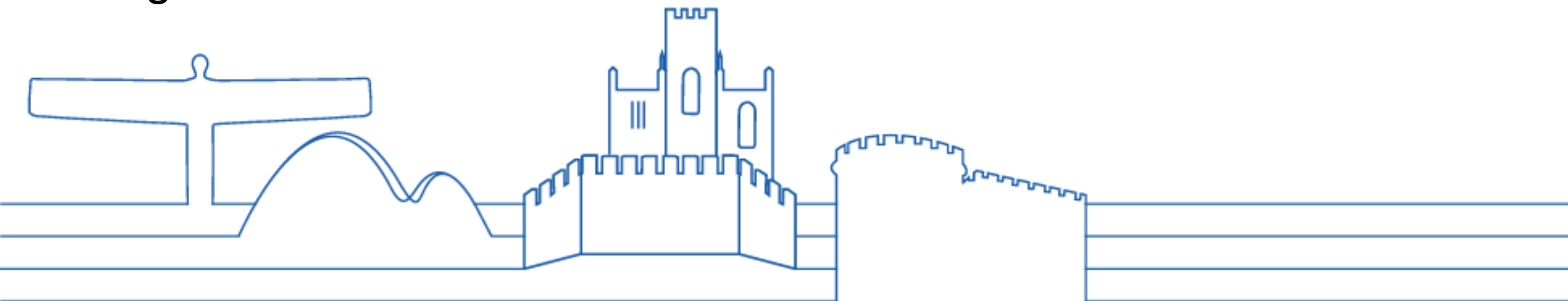




**North East and  
North Cumbria**

# **Workforce Race Equality Standard Report (WRES) 2023-24**

**North East and North Cumbria  
Integrated Care Board**



# Introduction



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- This report provides information on NENC ICB's performance against each of the nine WRES indicators for 2023-24. The report also highlights our key achievements, the areas we need to do better in, and an overview of the 2023-2024 action plan. Comparisons have also been made with previous year's data to understand our progress towards equity.
- Whilst the WRES report is not required to be undertaken by ICBs, NENC ICB has prepared a WRES submission and reviewed trends and progress against the indicators to feed into our future strategic approach of working towards a more diverse, inclusive, fair and equitable workplace and practices.
- Events over the last few years, including the Riots in summer of 2024, Black Lives Matter movement and the disproportionate impact of COVID-19 on Black, Asian and Minority Ethnic NHS staff, and patients have highlighted the need for equity and inclusion and a need to address the health inequalities affecting our region.
- *To note, in the report we refer to Black, Asian and Minority Ethnic people for statistical purposes as BAME. However we endeavour to recognise our colleagues as people and celebrate the diversity of our workforce throughout the year.*

# WRES and ICB Requirements



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- The Integrated Care Boards (ICBs) are not mandated to report on the WRES. However, NENC ICB has chosen to voluntarily undertake this work in line with best practice and to ensure continuous improvement.
- **The work of the ICB is shaped by key statutory requirements and strategic & policy drivers** including:
  - The NHS Constitution
  - The Equality Act 2010 and the Public Sector Equality Duty
  - The NHS standard contract and associated documents
  - The Oversight Framework
  - NHS Long Term Plan and the NHS People Plan
  - The WRES Leadership Strategy: A Model Employer sets the target for NHS employers to increase BAME representation at senior levels by 2033.
  - NHS EDI Improvement Plan High Impact Actions
- These national and regional drivers and strategies will support the ICB with local actions and interventions to better our performance against the standards and ensure that our colleagues are supported and feel included.

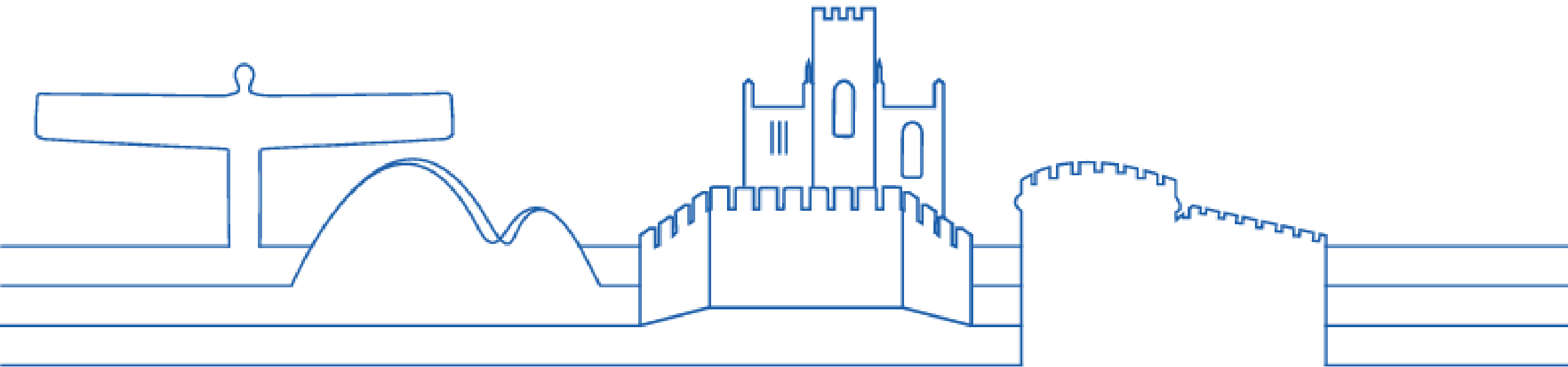
# WRES Indicators



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Indicators	Workforce indicators For each of these four workforce indicators, compare the data for white and BAME 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 BAME 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 BAME staff	
9	Percentage difference between the organisations' board membership and its overall workforce disaggregated: <ul style="list-style-type: none"> <li>• By voting membership of the board</li> <li>• By executive membership of the board</li> </ul>

# NENC ICB's Performance Against the WRES Indicators

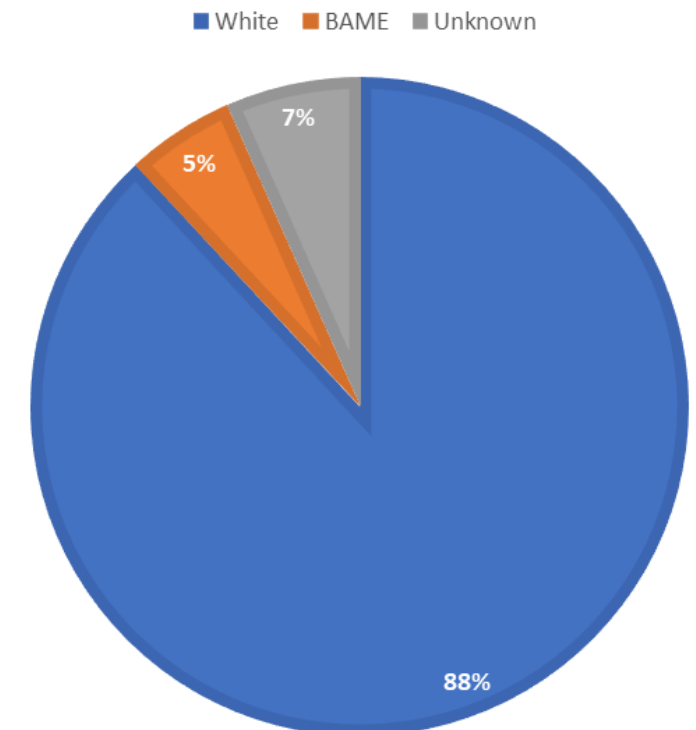


# Overall Breakdown of Workforce Data

**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

	2022-23	2023-24	2023-24 Performance compared with 2022-23 (%)	
White	92.0%	88.1%	-3.9%	↓
BAME	4.6%	5.3%	+0.7	↑
Unknown	3.4%	6.6%	+3.2%	↑

WORKFORCE ETHNICITY DATA



# Overall Breakdown of Workforce Data



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**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

Ethnicity Split for Each Banding Level								
	2022-23				2023-24			
	Bands 1-4	Bands 5-7	Bands 8a-8b	Bands 8c-VSM	Bands 1-4	Bands 5-7	Bands 8a-8b	Bands 8c-VSM
White	96.0%	96.1%	94.9%	85.7%	95.5%	88.3%	92.7%	79.8%
BAME	1.0%	1.0%	3.6%	9.3%	0.9%	8.7%	3.3%	3.2%
Unknown	3.0%	2.9%	1.4%	5.0%	3.6%	2.9%	4.0%	17.0%

- There has been a +0.7% overall increase in the percentage of colleagues from BAME since 2022-23.
- There has also been a slight increase in the number of colleagues from an unknown ethnicity since 2022-23, which indicates a reduction in ESR completion rates, especially within bands 8c-VSM. Additionally, the percentage of colleagues from BAME (5.3%) is lower than the population in North East and Cumbria (6.3%, 2021 Census).
- In terms of banding, there has been a reduction in the number of BAME colleagues for all bands except bands 8a-8b, since 2022-23. The biggest reduction has been in senior Bands 8c-VSM, where the percentage of BAME colleagues has reduced by 6.1%.

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

NENC ICB Recruitment Summary						
	2022/23			2023/24		
	Shortlisting	Appointment	Relative Likelihood of white staff being appointed	Shortlisting	Appointment	Relative Likelihood of white staff being appointed
White	284	53	5.41	252	80	1.04
BAME	29	1		36	11	
Unknown	9	0		3	2	

- Due to ongoing organisational restructure and financial controls, external recruitment has significantly reduced.
- This has meant that the opportunity to widen the diversity pool has reduced and there has been minimal appointment of any external recruits to roles.
- However, even with a reduction in recruitment activities, there has been a positive improvement in the relative likelihood of appointment. BAME applicants are almost as likely to be appointed to a role as white applicants, with a relative likelihood of 1.04 in 2023-24, a reduction from 5.41 in 2022-23 where white applicants were significantly more likely to be appointed to a role than BAME applicants.



# 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 April 2023 to 31 March 2024 is 0.

# Non-Mandatory Training and Continuous Professional Development



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

2023/24		
Ethnicity	No. of staff accessing non-mandatory training and CPD	Relative Likelihood of white staff accessing non-mandatory training and CPD
White	184	1.58
BAME	7	
Unknown	74	

- Significantly more white colleagues are accessing non-mandatory training and CPD than BAME colleagues. However, it should be noted that the number of colleagues with an unknown ethnicity accessing training is very high. Based on the data available, White colleagues are more likely to access non-mandatory training and CPD than BAME colleagues.
- It is not possible to undertake a comparison against 2022-23, as this is our first-year recording and reporting on this data. Based on the above more work needs to be done to support equal access to non-mandatory training and CPD; and more needs to be done to improve ESR disclosure rates.

# WRES Staff Survey Questions

## WRES Indicators 5-8

**NB the data provided below comprises the percentage of ICS staff that said 'YES' to the WRES questions in the 2022 Staff Survey**

Staff Survey indicator (WRES)	Ethnic Group	Survey results	
		2022	2023
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%	8.6%
	BAME	30.3%	0.0%
Indicator 6- KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White	15.8%	13.7%
	BAME	25.0%	21.4%
Indicator 7- KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	White	62.5%	51.3%
	BAME	50.1%	53.3%
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%	2.4%
	BAME	17.3%	26.7%

**Key:** Worsened from previous year      Improved from previous year

Overall, there have been significant improvements in colleague experience for all WRES staff survey indicators in 2023. Experience has worsened for indicator 7 for White colleagues, with 11.2% less White colleagues believing the organisation provides equal opportunities for career progression or promotion.

Experience has also worsened for BAME colleagues with 9.4% more reporting experiencing discrimination at work from a manager, team leader or other colleague, as shown in indicator 8. While there have been improvements for indicator 6, more BAME colleagues are still experiencing harassment, bullying or abuse from other colleagues than White colleagues.

# Board Membership Representation



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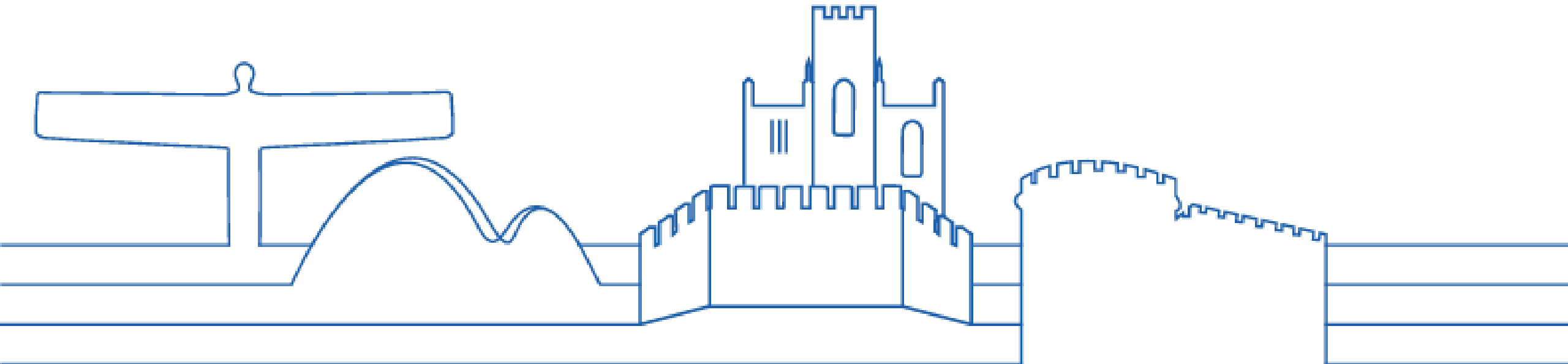
## WRES Indicator 9: Percentage difference between the organisations' Board membership

Board Membership								
	2022-23				2023-24			
Ethnicity	White	BAME	Unknown	Total	White	BAME	Unknown	Total
Count	16	1	0	17	14	2	0	16
Percentage	94.1%	5.9%	0.0%		87.5%	12.5%	0.0%	

Workforce								
	2022-23				2023-24			
Ethnicity	White	BAME	Unknown	Total	White	BAME	Unknown	Total
Count	647	32	24	703	699	42	52	793
Percentage	92.0%	4.6%	3.4%		88.1%	5.3%	6.6%	

- There has been an Improvement in BAME board representation in 2023-24.
- There is a higher percentage of BAME board members than colleagues within the workforce.
- While the Board ethnicity distribution is positive, more work needs to be done to improve workforce representation and improve disclosure rates.

# Summary and Next Steps



# Summary Key Areas

- Based on the WRES indicators it can be seen that:
  - There are fewer BAME staff members (5.3%) within the workforce when compared with the regional census population data, where 6% of the local population identifies as BAME.
  - There has been a significant reduction in the number of BAME colleagues in senior bands at bands 8c-VSM (3.2%) since 2022-23 (9.3%).
  - Based on the data available, White colleagues are more likely to access non-mandatory training and CPD than BAME colleagues (1.58). More work needs to be done to support equal access to non-mandatory training and CPD; and more needs to be done to improve ESR disclosure rates.
  - BAME staff experience for Indicator 8 has worsened, with an increase in BAME colleagues experiencing discrimination from managers team leaders and other colleagues (26.7%). Indicator 6 has improved but more BAME colleagues are still experiencing harassment, bullying or abuse from other colleagues, than white colleagues.

# Positive Highlights of 2023-24

- Since 2022-23, the overall percentage of BAME colleagues in the workforce has increased by 0.7%.
- BAME applicants are almost as likely as white applicants to be appointed from shortlisting (relative likelihood of 1.04), which is a huge improvement from 2022-23 when white colleagues were far more likely to be appointed from shortlisting (5.41).
- No colleagues have entered a formal disciplinary process since creation of the ICB in July 2022.
- There have been significant improvements in staff experience for BAME colleagues for Indicators 5, 6, and 7.
- BAME representation on the Board has increased and exceeds that of the workforce.
- We voluntarily reported publicly on our ICB website the Ethnicity pay gap (which is currently not mandated) as of the 31<sup>st</sup> March 2023, to highlight the difference in pay between BAME and White colleagues – this was presented at our Public ICB Board in the summer.