



NHS
The Royal
Orthopaedic Hospital
NHS Foundation Trust



Workforce Race Equality Standards 2019/20

The Royal Orthopaedic Hospital

ROH Workforce Race Equality Standard (WRES)

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Background

The WRES was introduced in 2015 to enable employees from black and minority ethnic (BME) backgrounds to have equal access to career opportunities and receive fair treatment in the workplace. The data and information collated for WRES should be used to prioritise how staff are motivated, included and feel valued.

WRES Data

Staff data was collected and submitted to NHS England in August 2020. The data period is 1st April 2019 to 31st March 2020 and is formulating into nine WRES Indicators. All NHS Trusts are required to collate and publish this information on their website.

Table One below shows ROH WRES Performance Data for all indicators comparing 2016, 2017, 2018, 2019 and 2020. National data is currently not available as a comparison. This information with national comparisons will be presented at the February Staff Experience and OD (SE&OD) meeting.

Data for Indicators 5 – 8 is collated from the National Staff Survey (NSS) results which staff completed between 4th October and 30th November 2020.

The WRES action plan and approach forms part of the work completed under the ROH Equality and Diversity agenda. The key actions achieved over the last twelve months have included:

- Initial meeting to start a BAME network
- Black History Month event held by the Equality and Diversity network November 2019
- Diabetes awareness event (held in Outpatients) focussed at staff member and patients from a BAME background
- Participation of staff members on National NHS BAME leadership programme
- E&D Network meeting and awareness events
- Appointment of Equality and Diversity Lead to Trust Board
- WRES information added to face to face core mandatory session
- Analysis of course evaluations on mandatory training re quality of delivery

Table One: Summary of ROH Trust WRES for each of the nine WRES Indicators (2016 -2020)

WRES Indicator	Indicator Definition	ROH NHS Trust					Comments
		2016	2017	2018	2019	2020	
1	% of staff BME	22.1	24.2	24.4	23.7	24.5	No significant change There has been an % increase of staff members at Bands 6-7
2	Relative likelihood of White staff being appointed from shortlisted candidates compared to BME staff	1.99	1.45	1.64	1.70	1.36	Positive change with an ambition for further improvement through the Recruitment Project
3	Relative likelihood of BME staff entering formal disciplinary	1.17	1.01	1.33	1.83	2.48	Negative change It should be noted that this figure is from only 7 formal capability cases

WRES Indicator	Indicator Definition	ROH NHS Trust					Movement from 2017
		2016	2017	2018	2019	2020	
4	Relative likelihood of BME staff accessing non-mandatory CPD	1.05	1.0	1.22	1.12	1.08	No significant change
5	% of BME staff experiencing harassment, bullying or abuse from patients or public in last 12 months	19.2	15.9	15.63	14.0	16.5	Negative change to be further reviewed
6	% of BME staff experiencing harassment, bullying or abuse from staff in last 12 months	30.4	26.6	45.31	31.0	25.0	Positive change
7	% of BME staff believing the trust provides equal opportunities for Career progression or promotion	62.0	71.4	65.9	72.0	83.1	Positive change
8	% of BME staff personally experienced discrimination at work from a manager/team leader of other colleague member of staff	18.4	6.25	12.50	18	16.7	Positive change
9	% of the full Board identifying as BME	0	0	0	0	1	Positive change

WRES Action Plan

Status key: **5** Complete **4** On track **3** Some delay – expect to completed as planned **2** Significant delay – unlikely to be completed as planned **1** Not yet commenced **0** Objective Revised

Action	Relates to Indicators	Completion date	Comments	Lead	Progress
Trust Board Inclusion updates and awareness sessions	9	Ongoing	Following session in September 2020	Sharon Malhi Clare Mair	4
Development of MMEG network with formal structure	1-9	January 2021	Starting following listening sessions in July 2020	Clare Mair	4
MMEG participation at Health and Wellbeing Week	1-9	September 2020	First event organised by MMEG network	Clare Mair Sheeba Mir	5
Black History Month – MMEG participation	1-9	October 2020	To be organised by the E&D network and MMEG network	Clare Mair Network members	4
Anti racist pilot workshop sessions	4	December 2020	Content reviewed and delivered by MMEG network members	Harriet Norman Clare Mair	4
Actions reviewed and added to Equality and Diversity Plan for 2021	1-9	November 2020		Clare Mair and action leads	4
Recruitment project to analyse shortlisting to appointment difference for BAME staff and recommend best practice	2	December 2020 (updated deadline)	Significantly delay due to resourcing. Project now being managed by Mandy Johal Freedom to Speak Up Guardian. Recommendations to be finalised by December 31 st 2020	Clare Mair Mandy Johal	3
Recruitment of MMEG committee members including Chair	1-9	January 2021		Clare Mair	3

