

Workforce Race Equality Standard (WRES)

Action Plan 2023/24



Introduction

The Workforce Race Equality Standard (WRES) is a workforce standard that all NHS Trusts are required to submit which involves collecting and analysing data across a series of indicators (below) to help to improve the workplace experiences of Black, Asian and Minority ethnic (BAME) staff across the NHS.

Royal Devon NHS Trust submitted its annual WRES report on 31st May 2023 which can be found [here](#)

Indicator 1	Percentage of Ethnic Minority staff in each of the Agenda for Change bands 1-9, Medical & dental staff, STs, Consultants and Specialists

Key Themes

Increase in staff not recording ethnicity on ESR, particularly high for Medical and Dental staff group

Black and Minority Ethnic staff underrepresented at higher bandings for both clinical and non-clinical roles

Increase in Black and Minority Ethnic staff experiencing harassment, bullying or abuse from other colleagues

Black and Minority Ethnic staff experiencing discrimination from manager or other colleagues at a higher rate than White staff

No Black and Minority Ethnic representation at Board level with missing ethnicity declaration



Indicator 1, 2 & 9: Workforce Data and Representation

Actions needed and why: While Black and Minority Ethnic staff represent 9.74% of the total staff population they are under represented both in non-clinical roles and senior roles in both clinical and non clinical posts including at

Indicator 3, 4 & 7: Employee relations and development

Actions needed and why: While our data shows no Black and Minority Ethnic staff entering formal disciplinary and a higher percentage accessing non mandatory training there is a need to improve the accuracy of this data around training. While we have seen an increase in Black and Minority Ethnic staff feeling the Trust provides equal opportunity for progression this remains lower than White staff.

Ref	Objective	Action	Lead	Timescale	Outcome
2.1	Ensure we monitor concerns and themes to resolve issues before they reach a formal stage	Embedding of Staff incident review group with correct governance for escalation	SI	November 2024	Better triangulation of hard and soft data from surveys, incidents and staff networks to allow for early identification of themes and hotspots
2.3	Take action to ensure diverse staff have equal opportunity for career progression and promotion	Deliver 2 cohorts of Driving Your Career programme Continue delivery of Inclusive Leadership Programme	SI	March 2024	More leaders and managers are aware of how to treat everyone equally well and have the knowledge, tools and techniques to support them in this process. More of our diverse staff have the knowledge, tools and techniques to better navigate driving their careers

Indicator 5, 6 & 8: Supporting staff experiencing harassment, bullying, abuse and discrimination

Actions needed and why: Despite a decrease from last years report, Black and Minority Ethnic staff are more likely to experience bullying harassment or abuse from the public than White staff. We have, however, seen an increase in this behaviour from other colleagues. Most notably there has been an increase in Black and Minority staff experiencing discrimination from manager, team leaders and other colleagues

Ref	Objective	Action	Lead	Timescale	Outcome
3.1	Reduce incidences of abuse from members of the public	Deliver preventing violence and aggression campaign	HF/SI	Feb 2024	Staff have increased ability to de-escalate situations. Members of public are aware of consequences of abusing staff Appropriate action is taken when instances of abuse take place
3.3	Reduce incidences of discrimination from manager/team leader	Deliver Inclusive Leadership programme to 100 managers and team leaders	SI & People Development team	March 2024	More leaders and managers are aware of how to identify potential discriminatory behaviour, mitigate this and treat everyone equally well. They have the knowledge, tools and techniques to support them in this process.