2022 WRES DATA AND ACTION PLAN

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| **INDICATOR** | **31st March 2020** | **31st March 2021** | **31st March 2022** |  |  |
| 1) Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce | **WHITE** | **BME** | **ETHNICITY UNKNOWN** | **WHITE** | **BME** | **ETHNICITY UNKNOWN** | **WHITE** | **BME** | **ETHNICITY UNKNOWN** |  |  |
| **1a) non-Clinical workforce** |  |  |  |  |  |  |  |  |  | **ACTION PLAN 2022/23** | **Update April 2023** |
| Under Band 1 |  |  |  |  |  |  | 80.0 | 20.0 |  |  |  |
| Band 1 |  |  |  |  |  |  |  |  |  |  |
| Band 2 | 81.6 | 6.9 | 11.5 | 89.4 | 5.9 | 4.7 | 90.9 | 5.7 | 3.4 |  |
| Band 3 | 85.3 | 13.8 | 0.9 | 83.8 | 14.2 | 2.1 | 66.3 | 13.2 | 20.6 |  |
| Band 4 | 91.0 | 6.7 | 2.2 | 82.7 | 13.5 | 3.9 | 81.6 | 11.4 | 7.0 |  |
| Band 5 | 75.9 | 19.0 | 5.2 | 78.6 | 17.1 | 4.3 | 80.6 | 15.3 | 4.2 |  |
| Band 6 | 85.5 | 12.7 | 1.8 | 74.1 | 15.5 | 10.3 | 77.0 | 14.8 | 8.2 |  |
| Band 7 | 84.3 | 13.7 | 2.0 | 84.0 | 12.0 | 4.0 | 74.6 | 11.3 | 14.1 |  |
| Band 8A | 93.3 | 6.7 |  | 100.0 |  |  | 93.5 |  | 6.5 |  |
| Band 8B | 75.0 | 25.0 |  | 87.5 | 12.5 |  | 85.7 | 14.3 |  |  |
| Band 8C | 84.6 | 15.4 |  | 81.8 | 18.2 |  | 75.0 | 25.0 |  |  |
| Band 8D | 100.0 |  |  | 100.0 |  |  | 100.0 |  |  |  |
| Band 9 |  |  |  |  |  |  | 100.0 |  |  |  |
| VSM | 91.7 | 8.3 |  | 93.3 | 6.7 |  | 91.7 | 8.3 |  |  |

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| **1b) Clinical workforce** |  |  |  |  |  |  |  |  |  |  |  |
| *of which non-Medical* |  |  |  |  |  |  |  |  |  |  |  |
| Under Band 1 |  |  |  |  |  |  | 100.0 |  |  |  |  |
| Band 1 |  |  |  |  |  |  |  |  |  |  |
| Band 2 | 79.5 | 6.8 | 13.6 | 82.9 | 9.8 | 7.3 | 87.8 | 9.8 | 2.4 |  |
| Band 3 | 77.9 | 19.9 | 2.2 | 76.4 | 16.7 | 6.9 | 76.9 | 18.1 | 5.0 |  |
| Band 4 | 85.3 | 10.4 | 4.3 | 76.2 | 9.1 | 14.7 | 74.8 | 9.5 | 15.7 |  |
| Band 5 | 84.6 | 13.7 | 1.7 | 84.4 | 12.7 | 2.9 | 73.0 | 9.7 | 17.3 |  |
| Band 6 | 85.3 | 8.9 | 5.8 | 86.8 | 9.5 | 3.6 | 83.8 | 9.2 | 7.0 |  |
| Band 7 | 86.3 | 7.9 | 5.8 | 86.8 | 10.7 | 2.5 | 86.1 | 10.6 | 3.2 |  |
| Band 8A | 91.7 | 5.6 | 2.8 | 89.2 | 7.7 | 3.1 | 90.3 | 8.3 | 1.4 |  |  |
| Band 8B | 84.6 | 15.4 |  | 90.5 | 9.5 |  | 90.5 | 9.5 |  |  |
| Band 8C | 100.0 |  |  | 100.0 |  |  | 100.0 |  |  |  |
| Band 8D |  |  |  |  |  |  | 100.0 |  |  |  |
| Band 9 |  |  |  |  |  |  |  |  |  |  |
| VSM | 100.0 |  |  | 100.0 |  |  | 100.0 |  |  |  |
| *of which Medical & Dental* |  |  |  |  |  |  |  |  |  |  |  |
| Consultants | 40.5 | 42.9 | 16.7 | 51.2 | 46.3 | 2.4 | 48.9 | 46.8 | 4.3 |  |  |
| *of which Senior medical**manager* |  |  |  |  |  |  |  |  |  |  |
| Non-consultant career grade | 58.7 | 26.1 | 15.2 | 64.8 | 25.9 | 9.3 | 66.7 | 25.9 | 7.4 |  |
| Trainee grades | 90.9 | 9.1 |  | 41.7 | 41.7 | 16.7 | 43.8 | 43.8 | 12.5 |  |
| Other |  |  |  |  |  |  |  |  |  |  |
| **Total Workforce** | **83.8** | **11.5** | **4.8** | **82.5** | **12.0** | **5.5** | **79.6** | **11.6** | **8.8** | We will seek to have a workforce at all pay bands and roles which is representative of our BAME workforce by * Commissioning and rolling out Cultural Intelligence training across the Trust using a train-the-trainer model.
* Continuing to offer career development sessions to all staff networks and wider (links to actions against indicator 4 below)
* Implementing the CCS action plan following our review of No More Tick Boxes and If Your Face Fits (links to actions against indicator 2 below)
* Implementing mandating of having diverse recruitment panels as standard in all interviews (links to actions against indicator 2 below)
* Agree and set stretch Disparity reduction targets to be achieved over the next 5 years
 | CI programme commissioned for roll out in 2023. Mentor scheme relaunched, cohorts of diversity mentors trained, Board members partnered with mentors. No More Tock boxes action plan on schedule. Implemented from 1 April 2023Stretch Targets agreed and embedded in People Strategy  |

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| **INDICATOR** | **2019-20** | **2020-21** | **2021-22** | **ACTION PLAN 2022/23** |  |
| 1. Relative likelihood of White staff being appointed from shortlisting across all posts compared to BME staff
 | 1.48 | 1.75 | 1.55 |  |  |
| Implementing the CCS action plan following our review of No More Tick Boxes and If Your Face Fits  | Implementation of Plan on track. |
| Implementing mandating of having diverse recruitment panels as standard in all interviews by January 2023 all panels\* will consist of 3 diverse members with 1 of these being BAME | Go Live date changed to 1 April 2023 to allow time to train more staff in recruitment and selection. Implementation took place and now live  |
| Provide staff with regular up-to-date information to support the Trusts commitment to the diversity and inclusion of our workforce by: * Reviewing, updating, and re-sharing our cultural awareness information
* Continue to promote and support “See Me First Champions”
 | On going and Regular information sharing and from April 2023, cultural diversity newsletter in place  |
| Continue work/support developed by previously completed actions:* Continue ensure recruiting staff have been trained and to continue to deliver and update our recruitment training (anti-discriminatory practice)
 | Training updated and regularly delivered and on demand. |
| 1. Relative likelihood of BME staff entering the formal disciplinary process compared to White staff
 | 0.81 | 0.49 | 0.52 | Commissioning and begin the roll out Cultural Intelligence training across the Trust using a train-the-trainer model in 2023 | CI programme commissioned for roll out in 2023.  |
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| See 2 above  |  |
| Ensuring we have sufficient trained Cultural Ambassadors and continuing to support them. | New cohort recruited and training being sources from the RCN  |
| 1. Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff
 | 1.14 | 1.12 | 1.06 | Continuing to offer career development sessions to all staff networks and wider by:* Providing training & development opportunities on the Training & Education intranet pages, including a BAME staff specific list of opportunities.
* Actively participate in the planned D&I work of our ICS partners for 2022/23 and with our Cultural Diversity Network to identify and share opportunities for development.
* Relaunching Diversity Mentoring- training for Diversity Mentors will begin in January 2023
 | Diverse mentoring re launched, mentors trained and matching of mentors and mentees in place. Board members have a BAME mentor.2023 satff survey action plan included an action to provide career support to all BAME staff. Already embedded in appraisal process, but this will be in addition.  |

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| **STAFF SURVEY INDICATORS** | **2019-20** | **2020-21** | **2021-22** | **ACTION PLAN 2022/23** |  |
|  | **BME** | **White** | **BME** | **White** | **BME** | **White** |  |  |
| 1. % of Staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
 | 26% | 18% | 25% | 20% | 26% | 20% | Implement the actions identified in the CCS self-assessment against the Violence Prevention Standards (violence and aggression from members of the public) led by the Health & Safety Committee | Plan in place, overseen by H and S committee and a subgroup. Work ongoing |
| 1. % of Staff experiencing harassment, bullying or abuse from staff in last 12 months
 | 13% | 10% | 17% | 11% | 21% | 11% | Commissioning and rolling out Cultural Intelligence training across the Trust using a train-the-trainer model | Commissioned and roll out in 2023 |
| 1. % of Staff believing that Trust provides equal opportunities for career progression or promotion\*
 | 48% | 68% | 47% | 71% | 49% | 68% | See 4 above  |  |
| See 2 above  |  |
| 1. % of Staff personally experienced discrimination at work from Manager/team leader or other colleagues
 | 7% | 3% | 7% | 3% | 18% | 4% | Continue to work with the Cultural Diversity staff network to learn from their experiences | Ongoing and Regular senior leaders’ engagement with network chair, feedback acted on e.g. addition of discussion on time to attend networks build into 1;1 and appraisal discussions etc  |
| See related action above  |  |
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* The NHS Staff Survey team changed the calculation of indicator 7 in 2022, the new calculation has been applied retrospectively to surveys 2017 onwards. These have been added to the above table.

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| **INDICATOR** | **31st March 2020** | **31st March 2021** | **31st March 2022** | **ACTION PLAN 2022/23** |  |
| **9) % difference between the organisations Board voting membership and its overall workforce** | **WHITE** | **BME** | **ETHNICITY UNKNOWN** | **WHITE** | **BME** | **ETHNICITY UNKNOWN** | **WHITE** | **BME** | **ETHNICITY UNKNOWN** |  |  |
| **Total Board Members** | **91.7** | **8.3** |  | **92.3** | **7.7** |  | **92.3** | **7.7** |  |  |  |
| Voting Board Members | 90.9 | 9.1 |  | 91.7 | 8.3 |  | 91.7 | 8.3 |  |  |  |
| Non-voting Board Members | 100.0 |  |  | 100.0 |  |  | 100.0 |  |  |  |
| Executive Board Members | 100.0 |  |  | 100.0 |  |  | 100.0 |  |  |  |
| Non-Executive Board Members | 83.3 | 16.7 |  | 85.7 | 14.3 |  | 85.7 | 14.3 |  |  |
| **Total Workforce** | **83.8** | **11.5** | **4.8** | **82.5** | **12.0** | **5.5** | **79.6** | **11.6** | **8.8** | We will seek to have a Trust Board which is representative of the population we service and the staff we employ | Proactive drive to recruit to vacant NEDs posts from Diverse backgrounds  |
| We will continue and widen our mentoring and reverse mentoring for Board members | In Place  |
| Agree and set stretch Disparity reduction targets to be achieved over the next 5 years | In Place  |