



# WRES/WDES Data 2023



# Workforce Race Equality Standard WRES Data 2023

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Data collated from WRES and Staff Survey 2022

## Staff representation



Our black and minority ethnic workforce representation is **39.1%**

In 2023 we showed a small increase on the **37.6%** reported in 2022 **(+ive)**.



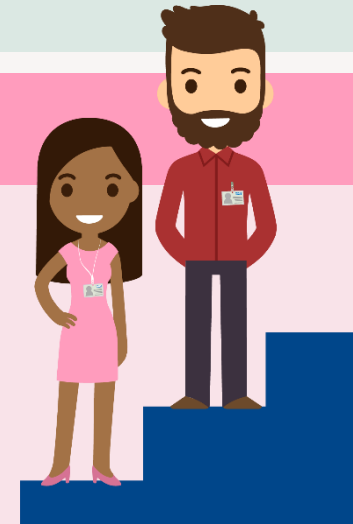
## Shortlisting

White colleagues are **1.3** times more likely to be appointed from shortlisting.

In 2023 we have decreased the gap on the **1.52** reported in 2022.

## Career progression

**43%** black and minority ethnic colleagues believe that our Trust provides equal opportunities for career progression as opposed to **54.5%** white colleagues **(-ive)**  
**Both sets of scores have increased but the gap remains.**



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## Professional development



**31%** of White colleagues access non-mandatory training and development opportunities compared to black and minority ethnic colleagues at **40%**.

## Disciplinary investigation



Black and minority ethnic colleagues are **2.02** times more likely to enter formal disciplinary process than white colleagues. In 2022 it was reported at **1.33**

## Reporting discrimination

**17.1%** Black and minority ethnic colleagues experienced discrimination at work from other colleagues as opposed to **11.5%** white colleagues (-ive).

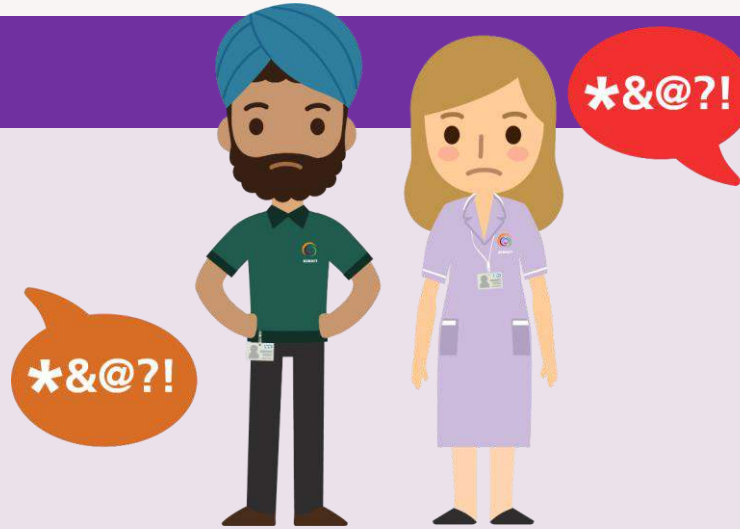


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## Bullying and harassment

All colleagues experienced more harassment, bullying or abuse from patients, relatives or the public compared to previous year and the gap remains **(-ive)**.



**27.1%** black and minority ethnic colleagues compared to **21.8%** white colleagues experienced discrimination at work from manager/team leaders **(the gap had widened from previous year)**.

## Board membership



**53.8%** white colleagues  
**46.2%** black and minority ethnic colleagues  
**0%** unknown ethnicity



# Staff Voices – WRES 2023



It is part of my role to challenge unappreciable behaviours and my personal values to be involved to remove racism moving into the future.

I want to fight discrimination of all kinds in a way that is effective. Sometimes I am unsure how to intervene, or whether it is appropriate to do so, and yet I feel strongly about it.

I have witnessed appalling attitudes to other professionals in professional arenas in my current role, which I believe are racist in nature, but have felt powerless to tackle this

We are doing work around health and inequalities and the disparities we find in our communities

We are also reviewing the lack of engagement to services from all communities and looking to find ways to tackle this.

It is so important to tackle racism within the work place and our communities and NHS services. I'd also like to learn ways to spot less obvious signs of racism to help me support my team.



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# Staff Voices – WRES 2023

- Keen to continue learning as to how I and the services I work within can be more racially inclusive, challenge discrimination and improve equality for all staff (and patients).
- I have noted that it is difficult for individuals to build trust and feel comfortable to speak up . Fearful of what may happen ?
- I find myself to be in the privileged position of being white, heterosexual and with no disabilities but wish to be the best I can be in support of those less privileged
- I am a manager of a new team and what to build a strong anti-racist culture.
- I am aware that there are institutional issues with racism, and in our service I know the referrals we receive doesn't reflect the diversity within the prison population – I'm sure the reasons for this are multifaceted.
- I have contact with people from different ethnic communities. I have also been at receiving end of unfavourable mistreatment even though experienced as a nurse and my heritage has no role in what can offer in terms of experience and expertise

# Workforce Disability Equality Standard WDES Data 2023



# Workforce Disability Equality Standard 2023

Data collated from WDES and Staff Survey 2022



Birmingham and Solihull  
Mental Health  
NHS Foundation Trust

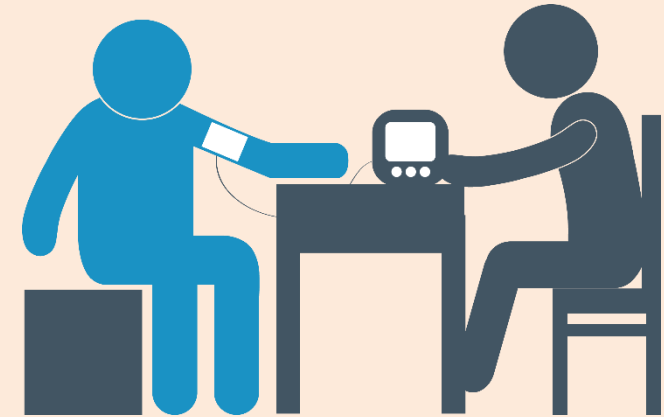


**9.65%** colleagues across our Trust report having a long-term condition or illness. Compared to the **5.56%** reported in 2022

## Colleagues with long-term condition or illness are...



The likelihood of non-disabled colleagues being appointed from shortlist compared to colleagues with disabilities is **0.84** compared to **1.31** in 2022 (Colleagues with disabilities less likely to be employed)



Colleagues with disabilities are now equal to those without disabilities to enter the capability process. **(reached equity)**

# Workforce Disability Equality Standard 2023

Data collated from WDES and Staff Survey 2022

## Colleagues with long-term condition or illness are...

...more likely to experience harassment, bullying and abuse



from patients or relatives –  
this has numerically  
increased to **43%** since  
last year **41.5% (-ive)**.



from other colleagues –  
this has numerically  
decreased to **25.9%** since  
last year **28.1% (+ive)**.



All colleagues have shown an  
increase in reporting bullying  
and harassment if they  
experience it **(+ive)**.

# Workforce Disability Equality Standard 2023

Data collated from WDES and Staff Survey 2022



All colleagues have shown an increase in believing that our Trust provides equal opportunities for career progression or promotion **(+ive)**.

All colleagues have decreased reporting the satisfaction with the extent to which their organisation values their work, bigger increase amongst colleagues with LTC or illness **(-ive)**.



# Workforce Disability Equality Standard 2023

Data collated from WDES and Staff Survey 2022



**Less (+ive)** colleagues with long-term condition or illness reported that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties since last year.



There has been an increase to **74.4%** from **71.5%** from **(+ive)** of colleagues with long-term condition or illness saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

# Workforce Disability Equality Standard 2023

Data collated from WDES and Staff Survey 2022



Birmingham and Solihull  
Mental Health  
NHS Foundation Trust



There has been decrease  
in the engagement score  
across all **(-ive)**.

Our Trust enables the  
voices of colleagues  
with LTC or illness  
via the **Disability and  
Neurodivergence  
Staff Network**.



No declared representation at Board of  
colleague with long-term condition or illness

# Staff Voices – WDES 2023



When booking training courses I have always written on my form my requirements and that I use a wheelchair but I have lost count the number of times I have turned up to training and they are surprised to see me.

Also did you know our occupational health department is not wheelchair accessible?

I would like to see Deaf Awareness training given to all staff, this will help to improve awareness of how to work with deaf people and deaf peoples experience within the Trust.

Many trusts and companies celebrate Deaf Awareness week, next year this will take place on May 6th 2024. It would be nice within the Disabled Staff Network to celebrate this by having a Deaf guest speaker, this part could be recorded and published internally within the trust. Celebrations and championing of deaf employees could also be shown on the trusts social media to show the wider deaf community that we are an accessible trust.



# Bank Staff Data - 2023

## Bank Staff Profile – Ethnicity

Ethnic Group	Headcount	Headcount%
BME	633	66.70%
White	201	21.18%
Not Stated	65	6.85%
Blank	50	5.27%
<b>Grand Total</b>	<b>949</b>	<b>100.00%</b>

## Bank Staff Profile – Disability

Disability	Headcount	Headcount%
No	607	63.96%
Yes	21	2.21%
Not Declared	4	0.42%
Unspecified	317	33.40%
<b>Grand Total</b>	<b>949</b>	<b>100.00%</b>



# Staff Voices – Bank Staff 2023

- Bank staff not seen as important
- Often don't feel included in the team
- Cliques
- No progression for HCA's (especially if you are Bank staff)
- Racial abuse from Service Users





# TSS Engagement to date - 2023

- 1) TSS has an 8b Clinical Nurse Lead (Kerry Harkin) who liaises with Ward Managers / TSS workers and is responsible for Case Reviews, Disciplinary matters, oversees Pastoral Care.
- 2) TSS has a band 5 Pastoral Care Support Worker (Rachael Evans) whose primary focus is to assist with improving worker experience and conflict resolution.
- 3) Clinical Nurse Lead Kerry Harkin developed and distributed a detailed FAQ to answer / assist with queries and concerns from workers, whilst also responding in detail to each individual point raised.
- 4) John Travers and TSS ensured that BSMHFT's bank workers were included in the Nationwide NHS staff survey in the autumn of 2022. This was the first year that Trust's were offered the chance to have bank workers included. John has held various discussion groups since the results have been made public in May 2023 and workshops are being planned to analyse and work through the data.
- 5) TSS to Substantive initiative a constant work in progress.
- 6) TSS Workers now paid upon completion of Fundamental Training – Since June 2022.
- 7) 2nd TSS Open Day to be arranged at Uffculme. First one was in May 2022.



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# Medical Workforce Race Equality Standard

## MWRES

### **Purpose:**

MWRES compliments the work of WRES in evidencing NHS compliance with the Public Sector Equality Duty (EqA2010) to advance race equality for the dental and medical professional groups.

MWRES data and analysis is used to inform actions to advance race equality and develop targeted interventions to address structural and organisational disparities that result from race.

MWRES data will help providers to develop tailored programmes for BME staff to break down barriers to advancement and improve experience in general.

### **Expected Outcomes:**

Improved inclusivity and experience for medical BME workforce and wider workforce, leading to better patient outcomes.

Greater transparency and accountability in relation to staff experiences.

Enhanced ability to identify areas of concern and take targeted action to improve the experience of staff from ethnic minority backgrounds.

Alignment of outcomes against People Plan 20/21 recruitment and retention aspirations.

Support for professional bodies, arms length bodies and educational establishments to improve the experience of BME workforce using evidence-based interventions and actions



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# Medical WRES Data

Data collection categories and sub-categories	Reporting year				
	2022/23				
	White	Black	Asian	Other	Not known
Medical directors			1		
Clinical directors (directors of clinical teams)	5		3		
Consultants	To be sourced directly from ESR				
SAS					
Locally Employed Doctor (LED)					
Doctors in postgraduate training					
All other medical and dental staff					
Number of applicants	2	2	9	5	
Number shortlisted	2	2	7	3	
Number appointed	1	2	5	2	

Plus 1 Black withdrawn, 1 Asian withdrawn, 1 other withdrawn



# Success metrics will be collected, collated and presented through the EDI dashboard

High Impact Action	Success Metric	Activity To date	On target
<b>HIA1:</b> Measurable objectives on EDI for Chairs Chief Executives and Board members	1a. Annual Chair/CEO appraisals on EDI objectives via Board Assurance Framework (BAF).	CEO and Exec Teams all have EDI embedded within their objectives via Board Assurance Framework (BAF).	Ongoing
<b>HIA2:</b> Overhaul recruitment processes and embed talent management processes.	2a. Relative likelihood of staff being appointed from shortlisting across all posts 2b. NSS Q on access to career progression and training and development opportunities 2c. Improvement in race and disability representation leading to parity 2d. Improvement in representation senior leadership (Band 8C upwards) leading to parity 2e. Diversity in shortlisted candidates 2f. NETS Combined Indicator Score metric on quality of training	Equity Panel Member on recruitment panels (additional to a panel that is gender and ethnicity diverse). Equity panel members will be required for all 8a and above roles to further exercise the principle of Equity as we work towards becoming a representative organisation. Equity Panel members are independent colleagues who should be integrated into the recruiting panel as a resource to ensure a fair and equitable process. Reasonable adjustment where required ie candidate who have declared a disability can ask for interview in advance Project Flourish QI Recruitment Project	Equity Panel Members recruited. New recruitment guidance have been embedded within the Trust Project Flourish has started and monitored through L&D and OD QI Recruitment Project ongoing, support by QI team and Workforce Data Team



# Success metrics will be collected, collated and presented through the EDI dashboard

High Impact Action	Success Metric	Activity To date	On target
<b>HIA3:</b> Eliminate total pay gaps with respect to race, disability and gender.	Improvement in gender, race, and disability pay gap	Improvement in gender, race, and disability pay gap	Ongoing
<b>HIA4:</b> Address Health Inequalities within their workforce	<p>4a. NSS Q on organisation action on health and wellbeing concerns</p> <p>4b. National Education &amp; Training Survey (NETS) Combined Indicator Score metric on quality of training</p> <p>4c. To be developed in Year 2</p>	<ul style="list-style-type: none"> <li>Valuing Lived Experience</li> <li>Creating a Psychological Safe Space for staff and service users to share experience</li> <li>Gathering of themes and work with Service Leads to improve health inequality within their area</li> </ul> <p><b>PCREF</b></p> <ul style="list-style-type: none"> <li>Building Trust with local Communities</li> <li>Pilot Site</li> <li>Co Production with SU's</li> <li>Ready to launch Trust wide</li> <li>Persona/Scenarios created for service areas such as Secure and Perinatal</li> </ul>	<p>Associate Director of EDI and OD supported by Head of Programmes - Strategy, People &amp; Partnerships, PMO and Medical Director.</p> <p>Associate Director of EDI and OD supported by Head of Programmes - Strategy, People &amp; Partnerships,</p>



# Success metrics will be collected, collated and presented through the EDI dashboard

High Impact Action	Success Metric	Activity To date	On target
<b>HIA5:</b> Comprehensive Induction and onboarding programme for International recruited staff	5a. NSS Q on belonging for IR staff  5b. NSS Q on bullying, harassment from team/line manager for IR staff  5c. NETS Combined Indicator Score metric on quality of training IR staff	Trust has launched the Internationally Educated Nurse Recruitment Programme  Sharon Nira King (Advanced Nurse Practitioner has recently created a welcome pack for Internationally Educated Nurses joining BSMHFT from overseas. This has been formally recognised by NHE England and is being used as a case study on the international Recruitment Section for Future NHS website	Ongoing and monitored by Corporate Nursing through Practice Placement Team
<b>HIA6:</b> Eliminate conditions and environment in which bullying, harassment and physical harassment occurs	6a. Improvement in staff survey results on bullying / harassment from line managers/teams ( <b>ALL Staff</b> )  6b. Improvement in staff survey results on discrimination from line managers/teams ( <b>ALL Staff</b> )  6c. NETS Bullying & Harassment score metric (NHS professional groups)	No Hate Zone Campaign Sign up Anti Racist Framework Launch Active Bystander Training for all staff Anti Racism Training for Exec Team Listening Spaces Valuing Lived Experience Creating a Psychological Safe Space for staff and service users to share experience	Workstreams have started and ongoing – updates regularly shared at committees and Exec Meeting via Associate Director of EDI and OD



# Next Steps - 2023

Next step recommendations:

- Implement new recruitment guidance
- Equity Panel Members, Cultural Ambassador and Buddy Roles embedded within the Trust
- Anti Racist Framework Rollout
- Patient Carer Race Equity Framework Rollout
- Refresh of EDI Fundamental Training Package
- Mental Health and LD Recruitment Programme



# Action Plan - 2023

## WRES:

- Importance of Data, Senior Leaders to showcase and share their personal commitment / declaration of protected characteristic and why this is important
- Review DMG Process
- Flourish Project

## WDES:

- DND Network – Sub Groups (Physical Disability, Neurodivergence and Lived Experiences
- Flourish Project
- HEE Funding bid £20k