021 results.

Indicator 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 disaggregated by:

- **Non-clinical staff**
- **Clinical staff of which:**
 - **Non-Medical staff**
 - **Medical and Dental Staff**

Table 1

	2021						2022					
	Headcount				% of staff of the total workforce		Headcount				% of staff of the total workforce	
Non-Clinical	White	BME	Unknown	Total	White	BME	White	BME	Unknown	Total	White	BME
Under Band 1	0	0	0	0	0%	0%	0	0	0	0	0%	0%
1	0	0	0	0	0%	0%	0	0	0	0	0%	0%
2	180	7	5	192	10.91%	0.42%	171	4	6	181	10.54%	0.24%
3	85	1	1	87	5.15%	0.06%	83	3	1	87	5.12%	0.18%
4	49	1	2	52	2.97%	0.06%	51	1	2	54	3.14%	0.06%
5	42	2	0	44	2.5%	0.12%	37	2	1	40	2.28%	0.12%
6	30	0	0	30	1.81%	0%	29	1	0	30	1.78%	0.06%
7	20	1	0	21	1.21%	0.06%	15	1	0	16	0.92%	0.06%
8a	20	1	0	21	1.21%	0.06%	21	1	0	22	1.29%	0.06%
8b	4	2	0	6	0.24%	0%	8	2	0	10	0.49%	0.12%
8c	6	0	1	7	0.36%	0%	6	0	1	7	0.37%	0%
8d	0	0	0	0	0%	0%	0	0	0	0	0%	0%
9	1	0	0	1	0.06%	0%	0	0	0	0	0%	0%
VSM	4	1	0	5	0.24%	0.06%	5	0	0	5	0.30%	0%
Total	441	16	9	466	26.66%	0.84%	426	15	11	452	26.23%	0.9%
	2021						2022					
	Headcount				% of staff of the total workforce		Headcount				% of staff of the total workforce	
Clinical	White	BME	Unknown	Total	White	BME	White	BME	Unknown	Total	White	BME
Under Band 1	0	0	0	0	0%	0%	0	0	0	0	0%	0%
1	0	0	0	0	0%	0%	0	0	0	0	0%	0%
2	104	6	7	117	6.30%	0.36%	102	7	7	116	6.29%	0.43%
3	103	6	2	111	6.24%	0.36%	92	5	1	98	5.67%	0.30%
4	79	3	8	90	4.79%	0.18%	96	4	7	107	5.92%	0.24%
5	249	11	3	263	15.10%	0.66%	222	13	4	239	13.69%	0.80%
6	368	10	8	386	22.31%	0.60%	360	10	8	378	22.33%	0.61%
7	143	3	1	147	8.67%	0.18%	135	3	2	140	8.32%	0.18%
8a	27	0	0	27	1.63%	0%	31	1	2	34	1.91%	0.06%
8b	5	0	0	5	0.30%	0%	5	0	0	5	0.30%	0%
8c	3	1	0	4	0.18%	0.06%	3	1	0	4	0.18%	0.06%
8d	0	0	0	0	0%	0%	0	0	0	0	0%	0%
9	0	0	0	0	0%	0%	0	0	0	0	0%	0%
VSM	0	0	0	0	0%	0%	4	1	1	6	0.24%	0.06%
Consultants	3	2	0	5	0.18%	0.12%	4	2	0	6	0.24%	0.12%
Non Consultant Career Grade	20	5	3	28	1.21%	0.30%	26	6	4	36	1.60%	0.37%
Trainee Grades	0	0	0	0	0%	0%	0	0	0	0	0%	0%

Other	0	0	0	0	0%	0%	0	0	0	0	0%	0%
Total	1104	47	32	1183	69.91%	2.82%	1080	53	36	1169	66.69%	3.23%

The 2022 data shows that 4.13% of the of Shropcom’s workforce is from a BME background, which is a 0.47% increase since 2021.

Indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts

Table 2

WRES Indicator	Metric Description	2021 Score	2022 Score
2	Relative likelihood of White staff being appointed from shortlisting compared to BME staff being appointed from shortlisting across all posts	2.11	2.05

The data above shows that White staff are 2.05 times more likely than BME staff to be appointed from shortlisting. This likelihood score has improved since 2021.

Indicator 3: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary procedure

Table 3

WRES Indicator	Metric Description	2021 Score	2022 Score
3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process	4.86	0

The data above shows that BME staff are less likely to enter into a formal disciplinary process than White staff. The likelihood score has improved from 2021.

Indicator 4: Relative likelihood of staff accessing non mandatory training and CPD

Table 4

WRES Indicator	Metric Description	2021 Score	2022 Score
4	Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff	1.05	0.81

A figure below “1” would indicate that white staff members are less likely to access non-mandatory training and CPD than BME staff. The likelihood score has improved from 2021.

Indicator 5: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months

Table 5

WRES Indicator	Metric Description	2021 Score	2020 Score
5	BME	43.3%	50.0%

	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	White	18.2%	17.7%
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The data in table 5 indicates that 43.3% of BME staff have experienced harassment, bullying or abuse from patients, relatives and the public, this is 25.1% higher than white staff. This score has improved for BME staff since 2020.

Indicator 6: Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months

Table 6

WRES Indicator	Metric Description		2021 Score	2020 Score
6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	BME	17.2%	40.9%
		White	15.8%	16.9%

The data in table 6 indicates that 17.2% of BME staff have experienced harassment, bullying or abuse from staff in the last 12 months, this is 1.4% higher than white staff. This score has improved for BME staff since 2020.

Indicator 7: Percentage of staff believing the Trust provides equal opportunities for career progression or promotion

Table 7

WRES Indicator	Metric Description		2021 Score	2020 Score
7	Percentage of staff believing the Trust provides equal opportunities for career progression or promotion	BME	41.9%	50%
		White	58.7%	63.5%

The data in table 7 indicates that 41.9% of BME staff believe the Trust provides equal opportunities for career progression or promotion, this is 16.8% lower than white staff. This score has declined for BME staff since 2020.

Indicator 8: Percentage of staff personally experiencing discrimination at work from their manager/team leader or colleague in the last 12 months

Table 8

WRES Indicator	Metric Description		2021 Score	2020 Score
8	Percentage of staff personally experiencing discrimination at work from their manager/team leader or colleague in the last 12 months	BME	13.3%	29.2%
		White	4.4%	3.4%

The data in table 8 indicates that 13.3% of BME staff have personally experienced discrimination at work from their manager/team leader or colleague in the last 12 months, this is 8.9% higher than white staff. This score has improved for BME staff since 2020.

Indicator 9: Percentage difference between Board membership and its overall workforce disaggregated by:

- **Voting membership of the Board**
- **Executive membership of the Board**

Table 9

WRES Indicator	Metric Description	2021 Score	2022 Score
9	Percentage difference between Board membership and its overall workforce disaggregated	Voting BME	12.9% 4.9%
		Executive membership BME	12.9% -4.2%
		Voting White	-18.6% -11.1%
		Executive membership White	-10.3% -4.2%

Workforce Race Equality Standard: Action Plan 2022 - 2023

WRES Indicator	Action	Responsible Officer	Timescale
WRES Indicators: 5, 6, 7, 8, 9	Continue the implementation of a Board Level reverse mentoring programme including a celebration event for the current cohort	Human Resources Business Partner – Equality Diversity & Inclusion Workforce Lead	By 31 March 2023
WRES Indicators: 1 & 2	Continue to implement the 6 high impact recruitment actions working with ICS leads as required. The 6 high impact recruitment actions include: <ul style="list-style-type: none"> • Safer Recruitment Training including unconscious bias • Setting KPIs and targets linked to recruitment 	Resourcing Business Partner	By 31 August 2023
WRES Indicators: 5, 6 & 8	Grow our speaking out culture working with our networks and Freedom to Speak Up (FTSU) Guardian	Human Resources Business Partner – Equality Diversity & Inclusion Workforce Lead & FTSU Guardian	By 31 March 2023
WRES Indicators: ALL	Work with the ICS EDI leads to compare WRES data, high impact recruitment actions and develop appropriate system actions	Human Resources Business Partner – Equality Diversity & Inclusion Workforce Lead	31 March 2023

WRES Indicators: ALL	Use lived staff experiences shared from Board Level down to the organisation to raise the profile of EDI within Shropcom and develop a calendar of events	Human Resources Business Partner – Equality Diversity & Inclusion Workforce Lead	31 March 2023
WRES Indicators: ALL	Work with members of the Board to raise the profile of our Staff Networks	Human Resources Business Partner – Equality Diversity & Inclusion Workforce Lead	30 April 2023