



Somerset
Foundation Trust

Workforce Race Equality Standard (WRES) Annual Report 2020

outstanding care
listening and leading
working together

WORKFORCE RACE EQUALITY STANDARD

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1. Introduction

The Workforce Race Equality Standard (WRES) was launched in 2015 and is designed to demonstrate progress in ensuring colleagues from a black, Asian and minority ethnic (BAME) background have equal access to career opportunities and receive fair treatment in the workplace, including a specific indicator to address the low levels of NHS BAME Board representation.

The 2020 WRES return has been submitted under the two legacy Trusts as the data related to 31 March 2020. From 2021 a Somerset FT return will be required.

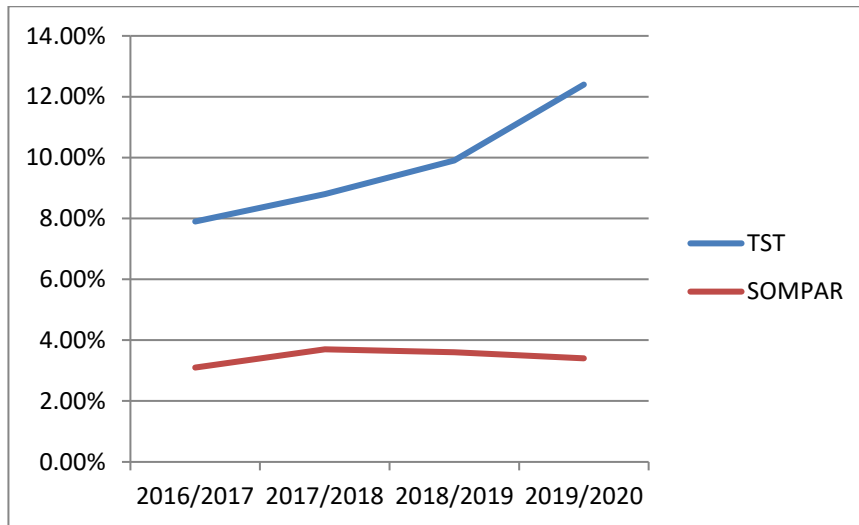
While both legacy Trusts have completed the data reporting part of the WRES requirement since 2015, there is the opportunity to improve the development of a subsequent action plan. As highlighted in the TST CQC inspection in January 2020: *“(the) actions in the Workforce Race Equality Standard plan were not owned by anyone and were not measurable to determine achievements. They were without ambition.”*

This year a WRES Action Group has been developed, utilising colleagues who have applied for the national NHS WRES expert programme, alongside members of the BAME colleague network. This group will scrutinise the data, and utilise improvement methodology to identify the possible causes and subsequent actions to improve the WRES. The details of this will be presented and monitored through the People Committee.

2. WRES Metrics 2019-2020

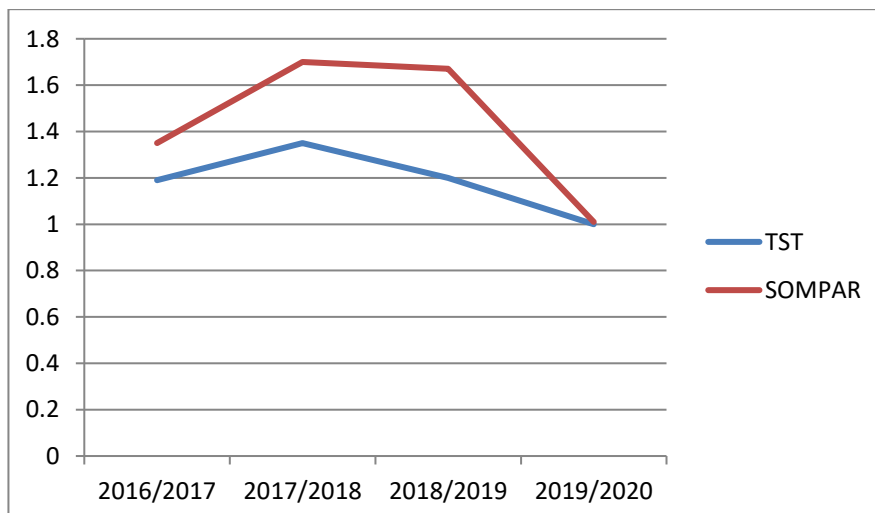
Metric 1: Percentage of BAME colleagues in Agenda for Change (AFC) and very senior managers

The percentage of BAME colleagues within the legacy organisations remains higher than the percentage of BAME people in the Somerset community. TST has seen the largest increase which is driven by the overseas recruitment for nursing roles over the last few years.



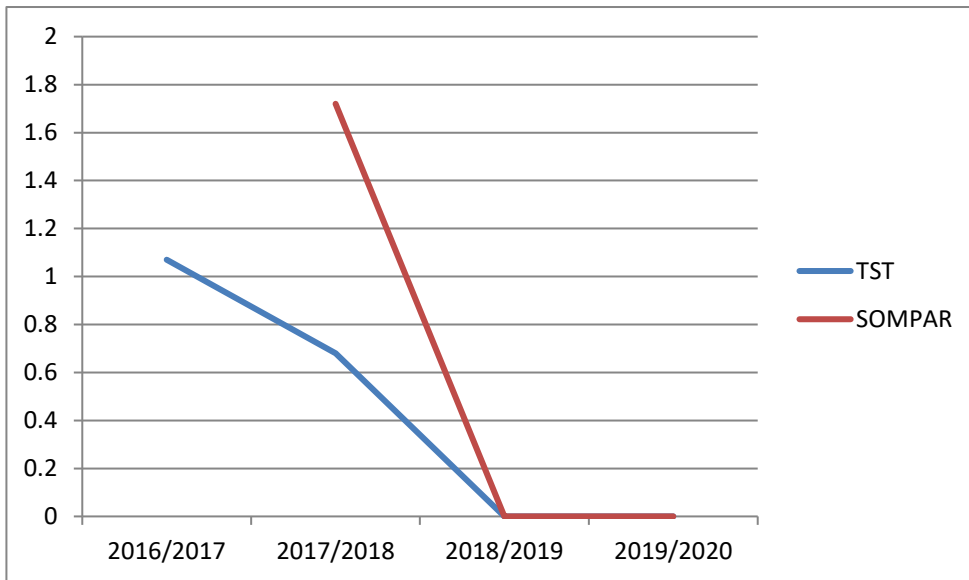
Metric 2: Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BAME applicants.

The information provided suggests a white person is no more likely to be appointed over a BAME person, however, this information requires further interrogation as this does not correlate with the lived experience of the BAME colleague network. The overseas recruitment on the TST side may account for this reduction.



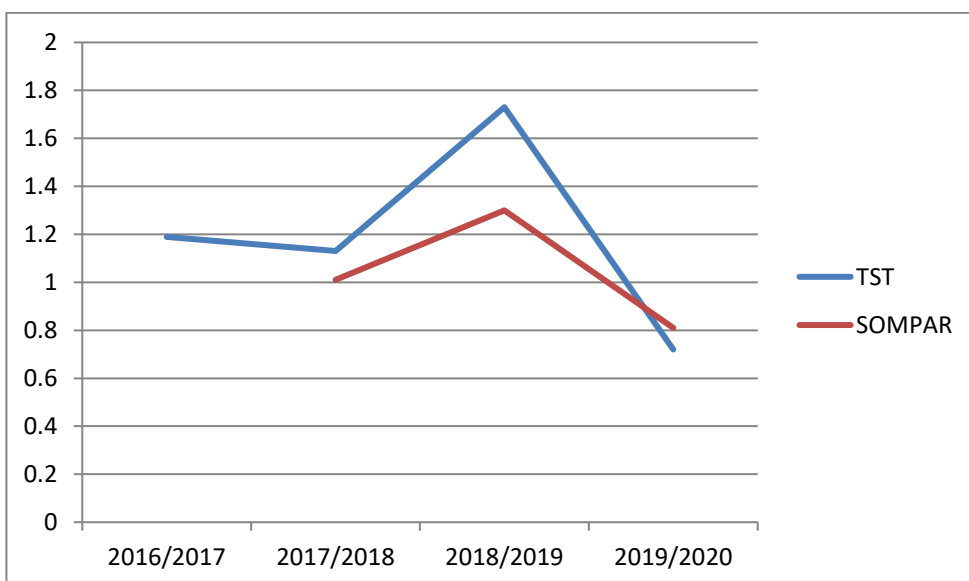
Metric 3: Relative likelihood of BAME colleagues entering formal disciplinary processes.

The information demonstrates a BAME colleagues is no more likely to enter formal disciplinary process with neither Trust having a BAME colleague in a formal disciplinary process.



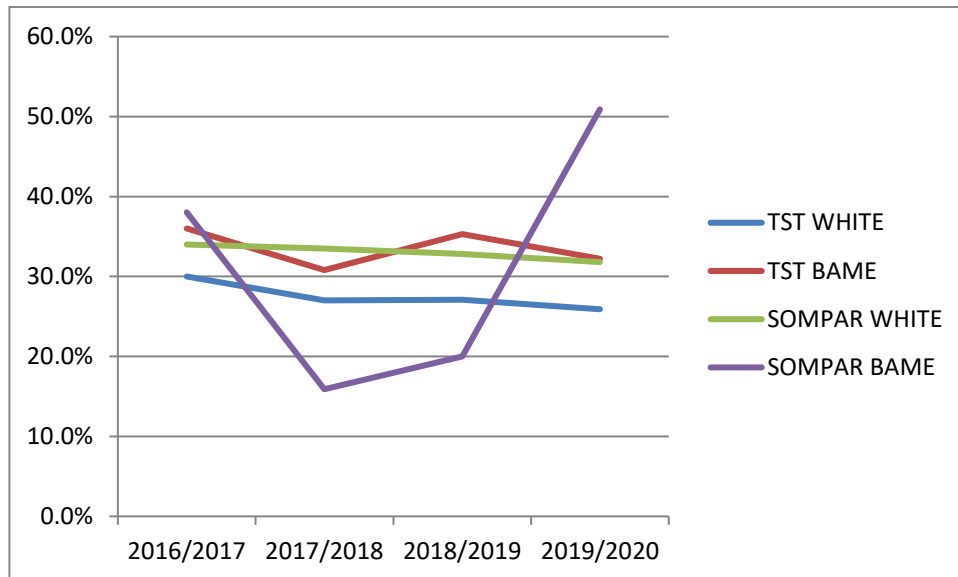
Metric 4: Relative likelihood of BAME colleagues accessing non mandatory training and CPD

The data shows this has been an improving picture with BAME colleagues being more likely to access additional training compared to white colleagues in this years report.



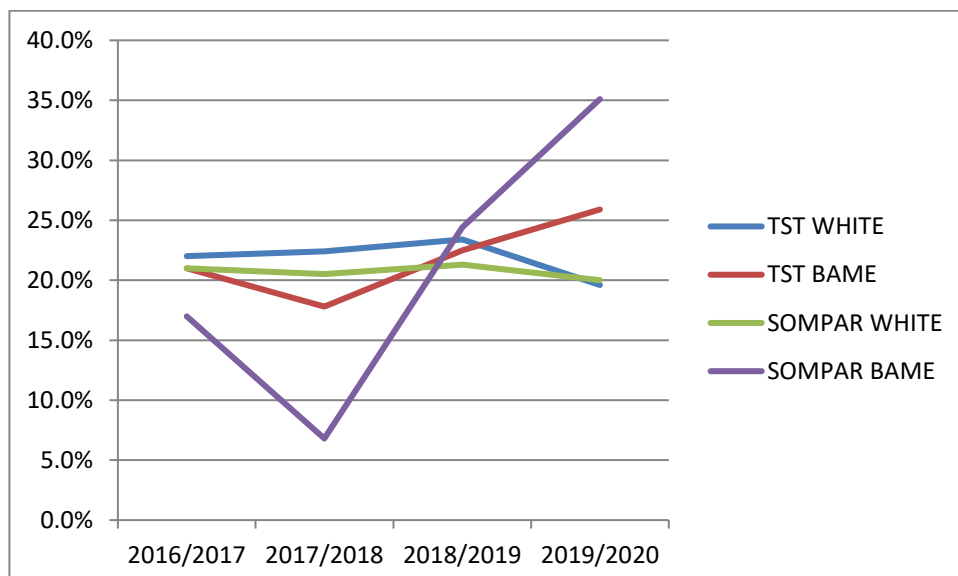
Metric 5: Percentage of colleagues experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months

This indicator is taken from the NHS Staff Survey and shows BAME colleagues are more likely to experience harassment, bullying or abuse, with a rise for SOMPAR in the last survey.



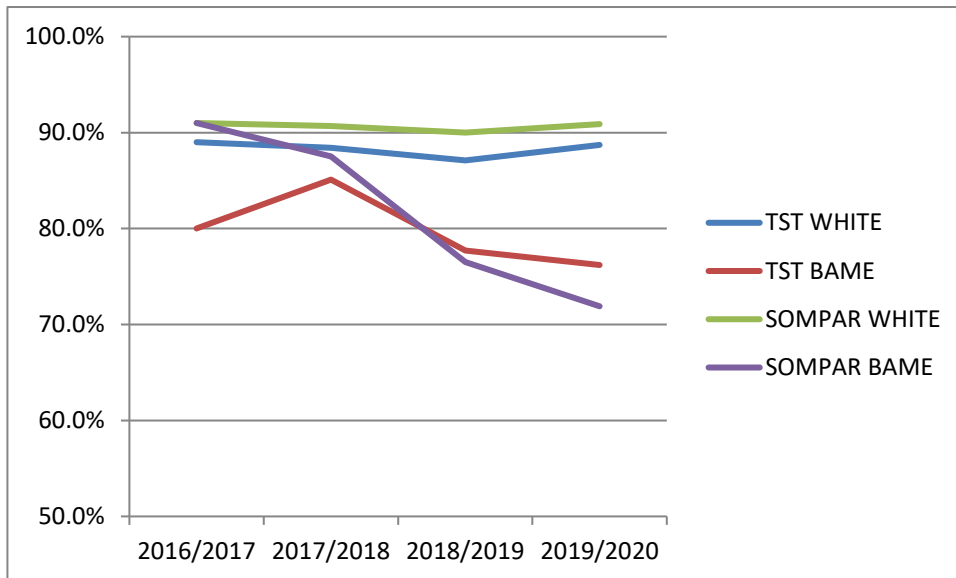
Metric 6: Percentage of colleagues experiencing harassment, bullying or abuse from colleagues in the last 12 months

This indicator is taken from the NHS Staff Survey and shows an increase for BAME colleagues with over a quarter of respondents experiencing harassment, bullying or abuse from colleagues.



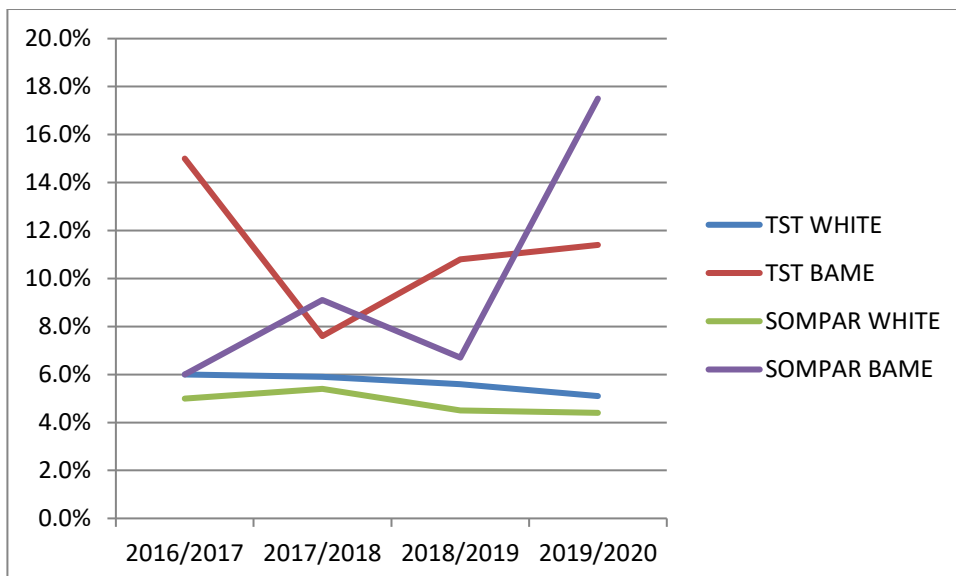
Metric 7: Percentage of colleagues believing the Trust provides equal opportunities for career progression

This data is taken from the NHS Staff Survey and shows there has been a widening of the gap over the last couple of years, with a 12 – 18% difference in perception between white and BAME colleagues.

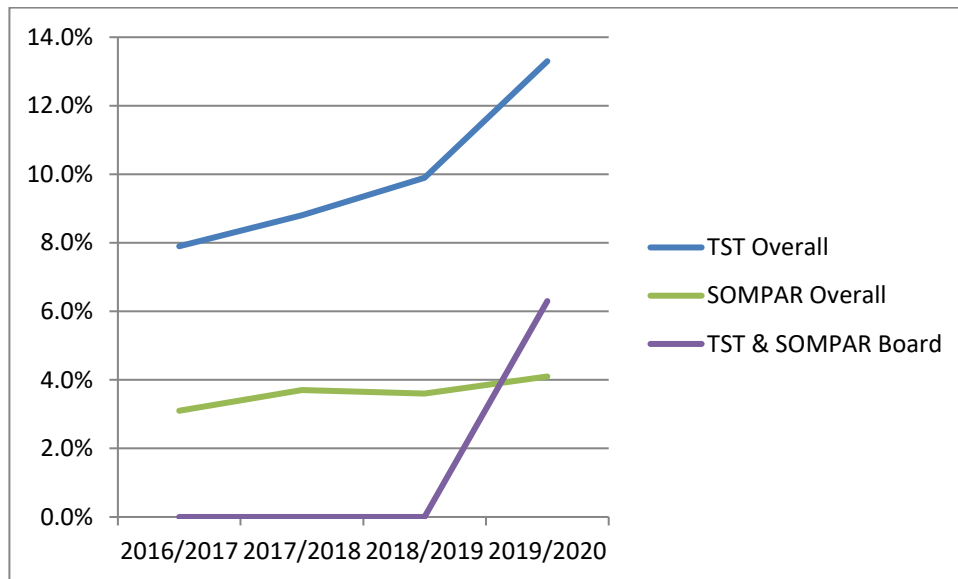


Metric 8: Percentage of colleagues experiencing discrimination at work from colleagues.

This information is taken from the NHS Staff Survey and shows BAME colleagues are more likely to experience discrimination and this is increasing.



Metric 9: Percentage difference between the BAME board voting membership and overall BAME workforce



3. Next Steps

The WRES data and analysis will be presented to the BAME Colleague Network and a working group of the BAME Network will be set up to lead further work developing and driving an action plan for the year. The group will be chaired by the Assistant Director People Services supported by the Improvement Team. The group will be a subgroup of the BAME Colleague Network and will be reporting through both the Inclusion Steering Group and the People Committee on an ongoing basis.

For more information

For more information about this report, please email the Inclusion Team on inclusion@somersetft.nhs.uk.

September 2020