

Workforce Race Equality Standard (WRES)

Annual Report and Action Plan

2022/23

Final (30.10.2023)

Introduction and Background to WRES 2022/23

The [national WRES annual report 2022](#) is the seventh national WRES report to be published and provides key findings and trends highlighting inequalities between the experiences of BME staff and White staff across all nine metrics.

This demonstrates the case for trusts to continue in 2023 to take urgent action to create an inclusive and diverse leadership; reduce bullying and harassment; improve recruitment of a diverse workforce; and improve the retention of BME staff. Moreover, the WRES complements the commitments made in the People Plan and the People Promise for a more

Executive Summary

Workforce race equality data

This report presents data on the workforce race equality of the Salisbury Foundation Trust (SFT) for the year 2022/23. The data was collected on a snapshot date of 31 March 2023.

Overall workforce (metric 1)

The total number of staff at SFT has increased from 4041 in 2022 to 4236 in 2023. This is an increase of 195. The total Black and Minority Ethnic (BME) workforce has also increased, from 810 in 2022 to 957 in 2023.

Progression of BME staff

The progression of BME staff from lower to the upper pay bands continues to be a challenge. The WRES disparity index, which measures the difference in progression rates between BME and white staff, has **increased** again in 2023. This means that White staff are **15.62** times more likely to progress from lower to the upper employment bands than BME staff.

BME staff in key senior roles

In the non-clinical workforce, there are no BME staff at Band 8A, 8D, Band 9 or at very senior manager positions. Similarly, in the clinical (non-medical) workforce, there are no BME staff at Band 8B, Band 8C, Band 8D, Band 9 or at very senior manager positions. This remains a concern if SFT is to become an inclusive and equitable employer and meet the Model Employer Goals.

Model Employer Goals

The Model Employer Goals set ambitious targets for Trusts to ensure that all roles above Band 6 are representative of the workforce by 2025. SFT revised these goals last year to reflect the increase in the Agenda for Change (AfC) BME staff from 15.7% to 18.7% for the year 2021/22. However, the AfC BME staff has now **increased** to **21.7%**, so SFT will need to revise these goals again in 2023.

Appointment from shortlisting (metric 2)

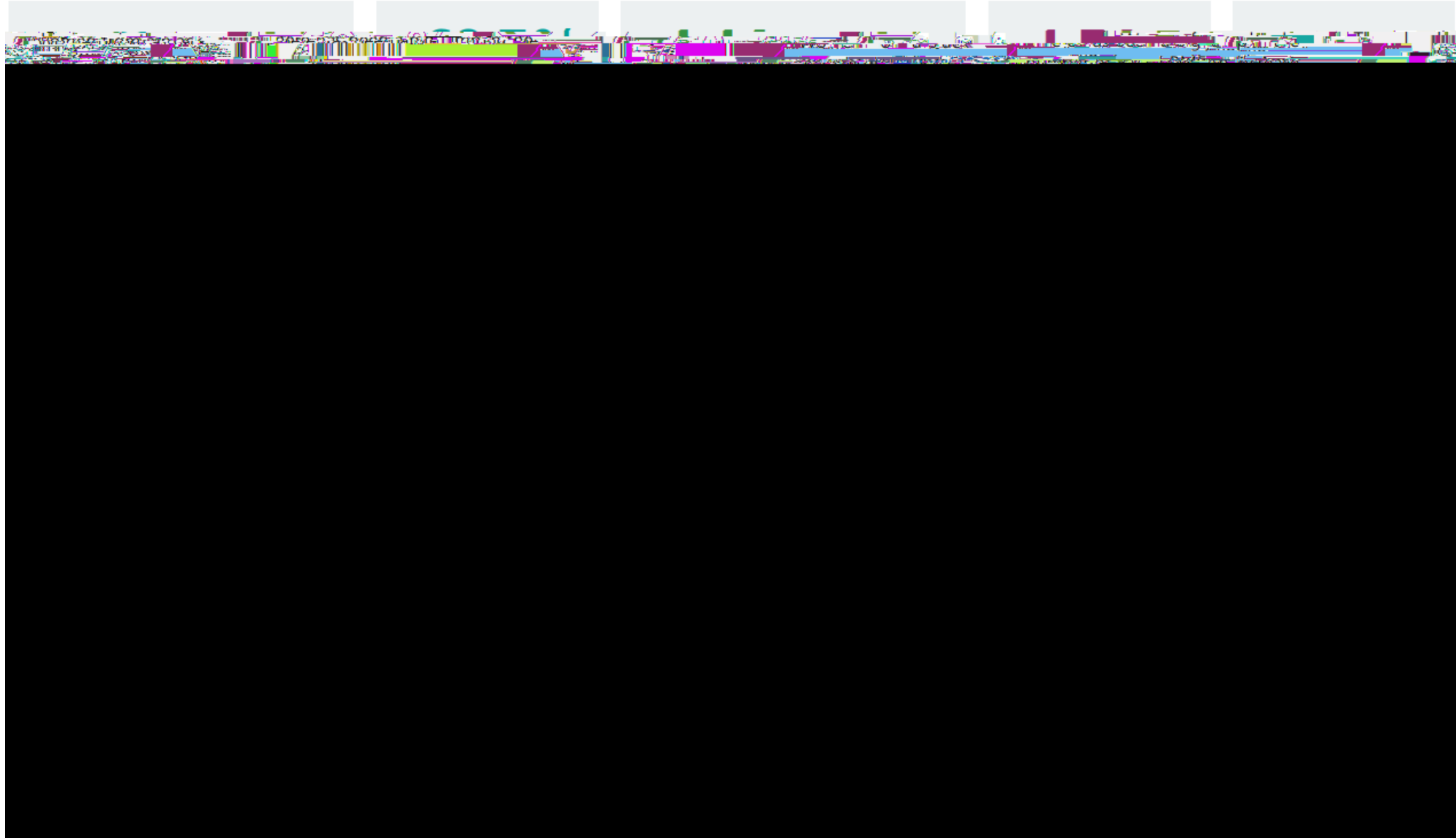
Relative likelihood of White staff being appointed from shortlisting is **X1.55 times** compared to BME staff. In 2021 it was **X2.78 times**, however, we now know that this figure was an error in the calculation. The figure of **X1.55** is similar across other trusts in the BSW region and to the national average of **X1.54** (Howland).

Entering formal disciplinary process (metric 3)

Key Findings National NHS WRES Report 2022

In February 2023, the national WRES team published its annual WRES report based on data from 31 March 2022.

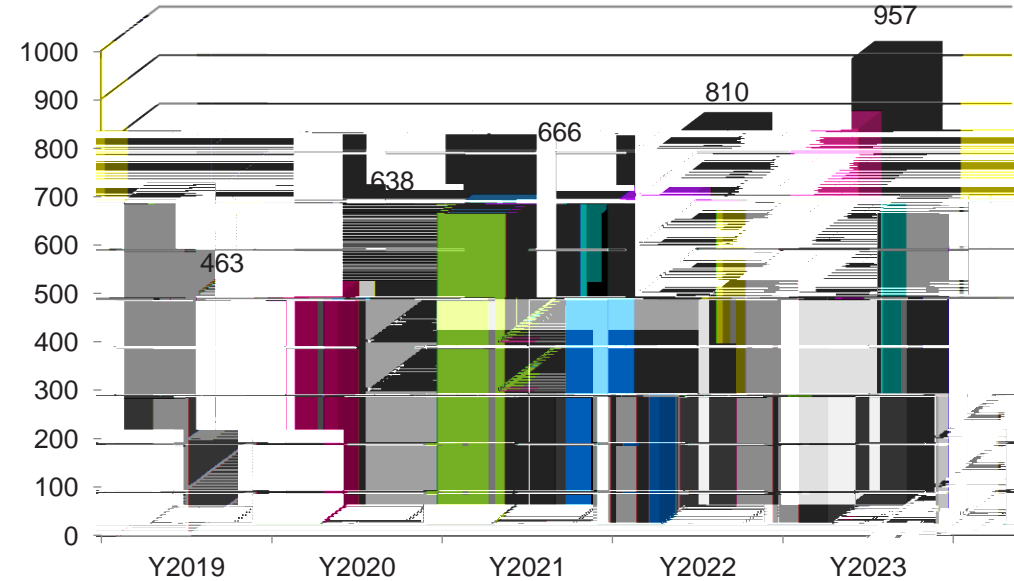
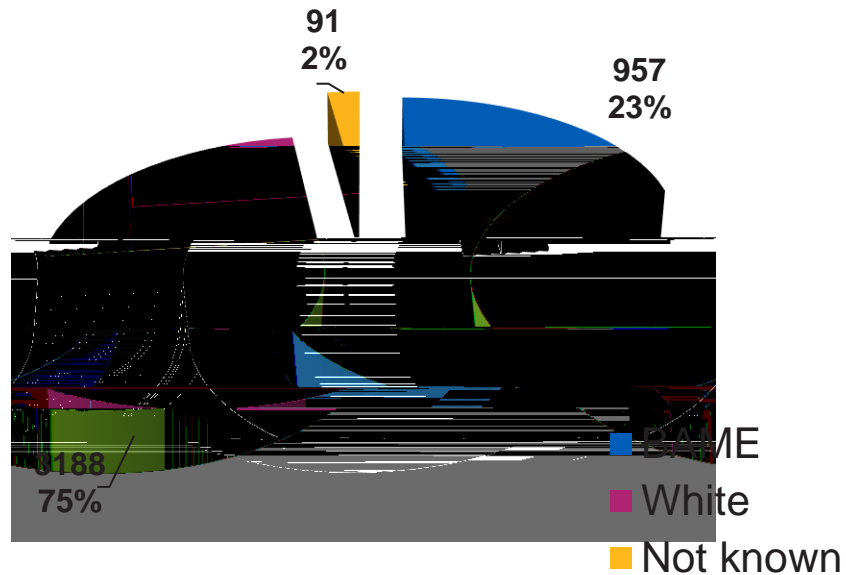
The figures on the right represent the key findings across England and Wales.



SFT Workforce as at 31 March 2023 (Metric 1)

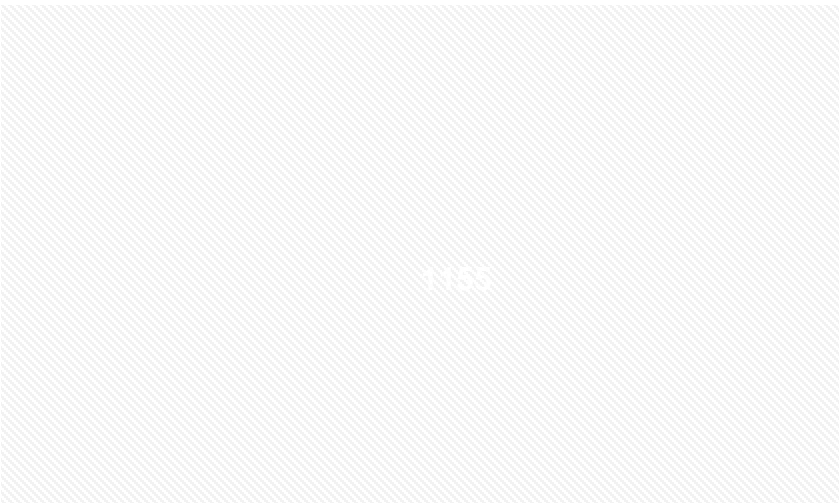
+3% BME

On 31 March 2023, SFT had a workforce of 4236 (excluding Bank staff) of which, 3188 were White, 91 had unknown ethnicity and **23% (957)** of staff were from a Black, and Minority Ethnic (BME) background. This is an increase from **20% (810)** in 2022.



SFT Workforce 31 March 2023 (Metric 1)

The following pie charts show the percentage of BAME staff in clinical and non-clinical roles compared with White staff.
2918 (69%) of our staff are clinical, compared to **1318 (31%)** non-clinical.



SFT Workforce 31 March 2023 Non-clinical (Metric 1)

SFT Workforce 31 March 2023 Medical & Dental (Metric 1)

On the 31 March 2023, SFT had a total of 4236 staff (excluding Bank Staff). The table below represents the breakdown of the medical and dental workforce.

1b) Medical & Dental	White	BME	Ethnicity unknown
	Headcount	Headcount	Headcount
Consultants	174	35	10
Of which Senior medical manager	5	0	0
Non-consultant career grade	50	47	2
Trainee grades	124	80	
Other	1	0	0
Medical & Dental	354	162	14

The Model Employer Targets 2023

Excluding Medical & Dental grades, the percentage of BME people across all AfC pay bands is **21.7%** on 31 March 2023. This is an increase from **18.7%** in 2022.

The Workforce Race Equality Standard Model Employer paper, published in January 2019, sets out an ambition to increase black and minority ethnic representation at all levels of workforce by 2028. This ambition has been expedited by the NHS People Plan 2020 to increase senior leader representation by 2025 to equate to either the organisational or community percentage, whichever is highest.

In May 2021 NHS WRES National Team circulated details of an updated approach to the Model Employer Goals. The basis of the change is a more ambitious plan for organisations to be representative across all AfC Pay Bands from Band 6 to VSM by 2025

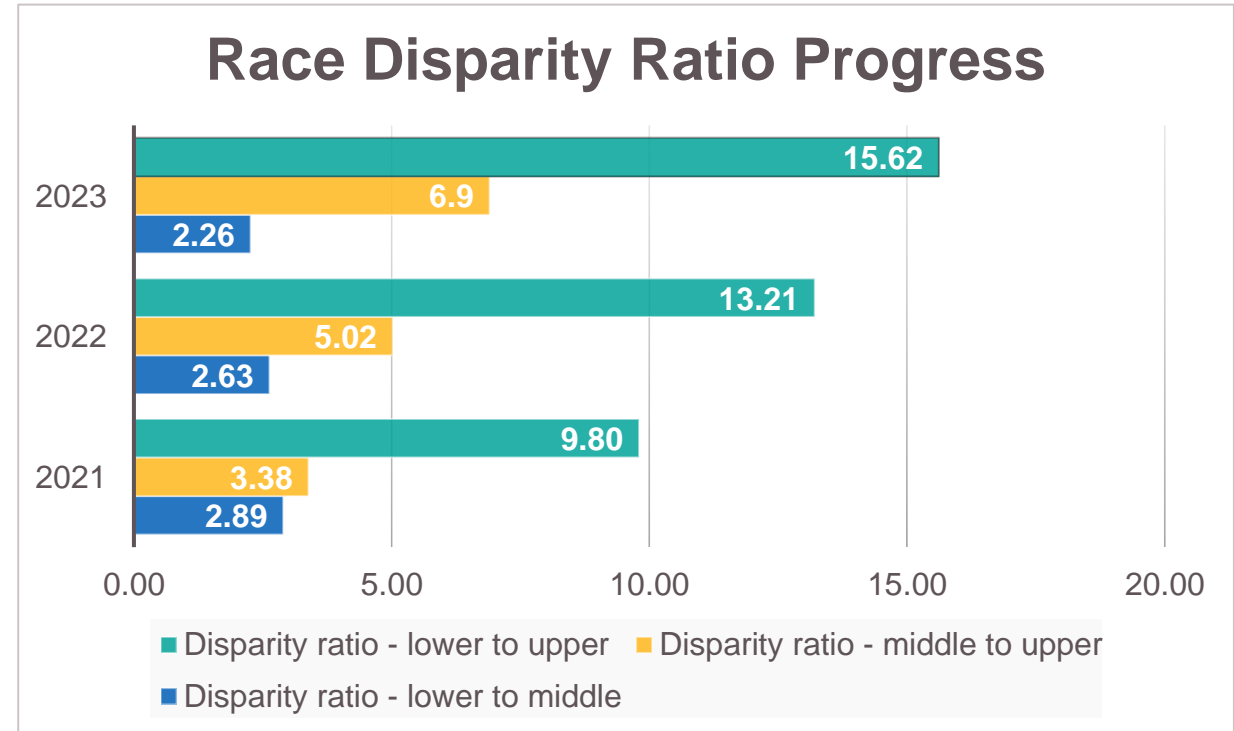
The following table shows the revised 2025 SFT target for AfC Bands 6 to VSM based on the current **21.7% BME** workforce

2023	Total staff	BME Staff (Actual)	BME Target 21.7% by 2025	Actual % 2023
Band 6	502	114	0	22.4
Band 7	326	22	71	7
Band 8a	118	5	26	6
Band 8b	49	2	11	4
Band 8c	18	1	4	5
Band 8d	16	0	3	0
Band 9	7	0	1	0
VSM	2	0	0	0

The Race Disparity Ratio

The WRES Disparity Ratio helps us to review how our staff are represented in career progression to more senior roles, it looks at the difference in the proportion of BAME staff across Agenda for Change bands compared to the proportion of White staff in those bands in three tiers:

- “ Bæ å• 5 æ å à^[[, (¶ , ^!q;
- “ Bæ å• 6 æ å 7 (¶ ãå|^q
- “ Bæ å• 8ææ å æ[ç^ (±]] ^!q



The Race Disparity Ratio of 1.00 would indicate equity in the progression of White and BME staff groups. For example, a disparity ratio of 15.62 means that White staff are 15.62 times more likely to progress from lower to the upper employment bands than BME staff

Appointment from shortlisting 31 March 2023 (Metric 2)

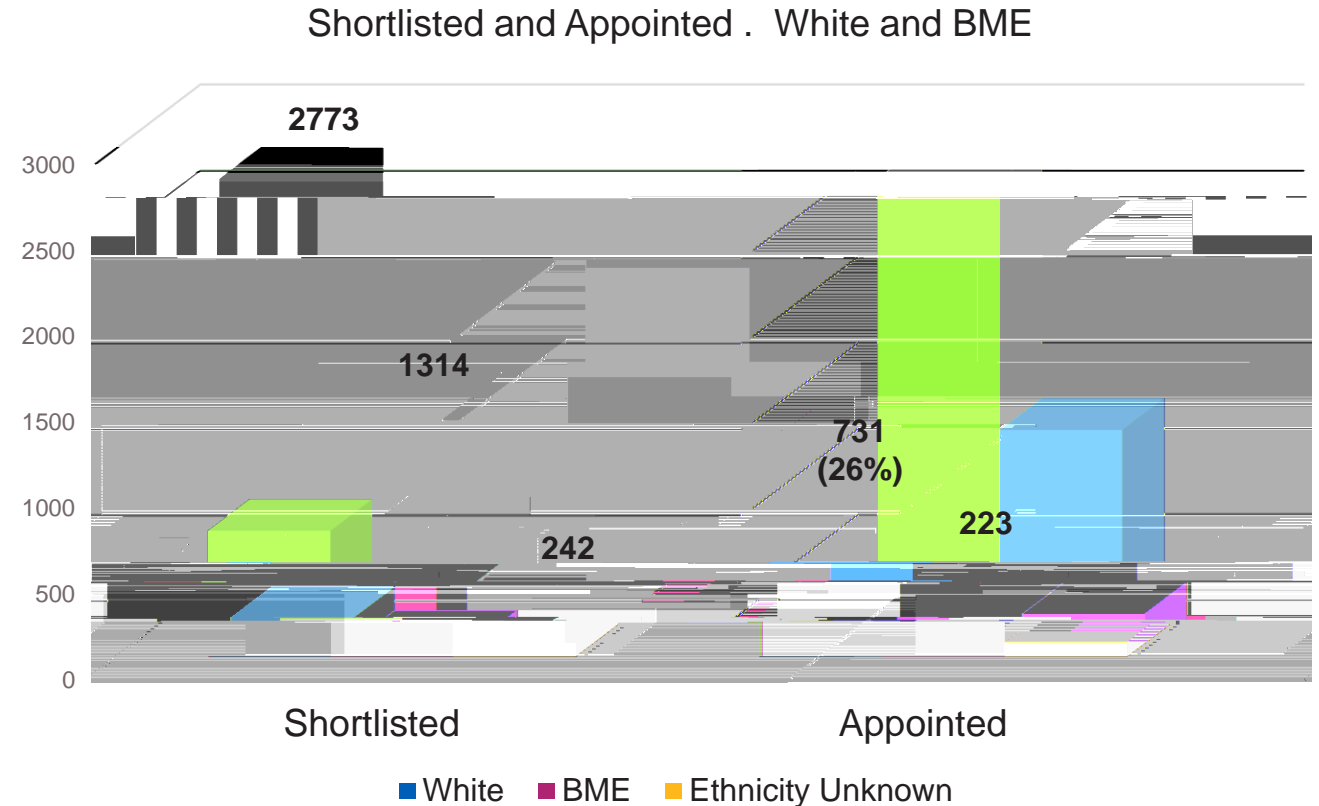
X1.55

Relative likelihood of White staff being appointed from shortlisting compared to BME staff.

The figure of **X1.55** is similar to the national average of **X1.54**.

Relative likelihood of appointment from shortlisting is also shown in percentage in the graph.

Note: This figure does not include directly recruited international staff.



SFT WRES 31 March 2023 (Metric 3)

Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

X0.98

BME staff were **X0.98 less likely** to enter the formal disciplinary process compared to white staff.

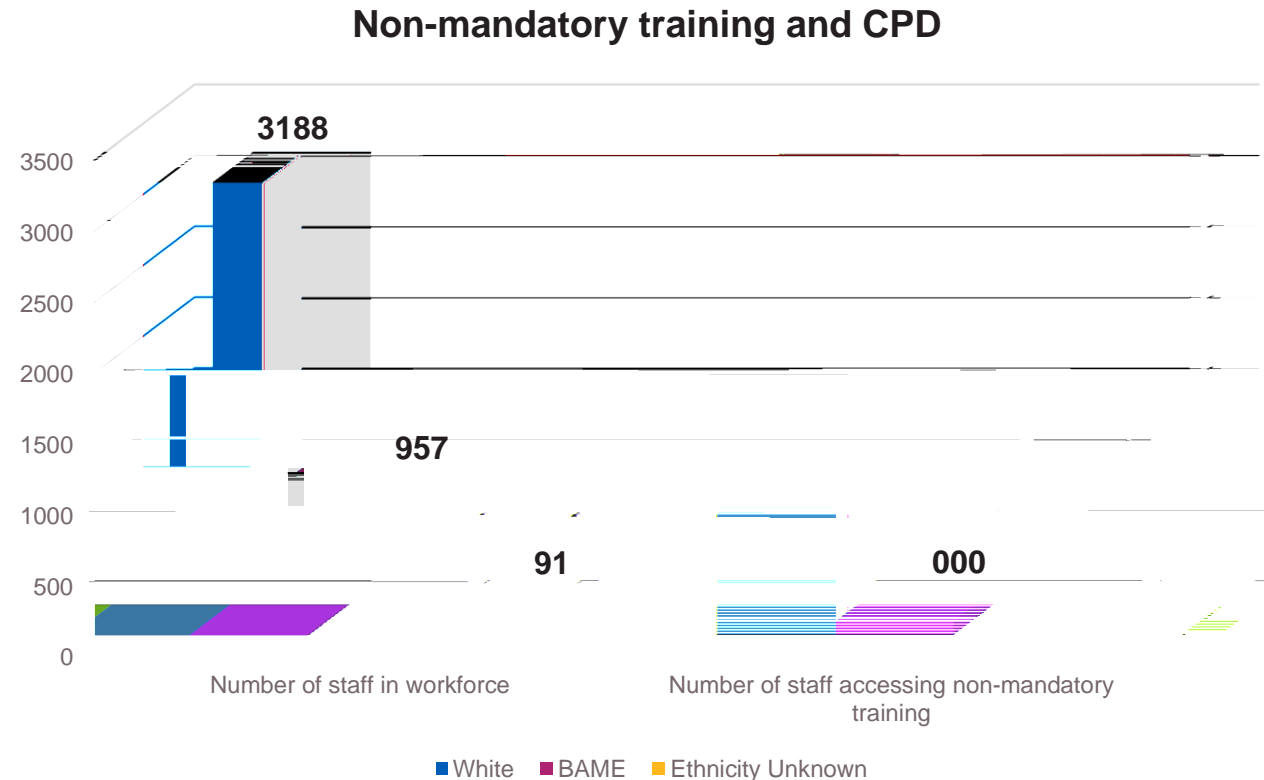
This appears to have significantly

SFT WRES 31 March 2023 (Metric 4)

Relative likelihood of staff accessing non-mandatory training and CPD

NOTE: At the present time the Trust does not have a method for collecting staff accessing non-mandatory training and CPD.

Work is in progress to identify a mechanism for identifying the uptake of non-mandatory training by BME staff.



SFT Staff Survey 2022 (Metric 5)

SFT Staff Survey 2022 (Metric 6)

1861 people in the Trust responded to the 2022 staff survey. The following Staff Survey questions are recorded within our WRES data:

Metrics 6: Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months out of those who answered the question

25.5% of Black, Asian and Minority Ethnic staff stated they had experience harassment, bullying or abuse. This is an **increase** from 2021 (22%)

22.6% of White staff stated they had experience harassment, bullying or abuse. This is an **increase** from 2021 (17.2%)

SFT Staff Survey 2022 (Metric 7)

SFT Staff Survey 2022 (Metric 8)

1861 people in the Trust responded to the 2022 staff survey. The following Staff Survey questions are recorded within our WRES data:

Metrics 8: Percentage of staff experiencing discrimination at work from manager/team leader or other colleagues in the last 12 months out of those who answered the question

Trust Board Membership (Metric 9)

Metric 9:			

Action Plan Progress against WRES 2021/22

	Action	Status
1	The Trust Board to engage in a Reciprocal/Reverse Mentoring Program, and BME Forum.	Piloted reverse mentoring pilot with

Action Plan against WRES 2022/23

	Cultural Development Objective	Action	Lead	Deadline
1	To seek a downward trend in the percentage of BME staff experiencing harassment, bullying, abuse or discrimination at work Metric 5, 6 and 8 (staff survey)	<ul style="list-style-type: none">Review and refresh training interventions for all staff with a focus on civility and respect to support recognition and prevention of race discrimination.Develop and rollout an inclusive leadership programme that		

Annex A Definitions of ethnicity: people covered by the WRES

Ethnic Categories 2021	
1	WHITE
	<ul style="list-style-type: none"> 1 . White . British / Welsh / Scottish / Northern Irish / British 2 . White . Irish 3 . Gypsy or Irish Traveller 4 . Any other White background
2	MIXED/MULTIPLE ETHNIC GROUPS
	<ul style="list-style-type: none"> 5 . White and Black Caribbean 6 . White and Black African 7 . White and Asian 8 . Any other mixed / multiple ethnic background please describe
3	ASIAN / ASIAN BRITISH
	<ul style="list-style-type: none"> 9 . Asian or Asian British . Indian 10 . Asian or Asian British . Pakistani 11 . Asian or Asian British . Bangladeshi 12 . Asian or Asian British . Chinese 13 . Any other Asian background please describe

Ethnic Categories 2021	
4	BLACK / AFRICAN / CARIBBEAN / BLACK BRITISH
	<ul style="list-style-type: none"> 14 . Black or black British . African 15 . Black or black British . Caribbean 16 . Any other black background please describe
5	ANY OTHER ETHNIC GROUP
	<ul style="list-style-type: none"> 17 . Arab 18 . Any other ethnic group please describe
6	NOT STATED OR UNKNOWN
	<ul style="list-style-type: none"> 19 . Not stated 20 . Do not wish to state 21 . Unknown