



NHS Workforce Race Equality Standard (WRES) October 23

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Royal Orthopaedic Hospital Workforce Race Equality Standard (WRES)

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 May 2023. The data period is 1st April 2022 to 31st March 2023 and is formulated into nine WRES Indicators. All NHS Trusts are required to collate and publish this information on their website. This information will be published following sign off from the Staff Experience and OD Trust Board committee.

Table 1 below shows ROH WRES Performance Data for all indicators comparing 2016 – 2023. National data is currently not available as a comparison. This information with national comparisons will be presented at a future Staff Experience and OD (SE&OD).

Data for Indicators 5 – 8 is collated from the National Staff Survey (NSS) results which staff completed between 4th October and 24th November 2022.

Our Equality Diversity & Inclusion Agenda

Equality is about creating a fairer society where everyone has the opportunity to fulfil their potential.

We recognise the right of all our patients, visitors, and employees to be treated fairly and considerably irrespective of age, gender, marital status, religious belief, ethnic background, nationality, sexual orientation, disability, and social status. Our approach is driven by our ambition to be the best we can be in our well-being, Equality, Diversity, and Inclusion agenda.

We are committed to promoting equality and diversity in everything we do; we strive for the Trust to be a safe place where people can be their true and authentic selves.

Our values are more than words, they define how we treat one another and how we deliver care. Positive values are the bedrock of our culture. Our values inform how we understand and practice inclusion at ROH. They are respect, compassion, excellence, pride, openness, and innovation.






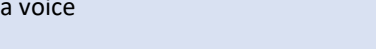
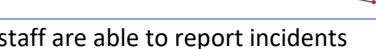
Our vision is to nurture a connected culture of belonging where we bring our authentic selves to work and visitors experience an inclusive environment, ready to meet their





needs. To achieve our vision, all staff working in the NHS today need an awareness of inclusion issues and who is afforded protection.

The WRES action plan and approach forms part of the work completed under the Multi Minority Ethnicity staff network and Equality and Diversity network. The key actions achieved over the last twelve months have included:

- Listening sessions to hear the views of different diverse groups
- Celebration to recognise Windrush Day
- Celebration of Black History Month
- Representation at regional events including NHS Windrush event
- Launch of MMEG mentoring programme (part of a wider Trust men
- Participation in regional and national BAME events (including events external to the NHS)
- Progress made with participation at MMEG network
- Mentoring programme with successful career progression
- Support of intern on 10000 Black Intern programme

Table 1: Overview of WRES indicators

WRES Indicator	Indicator Definition	2016	2017	2018	2019	2020	2021	2022	2023	visualisation	22/23 Di	Positive / Negative
1	% of staff BME	22.1	24.2	24.4	23.7	24.5	27.6	25.9	28.8		2.9	✓
Summary of results – There has been an increase in the number of staff members joining the Trust from a BME background. Work will be completed in the next 12 months to review the data in more detail												
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	1.55	1.62	1.98		0.36	✗
Summary of results – This is a decline from the previous year and there has been a decreasing trend since 2020. Work has already started in the Workforce and OD team to review the data												
3	Relative likelihood of BME staff entering formal disciplinary	1.17	1.01	1.33	1.83	2.84	1.44	2.84	0.48		-2.36	✓
Summary of results – This figure is related to 5 cases over the 12 month period												
4	Relative likelihood of BME staff accessing non mandatory CPD	1.05	1.00	1.22	1.12	1.08	1.13	1.03	1.00		-0.03	✗
Summary of results – There has been a very slight decline in this area however this is still a positive position at parity												
5	% of BME staff experiencing harassment, bullying or abuse from patients or public in last 12 months	19.2	15.9	15.6	13.7	16.5	15.6	15.9	20.8		4..9	✗
Summary of results – There has been a significant decline in this year which will be addressed in work on speaking out and having a voice												
6	% of BME staff experiencing harassment, bullying or abuse from staff in the last 12 months	30.4	26.7	45.3	31.5	25.0	24.8	27.8	19.4		-8.4	✓
Summary of results – There has been a positive increase in this area however it is recognised that more work is needed to ensure staff are able to report incidents												
7	% of BME staff believing the trust provides equal opportunities for career progression or promotion	null	null	42.9	49.3	51.9	43.1	41.1	47.3		6.2	✓
Summary of results – There has been a positive increase in this metric and work will continue to support BME staff with career progression including continuation of the MMEG mentoring programme												

8	% of BME staff personally experienced discrimination at work from a manager /team leader or other colleague member of staff	18.4	6.3	12.5	18.3	16.7	14.5	12.2	11.7		-0.5	
Summary of results – This is a positive move however it is again recognised that work will continue in speaking up and reporting safely to further improve this metric												
9	% of the full board identifying as BME	0.0	0.0	0.0	0.0	11.0	28.6	25.0	21.4		-3.6	
Summary of results – There has been a slight decline due to changes in Trust Board membership. An inclusive recruitment approach will continue to be used to recruit future Board members												

ROH WRES action plan 2023 - 2024

This plan gives an overview of the key areas of work that will be undertaken to support the WRES indicators. All actions are aligned to the ROH Inclusion Action plan under the six high impact areas

Indicator	Outcome and Impact	Action	Planned Target date	RAG	Lead	Comments
	Impact area: Ambassadors					
7	Embed an effective Mentoring approach to offer staff from diverse backgrounds support particularly around career development	<ul style="list-style-type: none"> Continue work to embed a mentoring approach for colleagues which will be extended to other colleagues First evaluation completed 	Launch March 2024		MMEG Mentoring project group led by Falon Paris- Caines	Number of colleagues who attend the mentoring and mentee programme Number of career opportunities confirmed for attendees

	Impact area: Culture					
2, 9	<p>Inclusive approach to attracting, recruiting, and retaining staff</p> <p>New 100 days induction approach launched and evaluated</p>	<ul style="list-style-type: none"> • New bank of inclusive questions to be added to recruitment • Review options for a diverse interview panel model • Upskilling managers in inclusive recruitment • Review data set for shortlisted to appointment to identify of key areas of focus • Work to be underpinned by Restorative Just Learning Culture (RJLC) project including workforce policies • Work will also be incorporated into future Trust Board recruitment practices 	March 2024		<p>Workforce and OD Team</p> <p>Support from the staff networks</p>	Onboarding refresh programme was relaunched in August 2022

	Impact area: Staff and patient voice					
5-8	Further develop the Freedom to Speak Up Guardian (FTSU) approach	<ul style="list-style-type: none"> • Support of network of FTSU champions across the Trust • Increased visibility of Guardian role through a Trust wide campaign including Speak out month • Reporting back to the Trust on harassment and bullying • Review incident reporting information provided to staff 	March 2024		Claudette Jones Freedom to Speak Up Guardian	
1-9	Build support for staff networks to include staff, patients, and senior leaders	<p>Interventions to include</p> <ul style="list-style-type: none"> • Senior leadership sponsorship on staff networks reconfirmed • Continue to set up listening session for staff groups supported by Executive sponsors 	March 2024		Clare Mair Jeeves Sundar	<p>Each staff network is sponsored by an Executive Director. This is currently being reviewed due to changes in the Executive team</p> <p>Review of data to see changes in staff voice questions on the staff survey</p> <p>Network chair meetings to continue with continuous improvement format</p>

1	Improvement of declaration rates	<ul style="list-style-type: none"> • With support from staff networks, encourage staff to declare diversity information. This will enable better engagement and support from staff from diverse backgrounds • Review how data can be used to engage with staff 	July 2024		Clare Mair ESR team Staff networks	Review lessons learnt from improvements for disability declaration rate
1-9	MMEG Photographic Exhibition	To display a photographic exhibition to celebrate cultures and backgrounds at Trust through staff member stories	December 2023		MMEG OD & Inclusion Team	

	Outcome	Action	Target date			Comments
	Impact area: Education					
5-8	Implementation of new Appraisal approach	<ul style="list-style-type: none"> Upskilling managers to adopt new approach with teams To include enhanced career development conversations training 	March 2024		Clare Mair	
4	Implement education programmes and tools to ensure staff at all levels have an awareness and understanding of EDI topics	Key work to include: <ul style="list-style-type: none"> Review Anti-Racist Workshop Continue to embed EPIC approach Numbers of staff completing training and impact TED Training 	February 2024		Jeeves Sundar	Progress report on projects will be provided on a quarterly basis Staff survey results linked to training

1-9	Inclusion calendar communicated across Trust	<ul style="list-style-type: none"> Calendar communicated annually to show key dates recognised in celebrating Inclusion Action plan in place to highlight specific dates recognised in each staff network 	January 2024		OD and Inclusion administrator Network Chairs	
Impact area: Best practice						
1-9	Establishment of links with regional and national NHS colleagues to share best practice	Working with the organisations above in the partners' section Leading on regional and national projects where appropriate Support on Birmingham and Lewisham African and Caribbean Health Inequalities Review (BLACHIR)	March 2024		Workforce and OD team	<ul style="list-style-type: none"> Workforce and OD colleagues link in with regional colleagues to work on joint projects, including Black History Month and East & Southeast Asian Heritage month

	Outcome	Action	Target date			Comments
	Impact area: Data and metrics					
1-9	Developing further NHS compliance data in user friendly format	<p>Ensure NHS WRES metrics and analysis is made visible for all staff</p> <p>Reports show clear progress and future areas of focus</p>	January 2024		<p>OD and Inclusion team</p> <p>MMEG Group</p>	
2-4	<p>Embedded approach to Equality impact Assessments (EQIA) across all departments</p> <p>Robust approach to EQIA to be adopted across work at the Trust including policies, patient pathways and project plans</p>	<ul style="list-style-type: none"> Recommended documentation, guidance, monitoring, and training is embedded and understood within the Trust 	December 2023		Jeeves Sundar	