



Shropshire Community Health



NHS Trust

NHS Workforce Race Equality Standard Annual Report 2023-24

People Promise



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 ethnic minority 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 ethnic minority 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 2023 and data for indicators 5 – 9 are taken from the Trusts National Staff Survey 2022 results.

Indicator 1: Headcount 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**

Non-Clinical	2023				2024			
	White	Ethnic Minority Staff	Unknown	Total	White	Ethnic Minority Staff	Unknown	Total
Under Band 1	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0
2	168	5	6	179	161	7	6	174
3	91	1	2	94	95	1	3	98
4	50	1	2	53	44	1	1	46
5	41	1	1	43	46	1	1	48
6	30	1	1	32	32	1	2	35
7	21	0	0	21	20	2	0	22
8a	30	0	0	30	21	1	0	22
8b	10	2	1	13	11	2	1	14
8c	7	0	0	7	4	1	0	5
8d	3	1	1	5	3	0	0	3
9	1	0	0	1	2	0	1	3
VSM	4	0	0	4	0	0	0	0
Total	456	12	14	482	442	17	15	474

Clinical	2023				2024			
	White	Ethnic Minority Staff	Unknown	Total	White	Ethnic Minority Staff	Unknown	Total
Under Band 1	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0
2	81	4	8	93	98	22	8	128
3	114	8	7	129	130	18	2	150
4	91	6	7	104	111	7	7	125
5	213	16	5	234	217	35	7	259
6	365	14	9	388	351	22	6	379
7	164	7	2	173	174	9	3	186
8a	26	2	2	30	28	1	2	31
8b	4	0	0	4	3	1	0	4
8c	3	1	0	4	5	1	0	6
8d	0	0	0	0	1	0	0	1
9	0	0	0	0	0	0	0	0
VSM	1	0	0	1	2	0	0	2
Consultant	3	2	0	5	3	3	0	6
Non Consultant Career Grade	25	5	4	34	20	2	0	22
Trainee Grades	0	1	0	1	0	1	4	5
Other	0	0	0	0	0	0	0	0
Total	1090	66	44	1200	1143	122	39	1304

Workforce Demographics

Year	White - number of staff in overall workforce	Ethnic Minority - number of staff in overall workforce	Unknown – number of staff in overall workforce	Overall % of ethnic minority staff
2023	1546	78	58	4.65%
2024	1585	139	54	7.82%

The 2024 data shows that 7.82% of Shropcom’s workforce is from an ethnic minority, which is a 3.17% increase from 2023.

For information, the 2021 census showed population by ethnicity in Shropshire as White people 96.7% and Asian, Mixed, Black, and Other people as 3.3%. The population by ethnicity for Telford and Wrekin in the 2021 census was White people 88.2% and Asian, Black, Mixed and Other people 11.8%.

We are continually striving to have a diverse workforce and our figures show that we are making steps towards this. We will continue with our work to ensure our workforce is as diverse as possible. Please refer to our improvement plan for the actions we will be focussing on.

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

Table 2

WRES Indicator	Metric Description	2023 Score	2024 Score
2	Relative likelihood of white staff being appointed from shortlisting compared to ethnic minority staff being appointed from shortlisting across all posts	2.77	0.54

This figure has changed from 2.77 in 2023 to 0.54 in 2024. A figure below “1” indicates that white candidates are less likely than BME candidates to be appointed from shortlisting

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	2023 Score	2024 Score
3	Relative likelihood of ethnic minority staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process	0	1.63

The data above shows that ethnic minority staff are 1.63 more likely to enter into a formal disciplinary process than White staff. The likelihood score has increased from 2023. It is worth noting that with such small numbers of disciplinary cases and a ethnic minority workforce of 7.82% it is likely that a small number of ethnic minority cases (one in this reporting year) can result in a negatively ranked score on this indicator. However, we are continuing to embed a Just and Learning Culture.

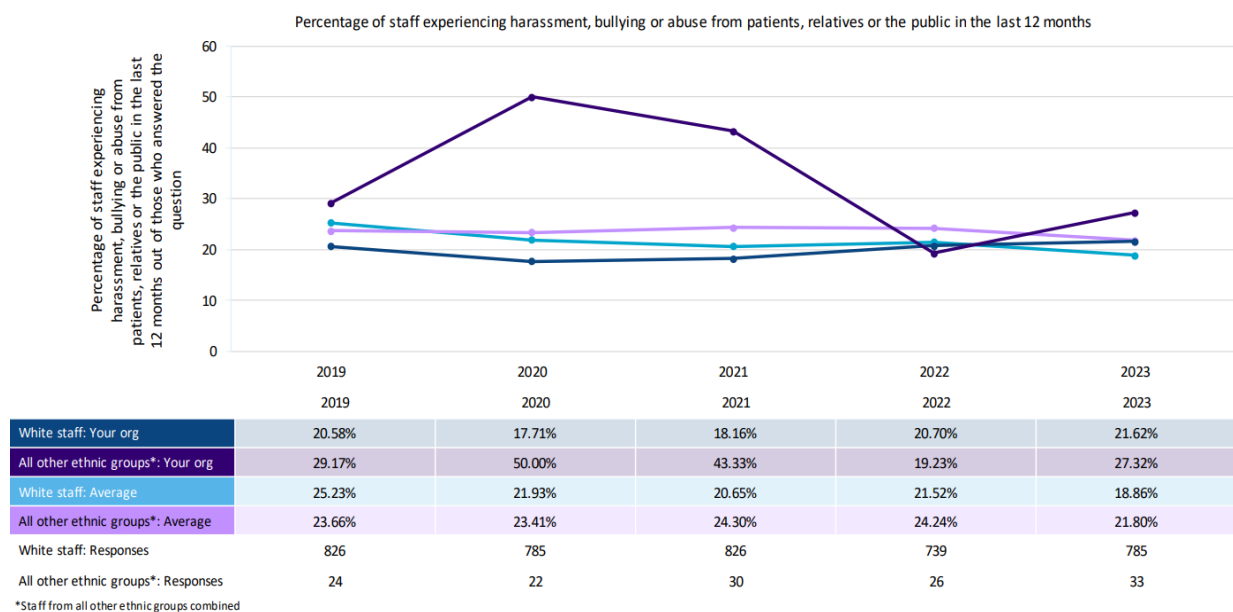
Indicator 4: Relative likelihood of staff accessing non mandatory training and CPD

Table 4

WRES Indicator	Metric Description	2023 Score	2024 Score
4	Relative likelihood of White staff accessing non mandatory training and CPD compared to ethnic minority staff	0.98	0.83

A figure below “1” would indicate that white staff members are less likely to access non-mandatory training and CPD than ethnic minority staff. This position has continued for the last 2 years of reporting.

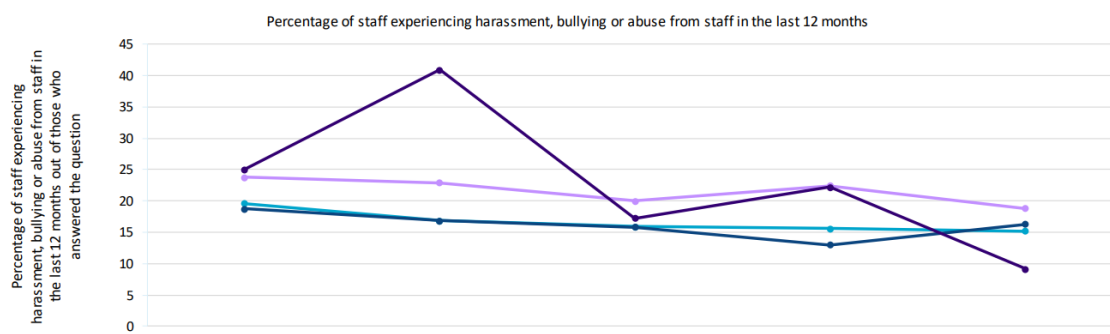
Indicator 5: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months



The data above indicates that 27.32% of ethnic minority staff have experienced harassment, bullying or abuse from patients, relatives and the public compared to 21.62% of white staff. In 2022, 19.23% of ethnic minority staff experienced harassment, bullying or abuse. Although there has been an increase in 2023 the % remains lower than reported in 2019, 2020 and 2021.

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

Workforce Race Equality Standard (WRES) Survey Coordination Centre 




	2019	2020	2021	2022	2023
White staff: Your org	18.77%	16.86%	15.84%	13.01%	16.28%
All other ethnic groups*: Your org	25.00%	40.91%	17.24%	22.22%	9.19%
White staff: Average	19.61%	16.86%	15.91%	15.62%	15.19%
All other ethnic groups*: Average	23.80%	22.94%	19.99%	22.42%	18.79%
White staff: Responses	826	783	827	738	781
All other ethnic groups*: Responses	24	22	29	27	33

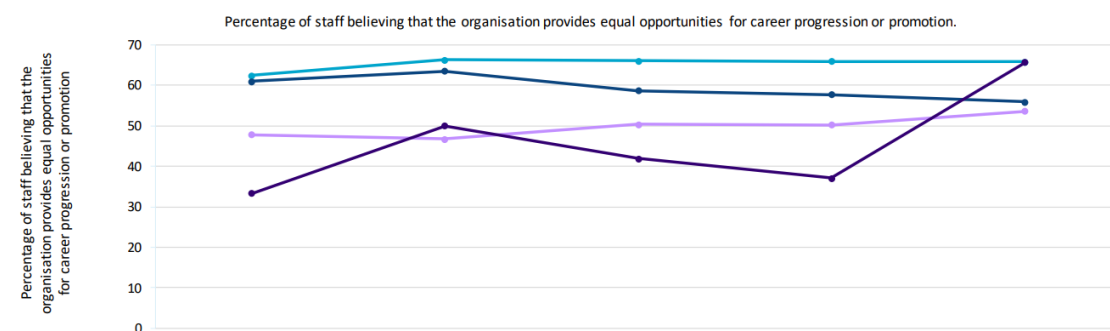
*Staff from all other ethnic groups combined

The data above indicates that 9.19% of ethnic minority staff have experienced harassment, bullying or abuse from staff in the last 12 months, this is a significant decrease from 2022 where 22.22% of ethnic minority staff reported experiencing harassment, bullying or abuse. 16.28% of white staff reported experiencing harassment, bullying or abuse from staff.

We have refreshed our Dignity At Work Policy and we continue to promote our Freedom to Speak Up Guardian for raising concerns.

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

Workforce Race Equality Standard (WRES) Survey Coordination Centre 



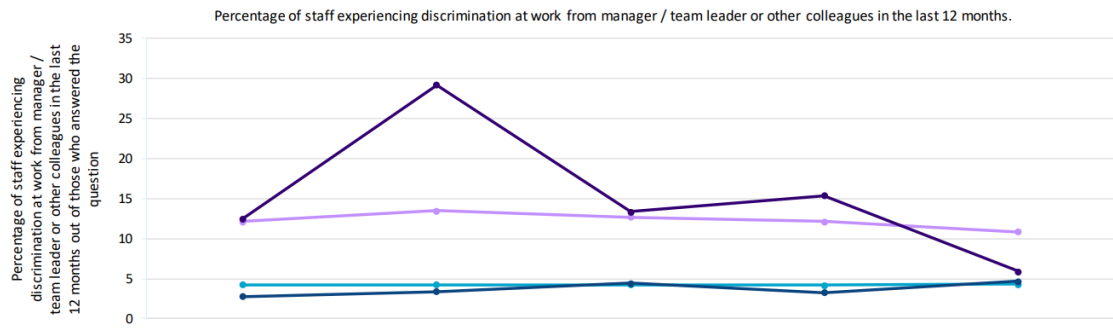
	2019	2020	2021	2022	2023
White staff: Your org	60.92%	63.46%	58.73%	57.77%	55.95%
All other ethnic groups*: Your org	33.33%	50.00%	41.94%	37.04%	65.71%
White staff: Average	62.48%	66.30%	66.05%	65.92%	65.80%
All other ethnic groups*: Average	47.81%	46.75%	50.31%	50.18%	53.66%
White staff: Responses	824	821	853	734	790
All other ethnic groups*: Responses	24	24	31	27	35

*Staff from all other ethnic groups combined

The data above indicates that 65.71% of ethnic minority staff believe the Trust provides equal opportunities for career progression or promotion, this is 9.76% higher than white staff. This score has significantly increased from 2022 when it was 37.04% for ethnic minority staff. We have collaborated with Shrewsbury and Telford Hospital Trust which has enabled us to offer our BME staff places of their Galvanise BME Leadership Programme.

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

Workforce Race Equality Standard (WRES) Survey Coordination Centre 



	2019	2020	2021	2022	2023
White staff: Your org	2.78%	3.38%	4.44%	3.23%	4.65%
All other ethnic groups*: Your org	12.50%	29.17%	13.33%	15.38%	5.88%
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	827	829	855	742	795
All other ethnic groups*: Responses	24	24	30	26	34

*Staff from all other ethnic groups combined

The data above indicates that 5.88% of ethnic minority staff have personally experienced discrimination at work from their manager/team leader or colleague in the last 12 months, this is 1.23% higher than white staff. This score has improved for ethnic minority staff since 2022 (by 9.5%).

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

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

Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce, disaggregated: <ul style="list-style-type: none"> • by voting and non-voting membership of the board • by executive and non-exec membership of the board. 			
	Ethnic Minority	White	Unknown
Total Board members	18.18%	72.73%	9.09%
Of which: voting Board members	20%	70%	10%
:Non voting Board members	0%	100%	0%
Of which: Exec Board members	20%	80%	0%
:Non Executive Board members	16.67%	66.67%	16.67%
Difference (Voting membership – Overall Workforce)	12%	-19%	7%
Difference – Executive Directors compared to overall workforce)	12%	-9%	-3%

Figures are automatically calculated on the WRES template.

Workforce Race Equality Standard: Action Plan 2024 - 2025

Having considered our 2023/24 data, there has been some improvements for our ethnic minority staff which are overall representation of the workforce a reduction in ethnic minority staff experiencing harassment, bullying or abuse from staff in the last 12 months and ethnic minority staff believing the Trust provides equal opportunities for career progression or promotion. However, it is acknowledged that further work is required to all of our indicators to improve the experience for our ethnic minority staff.

This action plan has been developed with the aim of bringing about positive change across the Trust in terms of Race Equality. In developing this action plan, consideration has also been made to the NHS People Promise.

WRES Indicator	Objective	Action	Lead	Timescale	Status
WRES Indicators 1, 2 & 9	Ensure our recruitment and selection processes are inclusive and fair and target under representation and lack of diversity	<p>Review and update the Safer Recruitment Policy, training and associated documentation with a focus on reducing bias in recruitment and selection, ensuring our processes are inclusive and fair</p> <p>Ensure recruitment campaigns target under-represented groups and improve representation in recruitment campaign materials</p>	Head of Resourcing	March 2025	

WRES Indicator	Objective	Action	Lead	Timescale	Status
WRES Indicator 3	Fully embed a Just and Learning Culture	Continue to embed a Just and Learning Culture. <ul style="list-style-type: none"> • Review the decision making process paperwork and update as required • Deliver workshops to managers on the Just and Learning culture in relation to People processes • Refresh our Disciplinary process and provide education to managers on the policy and its principles 	People Business Partner	March 2025	
WRES Indicators 1, 2, 7	Support ethnic minority staff to have pathways that support and encourage ethnic minority staff to develop and enhance their careers	Continue to work in collaboration with Shrewsbury and Telford Hospital to offer ethnic minority staff places of their Galvanise BME Leadership Programme Work with the Workforce Race Equality Network to understand development needs and how their careers can be supported Publicise positive staff stories around career and development opportunities	Head of People Services	In place and ongoing March 2025 March 2025	

WRES Indicator	Objective	Action	Lead	Timescale	Status
		Explore implementing 'scope for growth' conversations	OD Business Partner	February 2025	
WRES Indicators 6, 7 & 8	Create an environment that eliminates the conditions in which bullying, discrimination, harassment and physical violence at work	<p>Continue to roll out the civility & respect training programme</p> <p>Review our Dignity at Work Policy and Grievance Policy to ensure they are supportive of individuals raising concerns involving individuals who have been through the process</p> <p>Review our staff survey results in relation to bullying and harassment raising awareness of Freedom to Speak up, Dignity at Work and Civility and Respect programme</p> <p>Develop a Civility & Respect booklet to support the Civility and Respect programme</p>	<p>OD Business Partner</p> <p>People Business Partner</p> <p>Head of People Services</p> <p>Head of People Services</p>	<p>Ongoing and in place</p> <p>March 2025</p> <p>December 2025</p> <p>January 2025</p>	

WRES Indicator	Objective	Action	Lead	Timescale	Status
		Launch the 'Work without fear campaign'	Head of People Services	February 2025	
WRES Indicators ALL	Raise awareness of equality, diversity and inclusion and embed in everything we do	<p>Refresh a Trust Wide EDI strategy with a refreshed set of objectives</p> <p>Develop a programme of events to mark dates in the equality, diversity and inclusion calendar e.g. Holocaust Memorial Day, South Asian History Month, Black History Month</p> <p>Develop a robust communications and marketing plan for the networks</p> <p>Create channels for networks to connect together</p>	<p>Head of People Services</p> <p>Head of People Services</p> <p>Head of People Services</p> <p>Head of People Services</p>	<p>June 2025</p> <p>December 2024</p> <p>December 2024</p> <p>March 2025</p>	

