

NHS Workforce Race Equality Standard (WRES)

Annual Report 2024

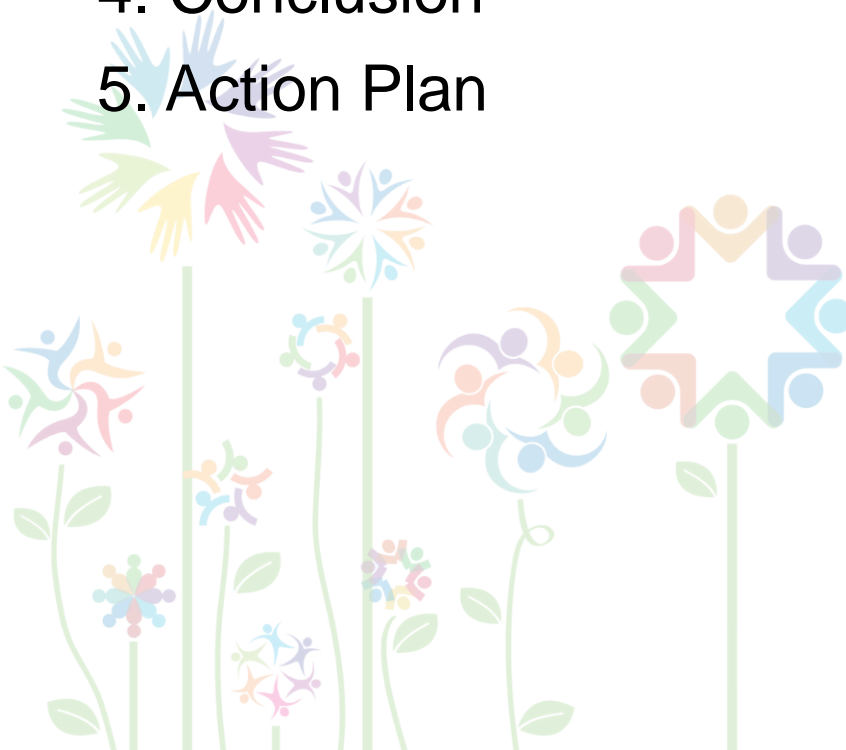


The Dudley Group
NHS Foundation Trust



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Introduction

- The Workforce Race Equality Standard (WRES) was launched in 2016 and aimed to improve the workplace and career experiences of our ethnically diverse workforce (Black and Minority Ethnic - BME) colleagues in the NHS.
- The Workforce Race Equality Standard is a set of nine specific measures that will enable NHS organisations to compare the experiences of our ethnically diverse and White staff. This report provides an overview of key areas and supports us in identifying direct actions to demonstrate progress against the indicators of Race equality
- The Equality and Diversity Council has commissioned the Workforce Race Equality Standard. It is mandated through the NHS Standard Contract.
- Metrics 5,6,7 & 8 are based on staff survey results. As a Trust, we facilitate a full census from all staff; the 2023 staff survey had 45% staff participation across the Trust.
- At The Dudley Group, we have a workforce of 6,000 staff. Our Electronic Staff Record (ESR) data shows that 28% of our workforce has declared themselves as ethnicities other than white. 9% of the workforce has not declared their race status.

As a Trust, we are moving away from using the term Black and Minority Ethnic (BME) or Black, Asian, Minority Ethnic (BAME). Instead, with full support from our EmbRACE Staff Network, we will use the term 'ethnically diverse' or refer directly to ethnicity or nationality. The data sets in this report compare the experience of Black and Minority Ethnic (BME) staff to White staff; however, our narrative will always avoid these acronyms.



Executive Summary (1 / 2)

Embedding an inclusive culture where diversity is valued and therefore championed at all levels is essential to delivering high-quality services to patients (better patient care, satisfaction and outcomes) and developing a capable, innovative and effective workforce for our future at The Dudley Group. Research shows that organisations that have diverse leadership are more successful and innovative. Staff who feel valued are more likely to be engaged with their work, and senior-level diversity increases productivity and efficiency in the workplace.

Key findings for 2024:

- Our Black & Minority Ethnic (BME) representation continues to increase and is now 28%, this is a 3% improvement on our 2023 data (25%). Our non-disclosed has also improved from 11% to 9%.
- Relative likelihood of white candidates being appointed from shortlisting compared to BME applicants, the rate for 2024 is 1.4, this is an improvement from last year (1.5). A score of 1 would indicate equal chances.
- Relative likelihood of BME staff entering the formal disciplinary process compared to white staff - The Trust's latest rate is 1.59. This is a 0.8 decline from the 2023 result (0.79). A score of 1 would indicate equality in the process.
- Relative likelihood of white staff accessing non-mandatory training and continuing professional development (CPD) compared to BME staff—The Trust's latest rate is 1.24, and the variance has declined by 0.22 since 2023 (1.02). A score of 1 would indicate equal chances.
- The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months has increased slightly. The 2023 percentage rate for BME staff is 27.3%, an increase of 1.1%, and for white staff, 25.7%, a 0.9% increase from 2022.
- The percentage of BME staff experiencing harassment, bullying, or abuse from other staff in the last 12 months has increased. Percentage rates for BME for 2023 is 31.7%, an increase of 2.9%, and for white staff, 22.1%, a 1.8% increase since 2022.



Executive Summary (2 / 2)



The Dudley Group
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- The Percentage of staff believing that their trust provides equal opportunities for career progression or promotion rate has improved for BME staff to 51.7%, a 4.5% increase from 2022. However, there is still a variance between BME and White staff scores of 11.4% (BME 51.7%, White 63.1%).
- The percentage of staff that personally experienced discrimination at work from a manager, team leader or other colleagues has increased. BME is 18.8% for 2023, a 2.4% increase, and White is 6.3% for 2023, a 1% increase in 2022. The variance between scores from BME and White staff declined in 2023 by 1.4% to 12.5%.
- Board Membership - Board member representation is 15% in March 2024; this compares to 17% in March 2023 and a total workforce representation of 28%

Our commitment to being a more inclusive organisation, ensuring equal opportunity, and celebrating diversity is unwavering. We are dedicated to encouraging and supporting the workforce we employ to reach their potential. This steadfast commitment supports our ultimate goal of being a brilliant place to work and thrive, where everyone feels valued and included.

During 2023 / 2024, we have achieved the following:

- Developed and launched our Equality, Diversity, and Inclusion (EDI) Journey, a three-year strategic plan focused on six elements of the employee lifecycle. The Journey will continue supporting the Trust in embedding equality, diversity, and inclusion as a 'golden thread' throughout our organisation.
- Continuing to review our progress and delivery against statutory requirements and beyond, i.e. Public Sector Equality Duty, as well as a set of more ambitious objectives for embedding equality and inclusion across the organisation through both the response to WRES, WDES, Gender and Ethnicity Pay Gap., Race Code, Equality Delivery System (EDS) and the NHS People Plan.
- Developed a robust framework that sets out how the Trust will embed inclusive leadership across all parts of the organisation through direct engagement and representation. This approach will engage with staff from all communities, professions and protected characteristics to improve the experience for everyone working at The Dudley Group.



Annual Submission Measures

The Workforce Race Equality Standard is a set of nine specific measures which enable NHS organisations to compare the workplace and career experiences of ethnically diverse staff (Black and Minority Ethnic- BME) and White staff.

The Measures provide high-level view, we have therefore completed a more detailed analysis to inform our conclusions and actions plans.

Workforce Race Equality Standard Metrics:

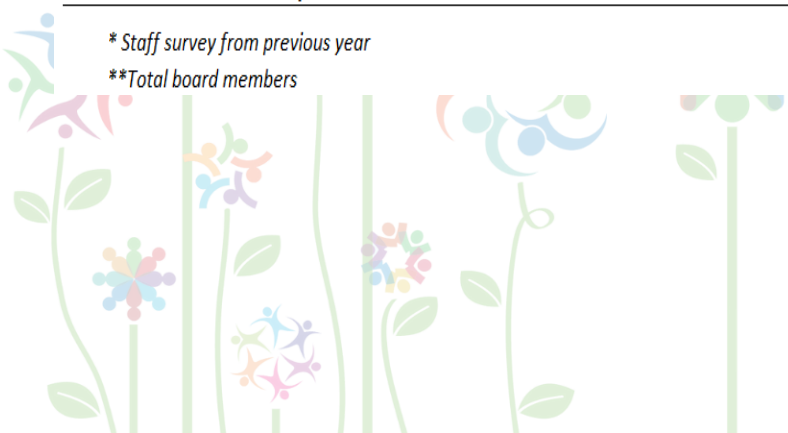
1. Workforce Representation
2. Recruitment
3. Disciplinary
4. Training and Continuing Professional Development (CPD)
5. Harassment, Bullying and Abuse from Patients / Public
6. Harassment, Bullying and Abuse from staff
7. Career Progression
8. Discrimination
9. Board Representation

Workforce Race Equality Standard (WRES) Overview

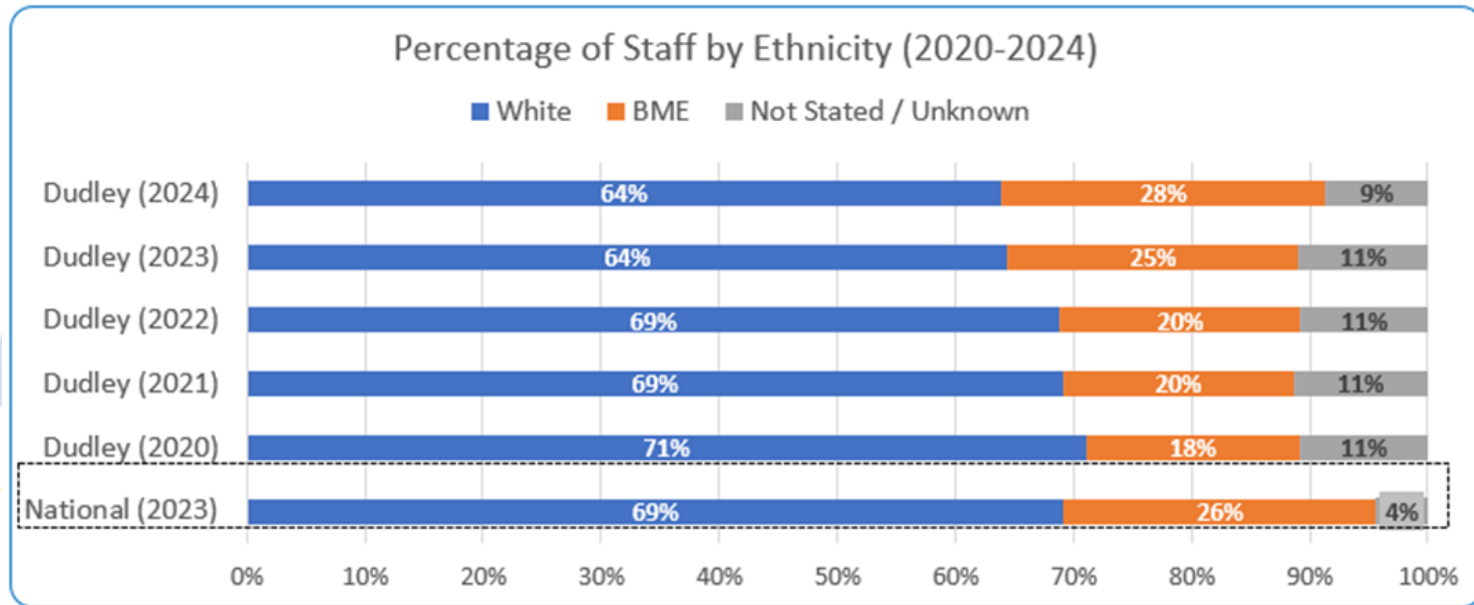
WRES Indicator		Reporting Year					Trend	
		2020	2021	2022	2023	2024		
1	Percentage of black and minority ethnic (BME) staff	Overall	18%	20%	20%	25%	28%	
2	Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants		2.58	1.95	1.49	1.54	1.41	
3	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff		0.9	1.1	1.1	0.79	1.59	
4	Relative likelihood of white staff accessing non mandatory training and continuous		1.52	1.17	1.95	1.02	1.24	
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months*	BME	31.2%	27.1%	27.7%	26.2%	27.3%	
		White	31.6%	25.6%	25.5%	24.8%	25.7%	
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months*	BME	33.0%	32.8%	26.8%	28.8%	31.7%	
		White	28.4%	25.7%	19.7%	20.3%	22.1%	
7	Percentage of staff believing that trust provides equal opportunities for career progression or promotion*	BME	42.9%	44.2%	45.5%	47.2%	51.7%	
		White	56.5%	61.8%	61.2%	63.2%	63.1%	
8	Percentage of staff personally experiencing discrimination at work from a manager/team leader or other colleagues*	BME	17.4%	17.5%	16.3%	16.4%	18.8%	
		White	6.3%	6.0%	5.1%	5.3%	6.3%	
9	BME board membership **	Overall		5.6%	16.7%	16.7%	15.0%	

* Staff survey from previous year

** Total board members



Metric 1 & 9 – Overall Ethnic Representation

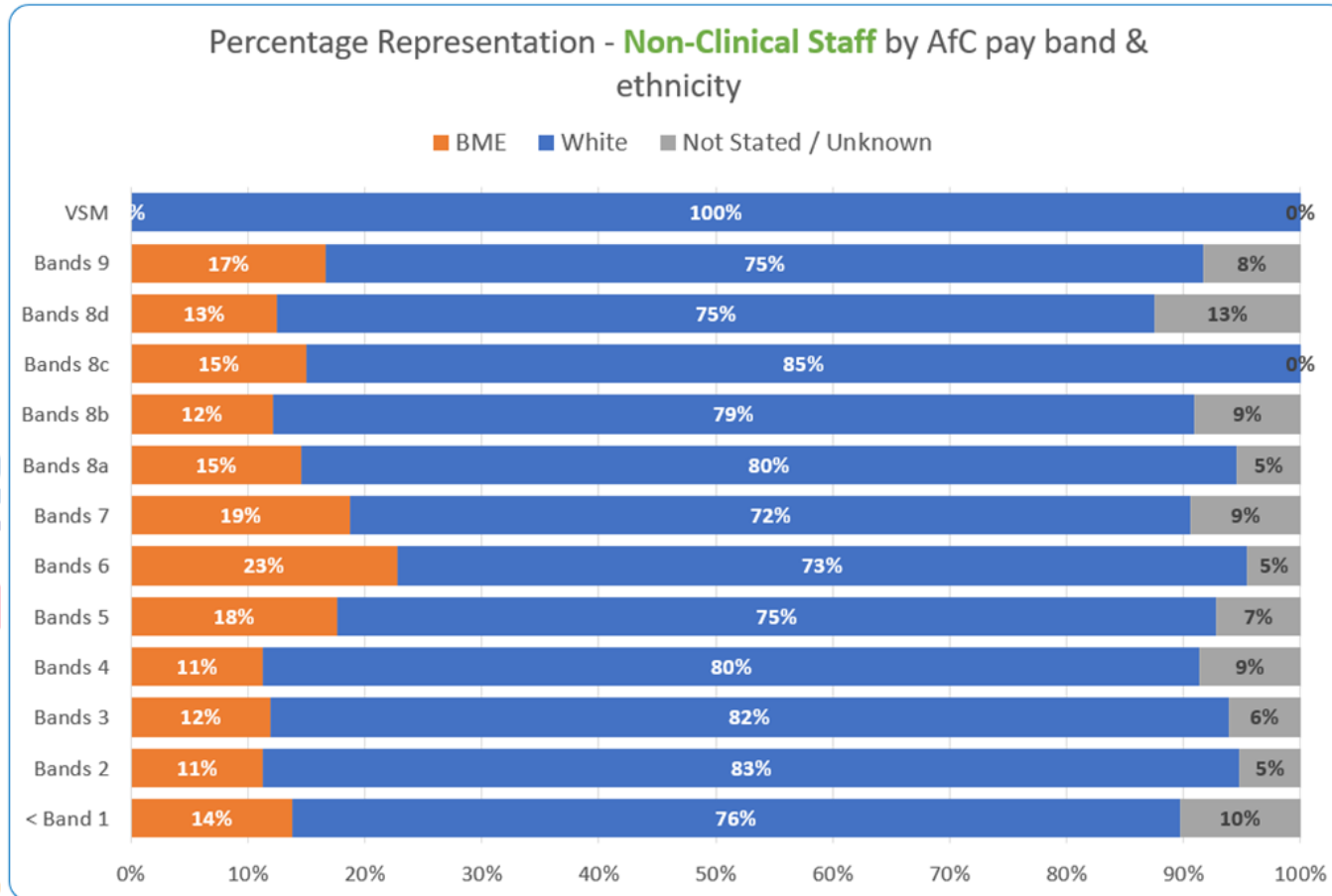


Board member representation – Is currently 15% BME; this compares to a total BME workforce representation of 28%

BME = Black and Minority Ethnic



Metric 1 – Non-Clinical Banding Comparison 2023 - 2024



NB, Very Senior Manager (VSM) excludes Non-Executive Directors/Chair from submission (15% BME with Non-Executive Directors included)

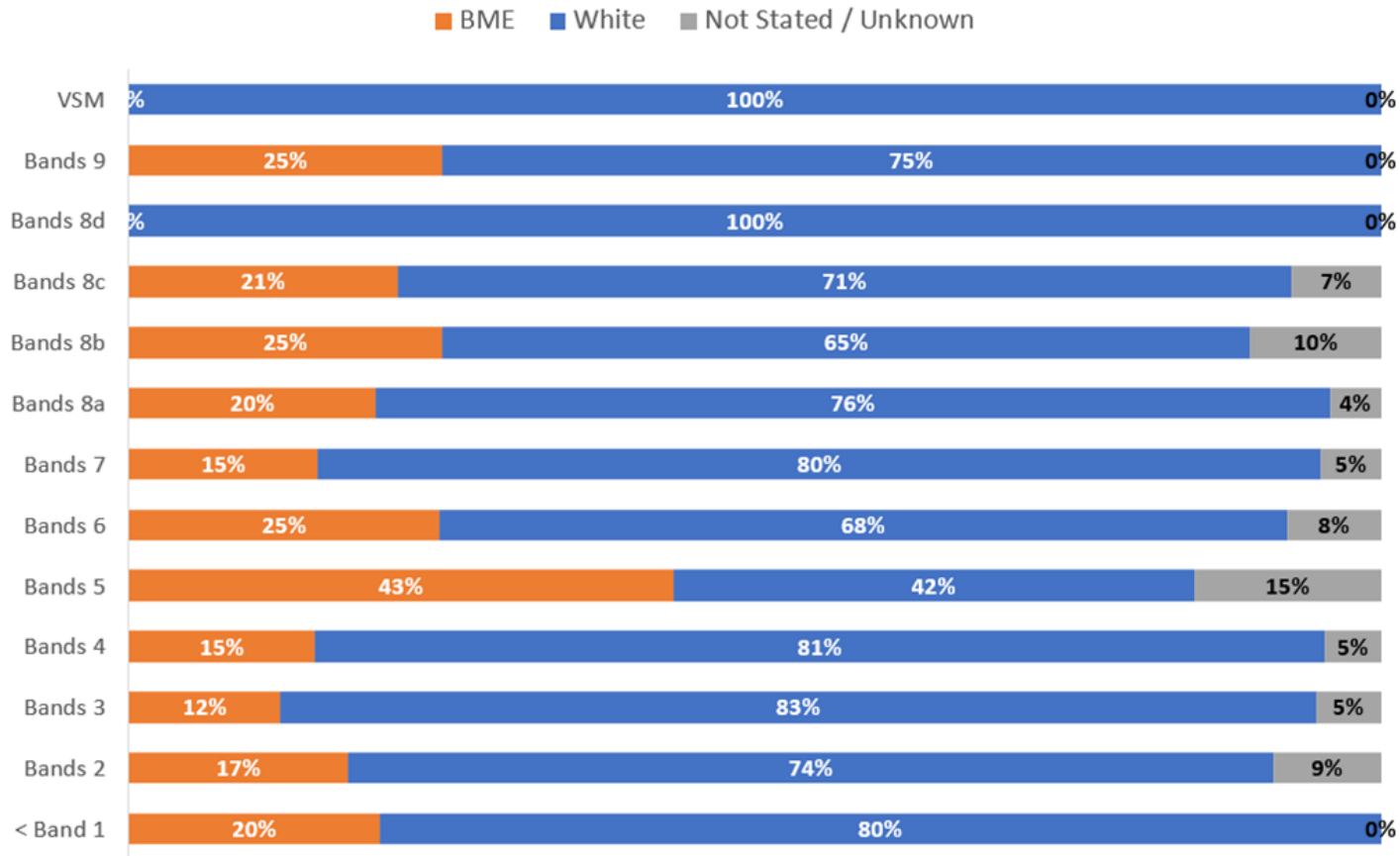
AfC = Agenda for Change

BME – Black and Minority Ethnic



Metric 1 – Clinical Banding Comparison 2023 - 2024

Percentage Representation - **Clinical Staff** by AfC pay band & ethnicity



VSM - Very Senior Manager

AfC - Agenda for Change

BME – Black and Minority Ethnic



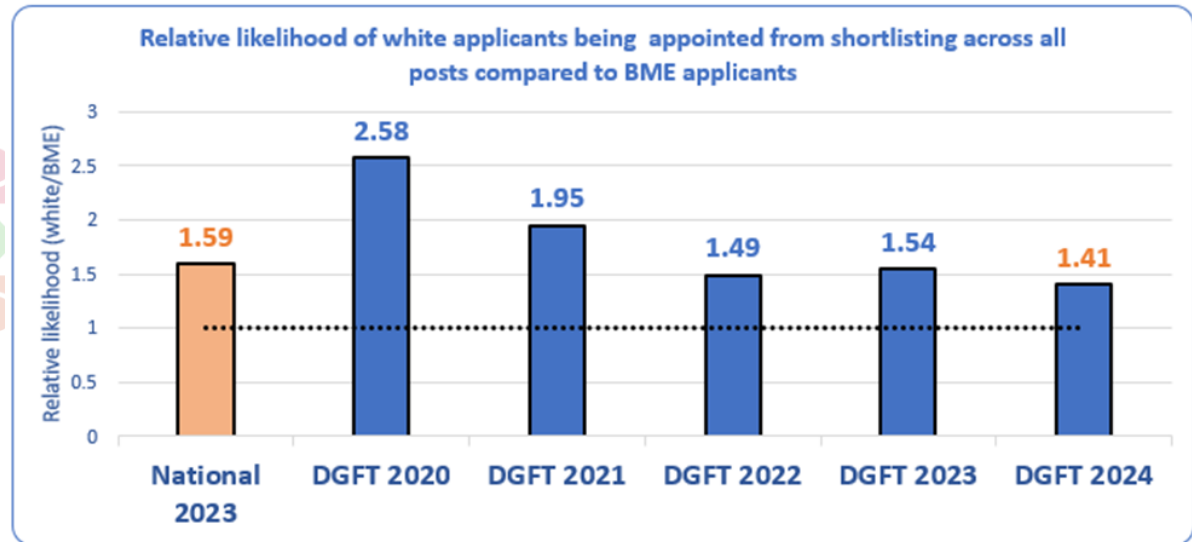
Metric 2 - Relative likelihood of white applicants being appointed from shortlisting across all posts compared to ethnically diverse applicants shown here as BME

The Trust's latest recruitment rate is 1.41, which is an improvement on the previous year's performance of 1.54. A score of 1 would indicate equality in the process.

Values	White	BME	Unknown	Grand Total
Number of Shortlisted Applicants	2682	2195	73	4950
Number Appointed from Shortlisting	552	321	4	877
Relative Likelihood of appointment from shortlisting	21%	15%	5%	18%
Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants	1.41			

The table below shows the differences from 2020 through to the 2024 submissions for metric 2.

Our commitment to diversity is evident in the growth of our overall ethnically diverse workforce. The submission will show representation at each band for both clinical and non-clinical staff, a testament to our inclusive hiring practices. However, it also highlights the need for further efforts to address underrepresentation at more senior levels, particularly at the board level.

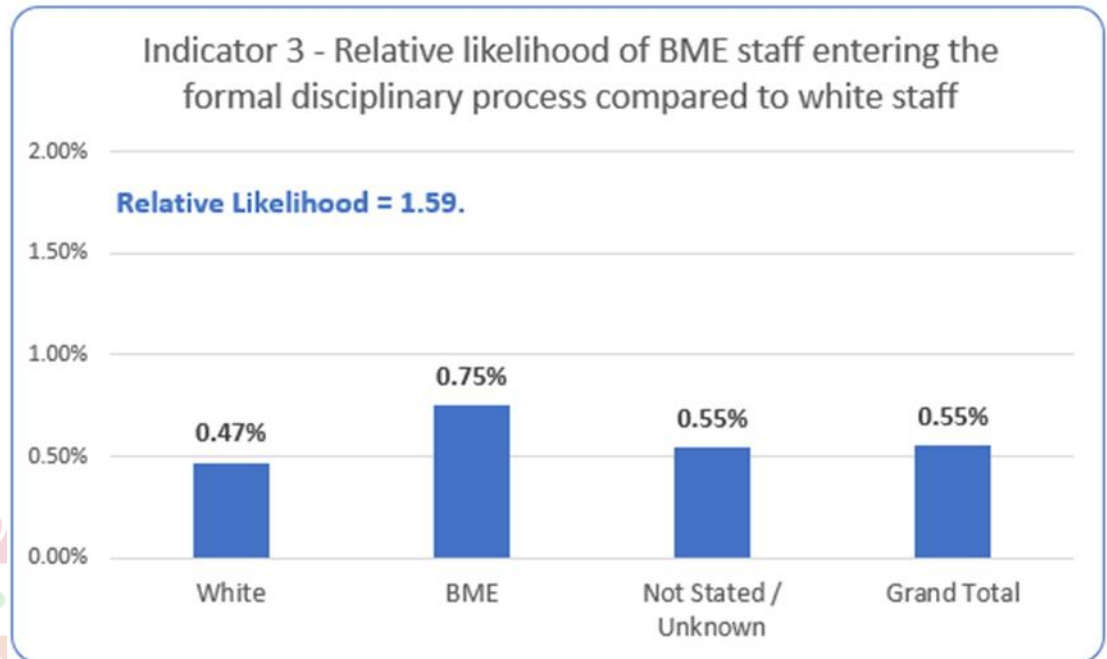


Metric 3 - The relative likelihood of ethnically diverse staff entering the formal disciplinary process compared to white staff

A figure above 1:00 indicates that ethnically diverse staff are more likely than White staff to enter the formal disciplinary process.

In March 2024, the relative likelihood was calculated at 1.59. The rate was calculated at 0.79 in 2023, though at that time 41% of records had an ethnicity status of 'not known'.

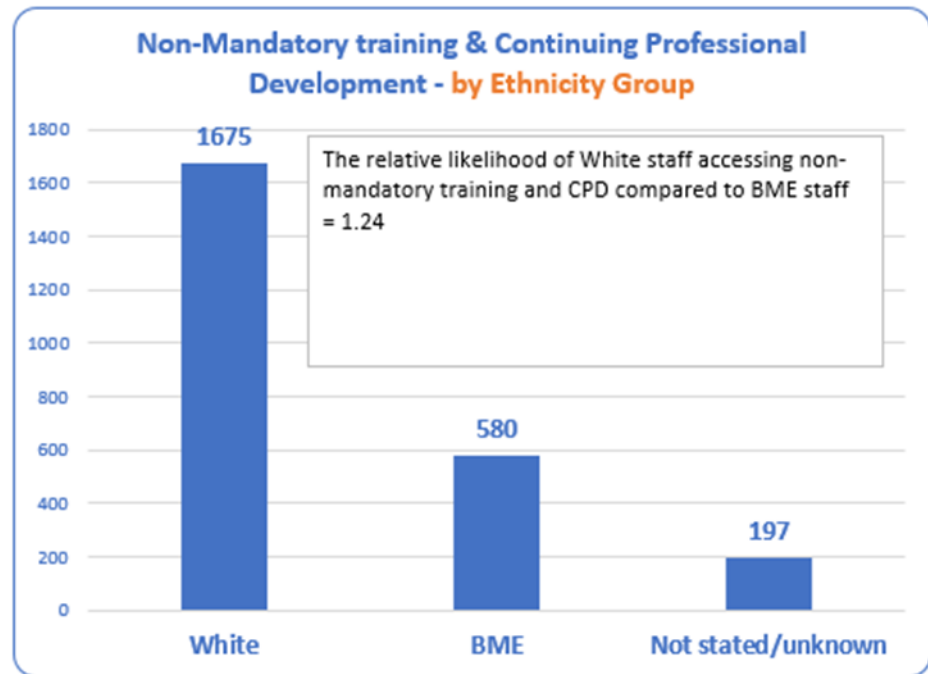
0.75% of BME staff entered the formal disciplinary process, this compares to 0.47% white staff.



Metric 4 - The relative likelihood of white staff accessing non-mandatory training and continuing professional development (CPD) compared to ethnically diverse staff shown here as BME

A value of 1.0 would indicate equal rates of opportunity; the Trust's latest rate is 1.22, a decline of 0.22 from 2023's 1.02.

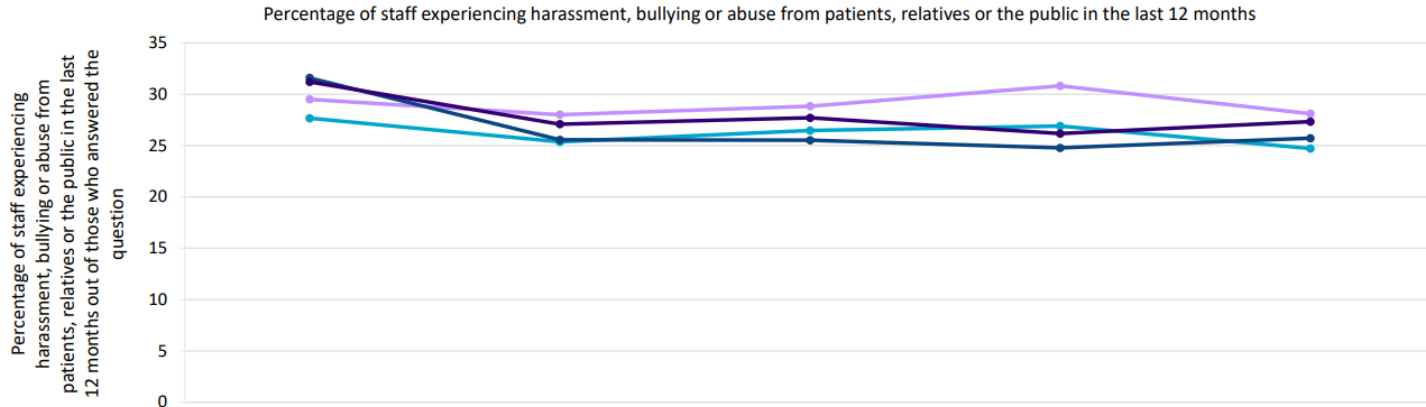
Overall, more employees accessed non-mandatory training. In 2023, 15.9% were ethnically diverse. In 2024, this figure increased to 24%.



Metric 5 - The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

Surveys completed by ethnically diverse staff account for 24% of completed surveys for 2023; in 2022, this rate was 21%.

Workforce Race Equality Standard (WRES) Survey Coordination Centre

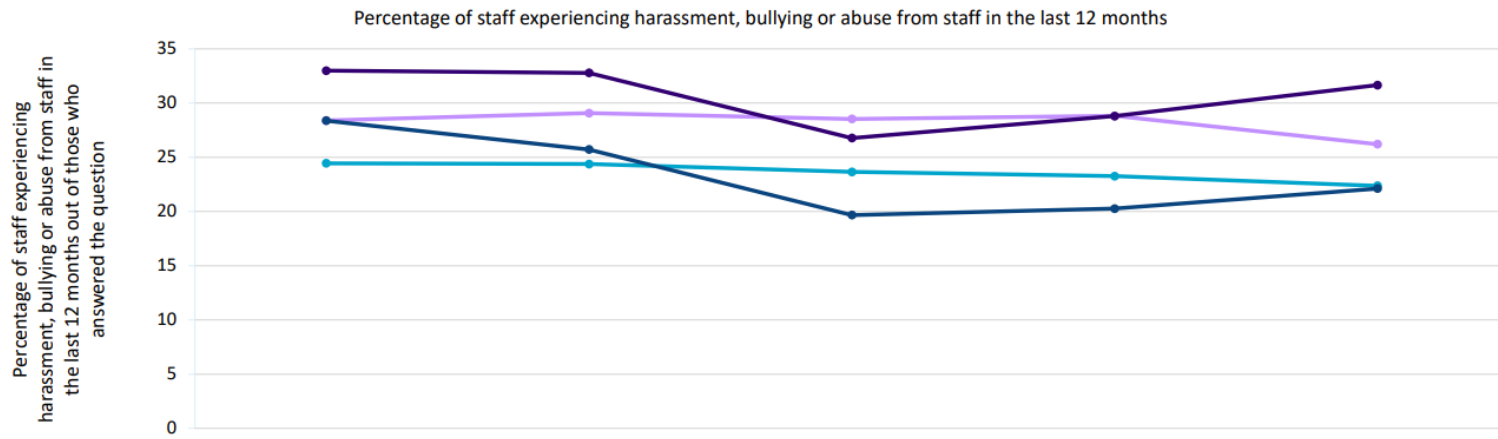


	2019	2020	2021	2022	2023
White staff: Your org	31.60%	25.56%	25.52%	24.78%	25.72%
All other ethnic groups*: Your org	31.21%	27.09%	27.71%	26.17%	27.33%
White staff: Average	27.67%	25.36%	26.47%	26.91%	24.72%
All other ethnic groups*: Average	29.51%	28.01%	28.84%	30.82%	28.11%
White staff: Responses	1630	1796	2449	2147	2049
All other ethnic groups*: Responses	282	299	480	577	655

*Staff from all other ethnic groups combined

Metric 6 - The percentage of staff who experienced harassment, bullying or abuse from other staff in the last 12 months

➔ **Workforce Race Equality Standard (WRES)** Survey Coordination Centre



	2019	2020	2021	2022	2023
White staff: Your org	28.37%	25.71%	19.67%	20.26%	22.11%
All other ethnic groups*: Your org	32.98%	32.78%	26.76%	28.79%	31.65%
White staff: Average	24.44%	24.37%	23.65%	23.25%	22.37%
All other ethnic groups*: Average	28.39%	29.07%	28.53%	28.81%	26.20%
White staff: Responses	1632	1797	2451	2152	2040
All other ethnic groups*: Responses	282	299	482	580	654

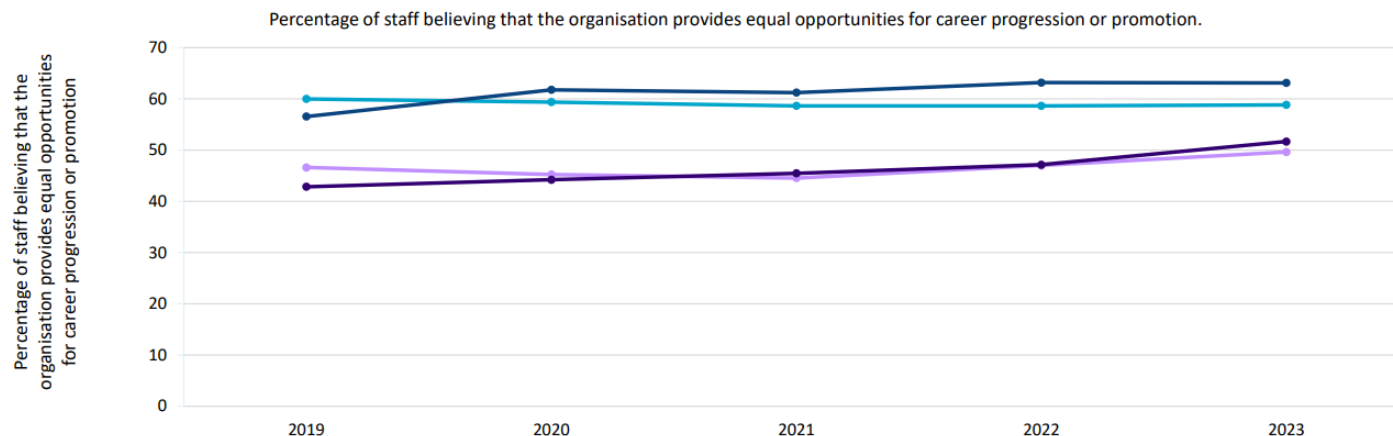
*Staff from all other ethnic groups combined



Metric 7 - The percentage of staff who believed that the trust provided equal opportunities for career progression or promotion

Workforce Race Equality Standard (WRES)

Survey Coordination Centre



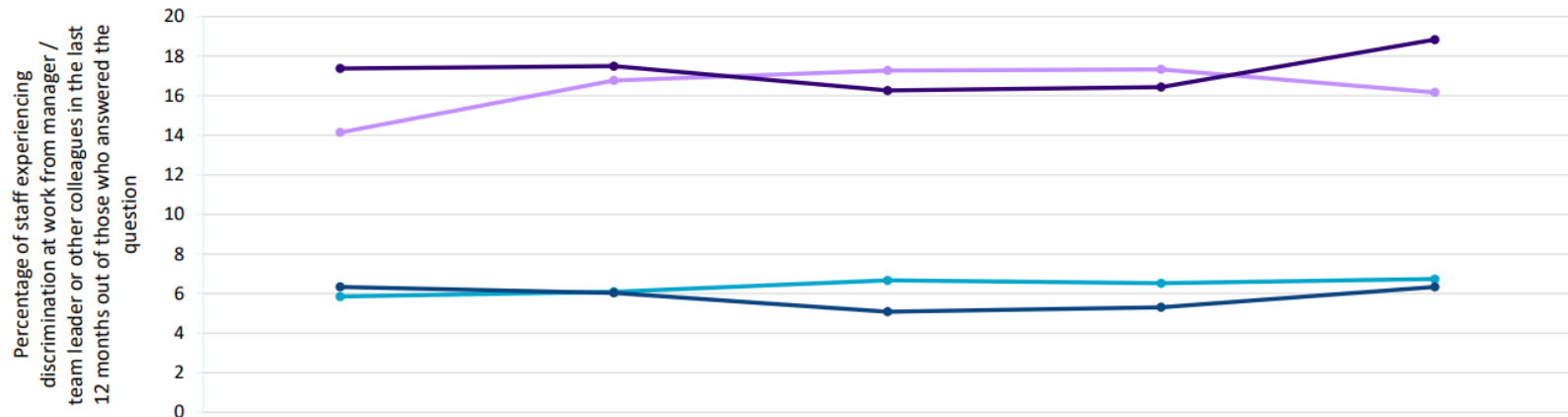
	2019	2020	2021	2022	2023
White staff: Your org	56.56%	61.77%	61.24%	63.19%	63.13%
All other ethnic groups*: Your org	42.86%	44.22%	45.47%	47.15%	51.69%
White staff: Average	60.00%	59.39%	58.64%	58.65%	58.84%
All other ethnic groups*: Average	46.62%	45.24%	44.56%	47.00%	49.64%
White staff: Responses	1630	1839	2518	2141	2034
All other ethnic groups*: Responses	280	303	497	579	652

*Staff from all other ethnic groups combined

Metric 8 - The percentage of staff who personally experienced discrimination at work from a manager, team leader or other colleagues

Workforce Race Equality Standard (WRES)

Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months.



	2019	2020	2021	2022	2023
White staff: Your org	6.34%	6.03%	5.08%	5.31%	6.34%
All other ethnic groups*: Your org	17.38%	17.49%	16.27%	16.44%	18.84%
White staff: Average	5.85%	6.09%	6.67%	6.52%	6.73%
All other ethnic groups*: Average	14.14%	16.77%	17.28%	17.33%	16.17%
White staff: Responses	1625	1856	2537	2147	2036
All other ethnic groups*: Responses	282	303	498	584	653

*Staff from all other ethnic groups combined

Conclusion and Action planning

Our vision statement remains steadfast: Excellent healthcare, improved health for all. We are a values-based, aspiring-for-excellence organisation. We are committed to building on and upholding our pledge to become a more inclusive Trust. The Equality, Diversity, and Inclusion (EDI) Workforce Journey serves as a robust framework to support the delivery of this vision.

The Equality, Diversity & Inclusion Journey is integral to our organisational 'Shaping #Our Future Strategy' and covers three years from 2023-2025 and identifies six core workforce priorities with key actions anchored in the employee life cycle. We reflect on national and regional workforce equality and inclusion strategies and priorities, including The Race Equality Code.

The EDI Journey is aligned with the Public Sector Equality Duty (PSED) compliance requirements under the Equality Act 2010. Taking into account national compliance drivers:

- Equality Delivery Systems (EDS)
- Work Race Equality Standard (WRES)
- Work Disability Equality Standard (WDES)
- Accessible Information Standard (AIS)
- Sexual Orientation Monitoring Standard (SOMS)
- Gender and Ethnicity Pay Gap (GPG & EPG)

We are determined to do more than meet our legal requirements. Our journey sets out our aims over the next 3 years to support the organisation in becoming a brilliant place to work and thrive for all. Alongside our Journey, you will find our detailed action plan, we report our progress bi-monthly At our Equality, Diversity, and Inclusion Steering Group meetings. To view actions, visit: [Equality, Diversity, & Inclusion Journey Action Plan](#)

