

Workforce Race Equality Standard Report (WRES)...

2022/2023

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Introduction...

- The NHS introduced the Workforce Race Equality Standards (WRES) in April 2015 in an attempt to review and close gaps in workplace inequalities between Black, Asian and Minority Ethnic (BME) and White staff.
- The NHS WRES (Workplace Race Equality Standard), uses the term BME to refer to all “non-white” ethnic groups as captured on ESR. For consistency we use this acronym throughout this report to collect and present data . However we prefer to use Black, Asian and Minority Ethnic internally and will review use and terminology over time.
- The work of the ICB is shaped by key statutory requirements and strategic and policy drivers including:

The NHS Constitution

The Equality Act 2010 and the Public Sector Equality Duty

The NHS standard contract and associated documents

NHS equality, diversity and inclusion (EDI) improvement plan and its associated high impact actions

NHS Long Term Plan and the NHS People Plan

The WRES Leadership Strategy: A Model Employer sets the target for NHS employers to increase BME representation at senior levels by 2033

Introduction...

- This report provides information on NENC ICB's performance against each of the nine WRES indicators for 2022-23. The report also highlights the our key achievements, the areas we need to improve, and an overview of the 2022-2023 action plan. No comparisons have been made with previous year's data, as NENC ICB was newly created on 1 July 2022.
- Whilst the WRES report is not required from ICBs for 2022-23, NENC ICB has prepared a WRES submission, to review trends and progress against the indicators, to feed into our future strategic approach of working towards a more representative, inclusive, equitable workplace and practices.
- Events over the last few years, including the disproportionate impact of COVID-19 on BME NHS staff, and patients have highlighted the need for equity and inclusion and a need to address the health inequalities affecting our workforce and region.

WRES indicators...

Indicators	Workforce indicators For each of these four workforce indicators, compare the data for white and BME staff
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
2	Relative likelihood of staff being appointed from shortlisting across all posts.
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation
4	Relative likelihood of staff accessing non-mandatory training and CPD.
	National NHS Staff Survey indicators (or equivalent) for each of the four staff survey indicators, compare the outcomes of the responses for White and BME staff
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.
7	Percentage believing that trust provides equal opportunities for career progression or promotion.
8	In the last 12 months have you personally experienced discrimination at work from a manager, team leader or other colleagues.
	Board representation indicator - for this indicator, compare the difference for white and BME staff
9	Percentage difference between the organisations' board membership and its overall workforce disaggregated: <ul style="list-style-type: none"> • By voting membership of the board • By executive membership of the board

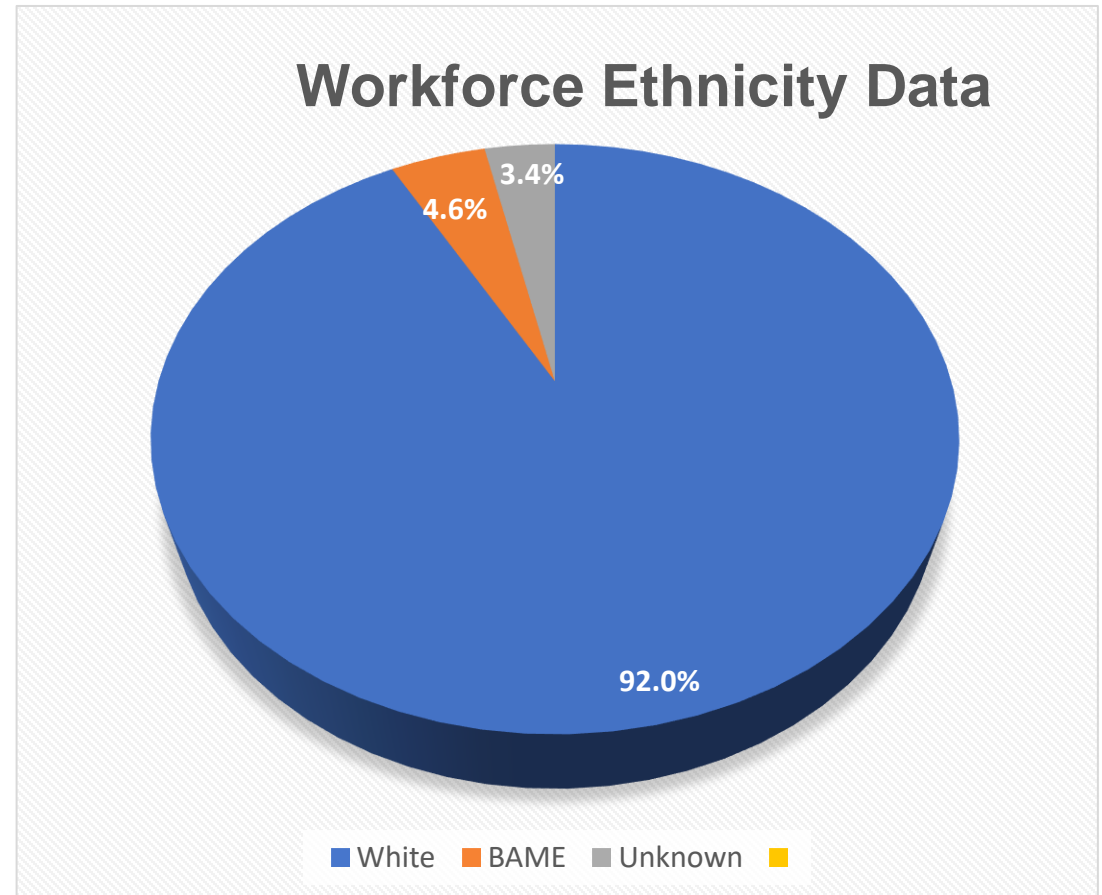
Our performance on the WRES indicators...

Overall breakdown of workforce data...

WRES 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 - **ESR March 2023**

Number of Staff in the Workforce				
Ethnicity	White	BME	Unknown	Total
Count	647	32	24	703
Percentage	92.0%	4.6%	3.4%	

Number of Staff in the Workforce by Band (count)				
Ethnicity	White	BME	Unknown	Total
Bands 1-4	96	1	3	100
Bands 5-7	199	2	6	207
Bands 8+	352	29	15	396



Recruitment...

WRES Indicator 2: Compare the data for White and BME staff: Relative likelihood of staff being appointed from shortlisting across all posts.

NENC ICB Recruitment Summary

	Shortlisting	Appointment	Relative likelihood of white staff being appointed
White	284	53	5.41
BME	29	1	
Undisclosed	9	0	

Formal disciplinary processes...

WRES Indicator 3: The relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

- The ICB records and monitors all disciplinary cases based on protected characteristics
- Where the number of staff entering a formal disciplinary process is 5 or less, the ICB will not disclose or publish the information for reporting purposes to maintain confidentiality and anonymity of individuals subject to such processes
- The total number of staff that entered a formal disciplinary process across all the NENC ICB for the period 01 July 2022 to 31 March 2023 is 5 or less and therefore this information has not been presented in this report. (Data from NENC ICB HR)

Non-mandatory training and continuous professional development...

WRES Indicator 4: Compare the data for White and BME staff: Relative likelihood of staff accessing non-mandatory training and continuous professional development (CPD)

- No data is currently held on non mandatory training or continuous professional development
- This is a requirement under the WRES and as such a system will be put on place to ensure monitoring for the 2023-24 WRES report

WRES staff survey questions...

WRES Indicators 5-8

NB the data provided below comprises the percentage of ICB staff that said 'YES' to the WRES questions in the 2022 National Staff Survey (October – November capture)

Staff Survey indicator (WRES)	Ethnic Group	Survey results
		2022
Indicator 5- KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	White	24.7%
	BME	30.3%
Indicator 6- KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White	15.8%
	BME	25.0%
Indicator 7- KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	White	62.5%
	BME	50.1%
Indicator 8- Q17- In the last 12 months have you personally experienced discrimination at work from Manager/team leader or other Colleagues?	White	5.5%
	BME	17.3%

Board membership representation...

WRES Indicator 9: Percentage difference between the organisations' Board membership

Board Membership				
Ethnicity	White	BME	Unknown / Not declared	Total
Count	16	1	0	17
Percentage	94%	6%	0%	

Number of Staff in the Workforce				
Ethnicity	White	BME	Unknown / Not declared	Total
Count	647	32	24	703
Percentage	92.0%	4.6%	3.4%	

Summary and next steps...

Key improvement areas...

Based on the WRES indicators it can be seen that:

- There is a lower proportion of BME employees in the ICB workforce (4.6%) which is not representative of NHS in England workforce profile at 24.2% BME (WRES 2022) or that of the North East region 5% (2021 Census)
- Shortlisting and appointment of BME applicants is extremely low when compared with White applicants being over 5 times more likely to be appointed than BME applicants
- A system needs to be implemented to record the non-mandatory training and continuous professional development by protected characteristic, to meet WRES requirements
- BME staff experience (indicators 5,6,7,8) across the ICB is poorer than their White colleagues. As such, more work needs to be done to reduce racially based discrimination within the ICB as a whole

Highlights of 2022-23...

- Since its establishment on the 1st July 2022, NENC ICB has become the first NHS organisation in the UK to create and appoint the post of Director of Health Equity and Inclusion
- NENC ICB has enrolled in the NHSE Building Leadership for Inclusion Initiative which works with the Board members to assess and develop their understanding of Equality, Diversity and Inclusion (EDI). The initiative comprises a discovery phase that consisted of Board 1-2-1s and focus groups with staff and stakeholders to understand the organisational gaps in EDI and assess how the leadership team could further develop and contribute to inclusion.
- An EDI strategy has been developed which looks at improving support for colleagues and patients of all protected characteristics, addressing the WRES indicators directly with the aim to improve diversity.

Inclusion and equality priorities 2023/24...

Three key priorities have been identified for 2023/24 to improve inclusion throughout the region.

This includes:

1. Improved EDI capability and knowledge - Embed the EDI strategy into the ICB
2. Legally Compliant and Confident - Meet and exceed statutory and mandatory requirements
3. Consciously Inclusive - Improve inclusion, belonging and psychological safety of staff

Under each of these priorities, a number of actions to improve inclusion have been developed.