

# WRES Summary Report

---

## 1. BACKGROUND

- 1.1 The Workforce Race Equality Standard (WRES) was first introduced in 2016 and requires Trusts to compile and submit a standard national report in order to demonstrate its findings and to flag progress against a number of indicators relating to the representation of Black and Minority Ethnic staff.
- 1.2 The WRES is in place to ensure that employees from Black and Minority Ethnic backgrounds have equal access to career opportunities, receive fair treatment in the workplace and should highlight any differences between the experience and treatment of White staff and Black and Minority Ethnic staff in the NHS with a view to closing any identified gaps through the development and implementation of action plans focused upon continuous improvement over time.

## 2. ANALYSIS

- 2.1 The data period for the information within the submission was 1st April 2021 – 31st March 2022. The submission is split into discreet sections, which are addressed beneath the sub-headings below.

### 2.2 Workforce Data

The total number of staff employed by the RD&E at 31st March 2022 stood at 9291, of which 873 were recorded as Black and Minority Ethnic. Based on these figures, Black and Minority Ethnic staff represent 9.40% of the total staff population.

According to the data the Black and Minority Ethnic population within the Trust has increased by 1.10% (from 8.30%) from the previous reporting period ending March 2020. This increase is despite the fact that the number of staff not having a recorded ethnicity on ESR has increased from 2020 data; a total of 6.88% of staff and an increase of 2.23% (compared to the 4.65% in 2020 data)

### 2.3 Recruitment

The data has shown that of the 259 people who classified themselves as from a Black or Minority Ethnic background and were shortlisted, of who 59 were appointed. This represents an increase in headcount and the percentage taken into employment (22.78% compared to 19.69% the previous year).

20.85% of people who identify as White were appointed into roles. This could indicate that Black and Minority Ethnic staff were

## 2.5 **Access to Non-Mandatory Training and CPD**

The return shows that a higher percentage (79.27%) of Black and Minority Ethnic staff have accessed non-mandatory training and CPD in the last 12 months than White Staff (69.09%), a slight increase of 1.72% in the likelihood of Black and Minority Ethnic staff relative to White staff accessing training although both figures are a decrease from the previous year.

This could be accounted for due to the medical and dental staff groups having different study leave arrangements to their non-medical colleagues. The medical and dental staff group are racially diverse, with 16.81% of these staff identifying as Black and Minority Ethnic.

## 2.6

Please note that the calculation of this metric has changed at a national level leading to a difference in numbers compared to previous reporting submitted despite the data being consistent. In previous reporting the figure was a result of those who selected Yes to the

Notably there has been a decrease in Black and Minority Ethnic staff experiencing discrimination at work despite an increase in the national average. Both of these figures for White and Black and Minority Ethnic staff are now below the national average.

## 2.7 **Board Voting Membership**

The return shows that the