



Workforce Race Equality Standard Action Plan 2021/2022

Metric Number	Standard	2020/21 Data	2021/22 Data	Narrative	2022/3 Actions	Timescales
1	Percentage of staff in AfC pay bands, Medical and Dental subgroups, and Very Senior Managers (including Executive Board members), compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as of 31 March 2021/2	Refer to Appendix 1	Refer to Appendix 1	<p>The most significant changes to staffing and progression for non-clinical staff from the 2021/22 data are that there are now also colleagues of BAME heritage in positions at Bands 8C, 9 and VSM, leaving only Band 8B where a BAME staff member does not hold a position. Additionally, there have been increases at bands 2,3,4,5 and 7.</p> <p>For clinical staff, there have been increases from Bands 2 to 8B, with the most significant increase of 87 staff at Band 5. This leaves Bands 8C, 8D, 9 and VSM with no current BAME representation.</p>	Introduce targeted marketing of employment opportunities to increase diversity.	Q4 Jan 23
					Development and delivery of a positive action career development programme targeted at BAME Nursing and Midwifery.	Q3 Oct 22



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2	Relative likelihood of white staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts.	0.83	0.80	The data demonstrates that BAME candidates are slightly more likely to be appointed from shortlisting, this includes recruitment for our international staff.	Continued development and delivery of EDI training to include case studies from own workforce.	Q4 Mar 23
					Include equality, diversity and inclusion objective in all staff PDRs.	Q2 Sep 22
					Develop and deliver multiple units of EDI related training specifically targeted at Recruiting managers.	Q4 Mar 23
					Inclusive Recruitment and Inclusive Employer work to be carried out.	Q4 Mar 23
3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process.	3.84	1.07	The 2021/22 data highlights that there has been a significant decrease in the relative likelihood of BAME staff entering the formal disciplinary process in comparison with 2020/21. This has been a result of clear strategic planning, oversight and monitoring to address this specific indicator.	Development and launch of Civility, Kindness and Respect framework across the organisation.	Q2 Aug 22
					Senior HR review of cases relating to BAME staff. Embed as business as usual.	Q4 Mar 23



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4	Relative likelihood of staff accessing non-mandatory training and CPD.	0.80	0.97	The data illustrates that there has been a slight decrease in comparison with 2020/21 for BME staff accessing non-mandatory training and CPD.	Develop inclusive talent management programme / framework.	Q4 March 23
					Promotion and implementation of BAME specific learning and development opportunities internally and externally. Embed as business as usual.	Q4 Jan 23
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White: 21.6% BAME: 25%	White: 21.0% BAME: 25.6%	The data demonstrates that there has been a slight increase in comparison with 2020/21 for BME staff. It is recognised that there is still a higher percentage of BAME staff experiencing harassment, bullying or abuse from the public in the last 12 months compared with white staff.	Work with the BAME Staff Network, Freedom to Speak Up Team and HR Team to enhance reporting of incidents	Q3 Nov 22
					Targeted work via HR Team and OD Team in specific areas highlighted via the analysis	Q4 Mar 23
					Analysis of DATIX data to identify patterns, hotspots and areas of concern.	Q4 Mar 23
					Analysis of Staff Survey to ascertain any hotspot areas or staff groups.	Q3 Jan 23



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6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White: 19% BAME: 26%	White: 17% BAME: 21.5%	The data demonstrates that there has been an improvement in comparison with 2020/21 in that less BAME staff are reporting experiencing harassment, bullying or abuse from staff in the last 12 months.	Organisational participation in local community culture events such as Warrington Mela. Cultivate links with community groups.	Q4 Mar 23
					Investigate and implement membership of Race Charter at Work	Q2 Sep 22
					Review the opportunities to collect equality monitoring data as part of Freedom to Speak up.	Q4 Mar 23
					Scope best practice, develop and adopt bespoke WHH anti-racist organisation framework.	Q3 Oct 22
					Develop Multi-Ethnic Staff network to include peer/ally network for international nurses.	Q3 Oct 22



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7	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	White: 91.4% BAME: 82.3%	White: 64.3% BAME: 49.7%	The data shows that there has been a marked decrease in the percentage of BAME members of staff believing that the Trust provides equal opportunities for career progression or promotion.	Continued development of new, diverse, intersectional development opportunities.	Q4 Mar 23
					Develop an in-house Reciprocal Mentoring programme.	Q3 Dec 22
					Introduce targeted marketing of employment opportunities to increase diversity.	Q4 Jan 23
8	In the last 12 months, have you personally experienced discrimination at work from any of the following? Manager/Team Leader or other colleagues	White: 4.50% BAME: 10.70%	White: 5.0% BAME: 11.9%	The data demonstrates that there has been a slight increase compared with the previous year with more BAME members of staff reporting personally experiencing discrimination at work from a manager, team leader or other colleagues.	Increase BAME representation as Freedom to Speak Up Champions.	Q4 Mar 23
					Development, in partnership with the BAME Staff Network, of line manager guidance for dealing with specific concerns from BAME members of staff	Q3 Oct 22



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9	Percentage difference between the organisation's Board voting membership and its overall workforce. Note: Only voting members of the Board should be included	White: +11.0%	White: +5.0%	The data demonstrates that in comparison with 2020/21 there has been a slight improvement in relation to BAME voting membership and the overall workforce.	Participation in the NHS Leadership Academy Shadow Board leadership programme.	Q4 Mar 23
		BAME: -9.9%	BAME: 3.7%		Participation in bespoke EDI training for Board members	Q3 Dec 22

Appendix 1 – WRES Indicator 1 Data

		2020/21			2021/22			
DATA ITEM		WHITE %	BAME %	ETHNICITY UNKNOWN %	WHITE %	BAME %	ETHNICITY UNKNOWN %	INCREASE/DECREASE ON PREVIOUS YEAR
1a) Percentages of Non-Clinical workforce								
1	Under Band 1	0	0	0	91.6	8.33	0	↑
2	Band 1	93.54	6.4	0	92.85	7.14	0	↑
3	Band 2	97.46	2.8	0	92.63	7	0	↑
4	Band 3	98.02	1.58	0.39	97.11	2.16	0	↑
5	Band 4	96.22	2.36	1.42	96.52	2.61	0.87	↑
6	Band 5	97.33	2.6	0	95.51	4.49	0	↑
7	Band 6	90.63	9.37	0	94.83	5.17	0	↓
8	Band 7	94.44	5.55	0	92.65	7.35	0	↑
9	Band 8A	94.28	5.71	0	93.02	4.65	2.32	↓
10	Band 8B	100	0	0	100	0	0	-
11	Band 8C	100	0	0	95	4.76	0	↑
12	Band 8D	85.71	14.28	0	92.30	7.69	0	↓
13	Band 9	100	0	0	75	25	0	↑
14	VSM	100	0	0	87.5	12.5	0	↑
1b) Percentages of Clinical workforce of which Non-Medical								
15	Under Band 1	0	0	0	100	0	0	-
16	Band 1	100	0	0	100	0	0	-
17	Band 2	92.4	7.52	0	92.19	7.81	0	↑
18	Band 3	96.89	2.59	0.51	94.76	4.71	0.52	↑
19	Band 4	95.79	4.20	0	94.9	5.04	0	↑
20	Band 5	84.40	14.51	1.07	68	27	4.9	↑
21	Band 6	91.62	7.88	0.49	89.93	9.41	0.64	↑
22	Band 7	95.23	4.51	0.25	93.14	6.38	0.47	↑
23	Band 8A	96.96	3.03	0	92.91	6.29	0.78	↑
24	Band 8B	96	0	4	93.54	3.22	3.22	↑
25	Band 8C	100	0	0	100	0	0	-
26	Band 8D	100	0	0	100	0	0	-
27	Band 9	100	0	0	100	0	0	-
28	VSM	100	0	0	100	0	0	-