

NHS Workforce Race Equality Standard Annual Report, 2024

1. Introduction and Background

The Workforce Race Equality Standard (WRES) is a national annual reporting scheme which York and Scarborough Teaching Hospitals NHS Foundation Trust and York Teaching Hospitals Facilities Management (YTHFM) are required to comply with. Trusts are required by the NHS Standard Contract to use this data to develop action plans aimed at improving the experiences of BME colleagues. The data is required to be submitted to NHS England (NHSE) by 31 May 2024. The Trust's 2023-2025 action plan will be updated through co-production, submitted to NHSE and published on the Trust's website by 31 October 2024.

The WRES covers 9 Metrics regarding the career progression and work experiences of BME colleagues. The data was collected for the period of 1 April 2023-31 March 2024 and is taken from the Electronic Staff Record (ESR) and the national Staff Survey, with a snapshot of the data as of 31 March 2024. The Staff Survey data is from the 2023 Staff Survey.

Considerations

- The data for YTHFM is included in this report, therefore a yearly comparison will be difficult for 2024, given it has not previously been included. Focus should be on overall experiences.
- The 2023 WRES Data Analysis Report for NHS Trusts suggests actions that have had an impact on the metrics promotions. These will be discussed through engagement to co-produce the action plan.

2. Current Position/Issues

2024 Data Analysis

This analysis has used a method which highlights the positive, negative and static changes in the data. Positive is in green, negative is in red and a figure below 0.5% shows little statistical movement, therefore considered static and is highlighted in yellow. Statistically significant movement is +/- .0.5%.

Trust Headcount - 2024

Total White Staff Headcount & Percentage (for 2024)	Total BME Staff Headcount & Percentage (for 2024)	Total Staff Trust Headcount and Percentage (for 2024)	Total Headcount and Percentage of Staff Not Stated (for 2024)
9861, 79.68 %	1,913, 15.46%	12,376 (100%)	602, 4.86%

Metric 1. Percentage of staff in each of the AfC Bands 1-9, VSM and medical and dental sub-groups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.

2022 Total BME	2023 Total BME	2024 Total BME
<p>Nonclinical BME</p> <ul style="list-style-type: none"> • Bands 1-4 = 3.31% • Bands 5-7 = 0.98% • Bands 8-9 = 0.1% • VSM = 0.03% <p>Clinical</p> <ul style="list-style-type: none"> • Bands 1-4 = 1.21% • Bands 5-7 = 8.84% • Bands 8-9 = 0.13% • VSM = 0% • Consultants = 1.81% • Career Grades = 1.74% • M&D Trainees = 3.26% 	<p>Nonclinical BME</p> <ul style="list-style-type: none"> • Bands 1-4 = 1.9% • Bands 5-7 = 0.5% • Bands 8-9 = 0.1% • VSM = 0.01% <p>Clinical</p> <ul style="list-style-type: none"> • Bands 1-4 = 0.8% • Bands 5-7 = 7.3% • Bands 8-9 = 0.07% • VSM = 0% • Consultants = * • Career Grades = * • M&D Trainees = * <p>*Bank and medical WRES were extracted from the data in this year</p>	<p>Nonclinical BME</p> <ul style="list-style-type: none"> • Bands 1-4 = 0.99% • Bands 5-7 = 0.27% • Bands 8-9 = 0.05% • VSM = 0% <p>Clinical</p> <ul style="list-style-type: none"> • Bands 1-4 = 2.78% • Bands 5-7 = 6.67% • Bands 8-9 = 0.08% • VSM = 0% • Consultants = 1.04% • Career Grades = 1.08% • M&D Trainees = 2.47%

Metric 1. The 2024 data shows that there has been an improvement in Clinical bands 1-4. As bank staff have been included in Clinical bands 5-7 the data shows there has not been an improvement, however we are aware that there has been an approximate increase of 400 BME staff in Clinical bands 1-5.

In March 2023, 26.4% of the workforce across NHS Trusts came from a BME background (380,108 people.) In the North East and Yorkshire region the percentage and number of BME staff is 15.8% with a 37,118 headcount. The Trust is just below this at 15.46%.

Metric 2. Relative likelihood of white staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts.

Metric	Description	2022 Total BME	2023 Total BME	2024 Total BME
2	Relative likelihood of white staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts	2.61	2.02	2.33



Metric 2 compares the relative likelihood of white colleagues being appointed from shortlisting compared to that of BME colleagues being appointed from shortlisting across all posts. The relative likelihood focuses on a figure of 1 being equity of opportunity. This year's figure does not show any positive statistical change. The level of inequality has slightly worsened.

At 76% of NHS Trusts, white applicants were significantly more likely than BME applicants to be appointed from shortlisting, an increase from 71% last year. There has been a progressive deterioration in the North East region with the likelihood being 2.01.

Metric 3. Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process.

Metric	Description	2022 Total BME	2023 Total BME	2024 Total BME
3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process	0.51	0.67	1.25



Metric 3 has worsened in the relative likelihood of BME staff entering the disciplinary process compared to white staff. The likelihood of 1 equals equity of opportunity. The 'four-fifths' rule used means that relative likelihoods between 0.8 and 1.25 suggest there is no statistical difference between subgroups, which means there is no major concern for the Trust unless this continues to deteriorate. For example, if the data deteriorates above 1.25 there is more inequity and BME staff are more likely than white staff to enter the formal disciplinary process.



There has been a modest improvement nationally at 46% of NHS Trusts BME staff were over 1.25 times more likely than white staff to enter the formal disciplinary process, an improvement from 47% in 2022. The likelihood for the North East in 2023 is 0.94 which equates to equity of opportunity.

Metric 4. Relative likelihood of white staff accessing non mandatory training and CPD compared to BME staff.

Metric	Description	2022	2023	2024
4	Relative likelihood of white staff accessing non mandatory training and CPD compared to BME staff	1.06	0 Data unavailable due to deletion of learning hub system	0.57



Metric 4. This data shows that BME staff are more likely to access non-mandatory training than white staff. The North East data shows that there is no inequality due to the ‘four-fifths’ rule, mentioned above. For all regions, the indicator fell within the non-adverse range of 0.8-1.25.

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

2022 (2021 Staff Survey)		2023 (2022 Staff Survey)		2024 (2023 Staff Survey)	
BME	White	BME	White	BME	White
28%	25%	32.9% 	23.1%	32.9% 	21.9%



There has been no statistical movement in experiences and the Trust’s figure is still significantly high. This figure remains higher than the Staff Survey benchmark group average of 28.11%. In 2022, at 81% of NHS Trusts, a higher proportion of BME staff compared to white staff experienced harassment. There has been an increase in this percentage compared to 2021 which was 71%.

Metric 6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.

2022 (2021 Staff Survey)		2023 (2022 Staff Survey)		2024 (2023 Staff Survey)	
BME	White	BME	White	BME	White
31.4%	25.1%	29.2% 	22.9%	33.66% 	24.71%



Metric 6 has worsened in the 2024 data, which is also higher than the Staff Survey benchmark group average of 26.20%. The National data states that at 94% of Trusts, a higher proportion of BME staff compared to white staff had negative experiences in the last 12 months in 2022 compared to 93% of Trusts in 2021. It was 27.1% for North East and Yorkshire in 2022.

Metric 7. Percentage believing that the Trust provides equal opportunities for career progression or promotion.

2022 (2021 Staff Survey)		2023 (2022 Staff Survey)		2024 (2023 Staff Survey)	
BME	White	BME	White	BME	White
41.9%	56.8%	43.25% 	56.2%	42.26% 	54.55%



This metric was better in 2023 but this year it has worsened by 0.99%. The Staff Survey benchmark group average is 49.64% which is a positive increase of 2.64%. It is 47.5% for the North East and Yorkshire region.

Metric 8. In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleague.

2022 (2021 Staff Survey)		2023 (2022 Staff Survey)		2024 (2023 Staff Survey)	
BME	White	BME	White	BME	White
20.3%	6.1%	19.8% 	6.1%	22.08% 	7.46%

Metric 8. This metric is worse and is above the Staff Survey benchmark group average which is 16.17% an improvement on 17.33%. The region's figure is 16.6%.

Metric 9. Percentage difference between the organisations' Board voting membership and its overall workforce.

Metric	Description	2022 Total BME	2023 Total BME	2024 Total BME
9	BME Board Members	1	1	0
	Percentage difference between the organisations' Board voting membership and its overall workforce	6.25%	-4.9% 	-15.5% 
	Voting Board Members	0	0	0
	Non-voting Members	1	1	0

Metric 9 has seen no statistical improvement in the number of BME staff on the Trust's Board of Directors. Nationally, 15.6% of Board Members recorded their ethnicity as BME, compared to 26.4% of staff in NHS Trusts. In every region there was a lower percentage of BME Board members compared to the overall percentage of BME staff in the workforce. The North East and Yorkshire region saw an improvement in 2023 of the Executive Board Members representation (7.1%) compared to 2022 (5.8%).

Note: When using the data in the NHSE 2023 WRES Data Analysis Report for NHS Trusts to make comparisons, it refers to the North East for some metrics and North East and Yorkshire for others, therefore this language has been mirrored for consistency.

1. Summary

Although the 2024 data includes the staff groups previously stated above, the majority of the metrics have worsened. Work is on-going to improve racial equality within the Trust but this report demonstrates that the pace of change is exceedingly slow. The Trust must respond rapidly to the data compiled and presented within this report to improve experiences.

The NHS EDI Improvement Plan has introduced the implementation of EDI objectives for the Board. These objectives need to cascade to teams and measures will be put in place to assess outcomes. The EDI work that has already commenced will also support an improvement in racial equality.

2. Next Steps

- Engage with staff to update the 2023-2025 action plan to address the disparities.
- Report to the Resources Committee and the Trust's Board of Directors on the updated action plan for publication on the Trust's website and submission to NHSE by 31 October 2024.

Date: May 2024