

Workforce Race Equality Standard

Bolton NHS Foundation Trust 2023 Data Analysis Report

31 Mar 2023

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Introduction

- Fostering a culture of inclusion remains a critical priority for our organisation. An inclusive work environment provides a place where everyone feels welcome and can be the best version of themselves. This in turn enables our staff to thrive and deliver the best possible services and care to the people of Bolton.
- Nationally, it is known that colleagues from a Black, Asian and Minority Ethnic (BAME) background have a poorer experience of working within the NHS. The past few years have further highlighted the health inequalities which exist and how COVID-19 has impacted people from these communities. Also the murder of George Floyd in 2020 continued to show that systemic racism continues to exist in today's society.
- The importance of inclusion is embedded in the NHS People Plan and our Trust's Strategy 2019-2024. In addition, the Trust has articulated its' vision and priorities for improving EDI practice and health outcomes within its EDI Plan 2022-2026.
- Each year the Trust is required to publish Workforce Race Equality Standard (WRES).
- The WRES provides a framework for NHS organisation's to report, demonstrate and monitor progress against a number of indicators of workforce equality, and to ensure that employees from BAME backgrounds receive fair treatment in the workplace and have equal access to career opportunities.
- The requirement to have signed up to the WRES has been included in the NHS standard contract since 2016. It focuses on meeting requirements around ethnicity equality and hinges on nine race equality indicators, as part of the Equality Delivery System. These indicators are a combination of workforce data and results from the NHS national staff survey.
- The following information in the report details key findings from the data collated for 2022/2023 and offers comparisons from the previous five years and the national 2022 WRES report.
- This report is to be read in conjunction with the WRES action plan.

Key findings

Workforce Representation

3% increase of BAME staff represented at the Trust and more likely to be appointed. 11% BAME representation at band 9 positions

Recruitment

The relative likelihood of white applicants being appointed from shortlisting compared to BAME applicants has decreased by a relative likelihood of 0.3.

Disciplinary Process

BAME staff now have a slightly higher chance than White staff of entering the disciplinary process at a relative likelihood of 1.21

Harassment & Bullying

There has been a 4.5% decrease in the percentage of BAME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months

Harassment & Bullying

2% decrease in reports of bullying, harassment and abuse from staff

Career Progression

A 0.6% increase of BAME staff that believe the Trust provides equal opportunities for career progression or promotion.

CPD training

0.03% reduction in the likelihood of access CPD and non- mandatory training

Discrimination

1.4% increase in the percentage of staff that have personally experienced discrimination at work from manager/team leader or other colleague.

Board Representation

The percentage of BME board members has decreased slightly but there is a still significant difference in comparison to white board members

Key findings

WRES indicator			2017	2018	2019	2020	2021	2022	2023	Difference between 2022 & 2023
1	Percentage of BME staff	Overall	11.00%	11.60%	12.40%	12.90%	14.10%	15.00%	17.97%	2.97% ↑
		VSM	0.00%	4.80%	6.30%	8.30%	0.00%	0.00%	0.00%	0% ↔
2	Relative likelihood of white applicants being appointed from shortlisting compared to BME applicants		1.37	1.4	1.53	1.3	0.62	0.84	0.51	-0.33 ↑
3	Relative likelihood of BME staff entering the formal disciplinary process		2.34	1.87	1.59	1.64	0.93	1	1.21	0.21 ↓
4	Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff		0.97	0.95	0.91	0.9	0.99	0.99	1.02	0.03 ↓
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	BME	26.70%	20.00%	32.00%	28.80%	23.90%	27.70%	23.20%	-4.5% ↑
		White	26.80%	27.10%	31.00%	21.90%	25.70%	26.50%	25.90%	-0.6% ↑
6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	BME	26.80%	20.00%	29.00%	25.00%	27.00%	26.70%	24.70%	-2% ↑
		White	23.90%	27.10%	16.00%	23.60%	19.80%	20.50%	20.10%	-0.4% ↑
7	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	BME	87.90%	79.20%	75.00%	67.50%	74.80%	47.40%	48.00%	0.6% ↑
		White	92.70%	90.00%	90.00%	86.50%	90.10%	62.30%	61.10%	-1.2% ↓
8	Percentage of staff personally experienced discrimination at work from manager/team leader or other colleague	BME	14.00%	20.00%	18.00%	21.20%	15.30%	16.30%	17.70%	1.4% ↓
		White	6.10%	4.53%	5.00%	5.30%	5.30%	4.60%	5.20%	0.6% ↓
9	BME board membership		0.00%	7.70%	6.70%	6.70%	8.30%	15.40%	13.33%	-2.07% ↓

WRES indicator 1

Table 1 : Staff in Bolton FT by ethnicity: 2017 – 2023

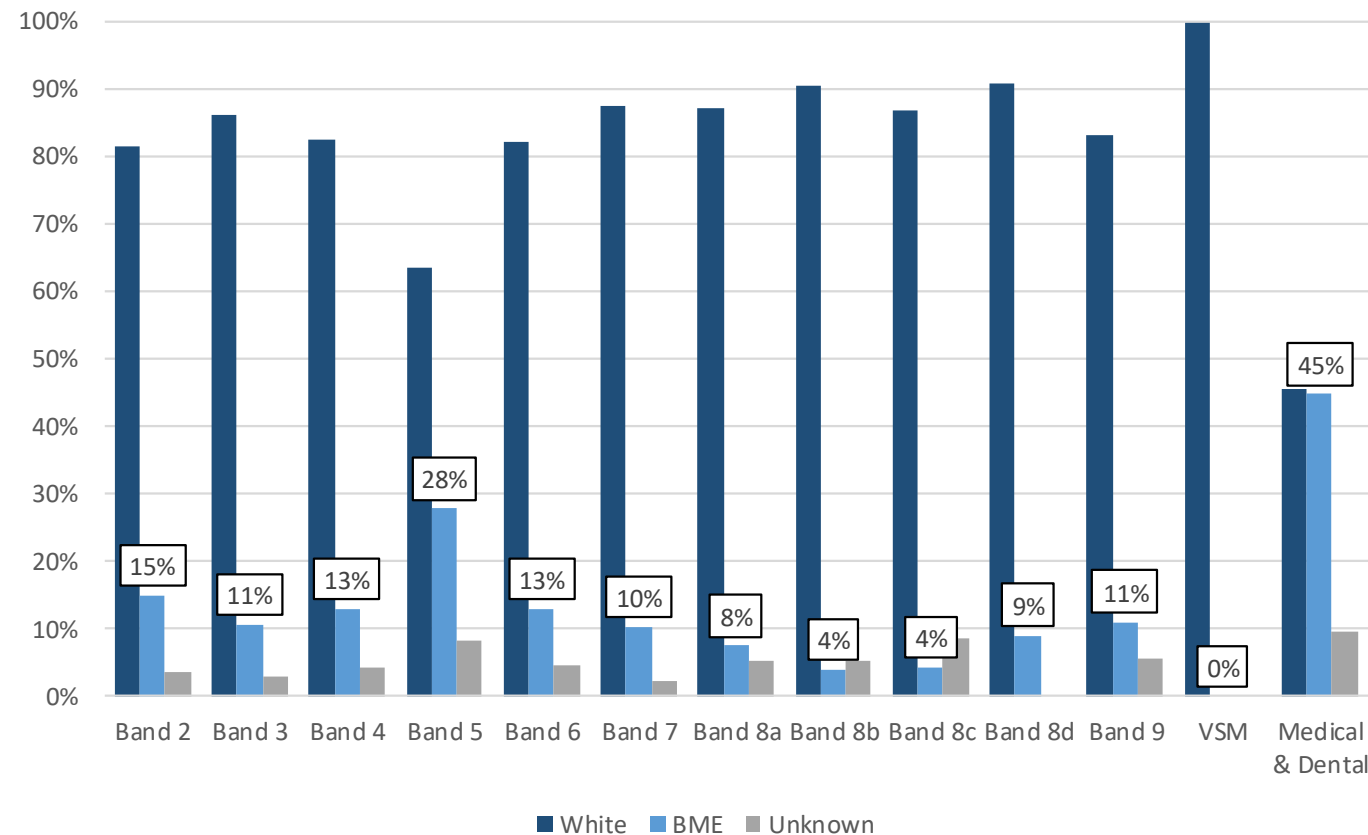
Year	Headcount			Percentage		
	White	BME	Unknown	White	BME	Unknown
2017	4532	601	349	82.7%	11.0%	6.4%
2018	4355	615	328	82.2%	11.6%	6.2%
2019	4453	679	325	81.6%	12.4%	6.0%
2020	4554	723	334	81.2%	12.9%	6.0%
2021	4686	820	317	80.5%	14.1%	5.4%
2022	4730	889	291	80.0%	15.0%	4.9%
2022	4685	1097	322	76.8%	18.0%	5.3%

- The overall headcount for the Trust is at 6104 (194 more staff than the previous year).
- 18% of staff are from a BAME backgrounds (1097 staff).
- Over the past year we have seen a positive 3% (208 additional employees) increase in the number of BAME staff employed by the Trust, and a 5.6% increase over the past 5 years.
- We have reached the initial target set out in the EDI Plan. However, the new Census 2021 data reveals the BAME Bolton population has increased from 18.2% in 2011 to 28%, calling for a revision of the set target.

WRES indicator 1

Chart 1

Staff in Bolton FT by ethnicity by Band: 2017 – 2023



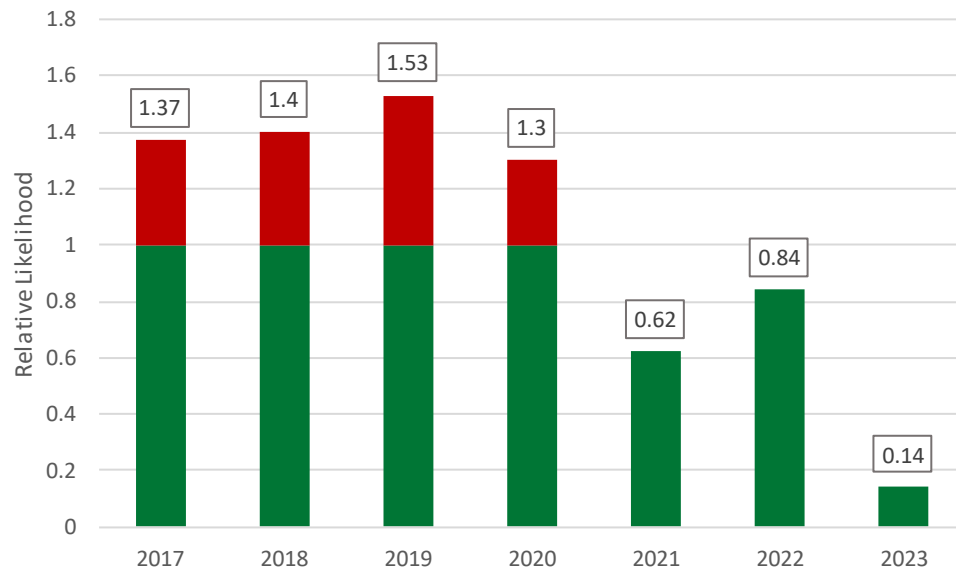
- The largest proportion of BME staff (28%) are still clustered at Band 5 as per last years results.
- There has also been an overall reduction of BAME staff in band 7, band 8b and 8c positions in the past year but an increase in band 8a, 8d and 9 positions and band 2 to 6 positions.

WRES indicator 2

Relative likelihood of white applicants being appointed from shortlisting compared to BME applicants: 2017 – 2023

**A figure below 1 indicates that white candidates are less likely than BAME candidates to be appointed from shortlisting*

2017	2018	2019	2020	2021	2022	2023
1.37	1.4	1.53	1.3	0.62	0.82	0.14



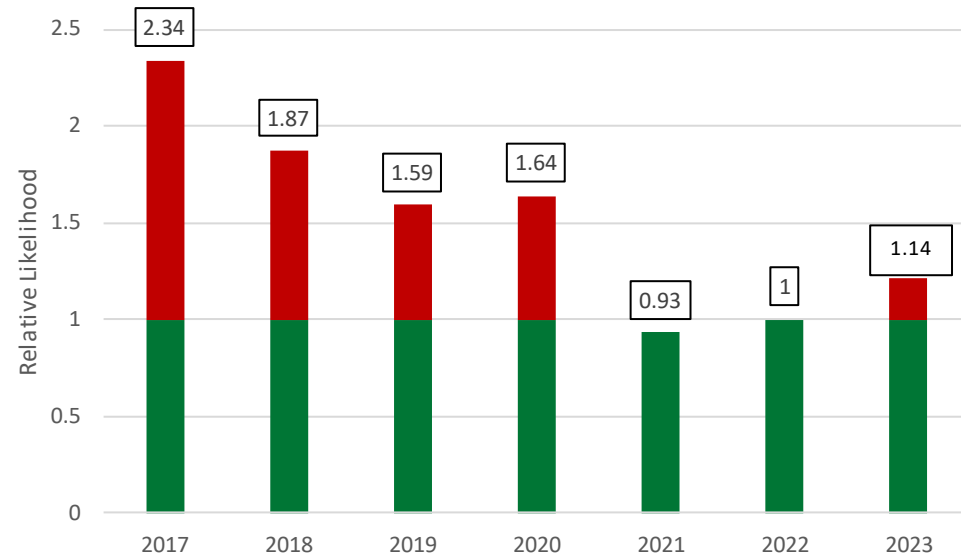
- For the last three years we have appointed proportionately more BAME applicants from shortlisting than white applicants. The result improved even further in the last year, currently at 0.14 compared to 1.61 nationally.
- Over the past 5 years the relative likelihood of white applicants being recruited from shortlisting has improved by 1.39 points, showing a positive reversal.

WRES indicator 3

Relative likelihood of BME staff entering the formal disciplinary process

* A figure below 1 indicates that BAME staff members are less likely than white staff to enter the formal disciplinary process whilst a score greater than 1.25 for BAME staff indicate they are more likely to be subject to formal process.

2017	2018	2019	2020	2021	2022	2023
2.34	1.87	1.59	1.64	0.93	1	1.14



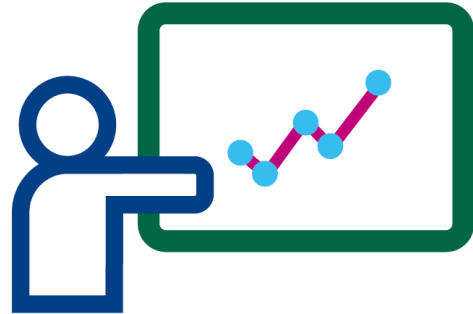
- The relative likelihood of BAME staff entering the formal disciplinary process has increased this year (now at 1.14 from 1) meaning that BAME staff now have a slightly higher chance than White staff of entering the disciplinary process. This is the same as the national average. A score of 0.8 to 1.25 indicates a non-adverse range.
- The overall figure has largely improved over the past 5 years when the score was 1.59 in 2019.

WRES indicator 4

Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff: 2017 – 2023

**A figure below “1” would indicate that white staff members are less likely to access non-mandatory training and CPD than BME staff.*

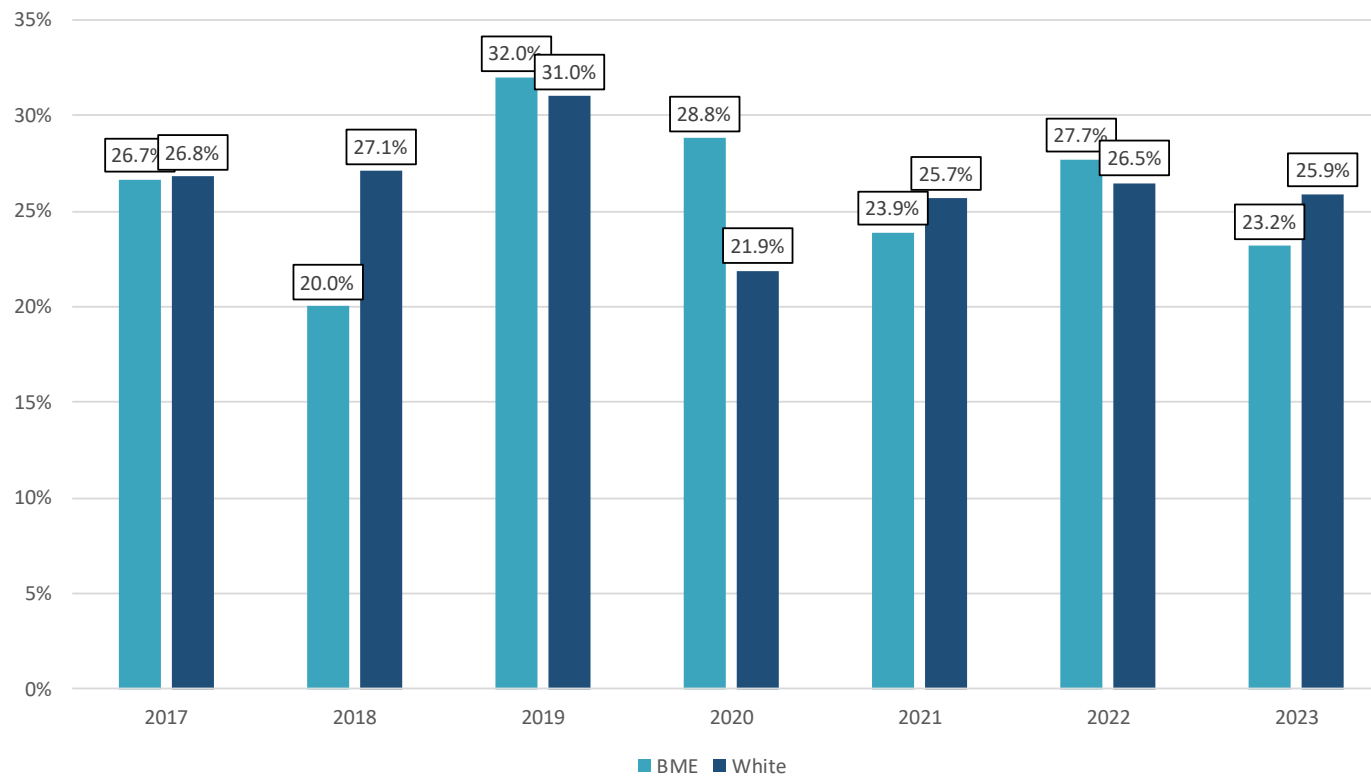
Year	Relative Likelihood
2017	0.97
2018	0.95
2019	0.91
2020	0.90
2021	0.99
2022	0.99
2023	1.02



- The relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff is now at 1.02. This shows a trend reversal where White staff are now slightly more likely to access non-mandatory or statutory training than BAME staff which supports career progression. This figure remains within the non-adverse range of 0.80 to 1.25.
- The Trusts score is better than the national average at 1.14.
- Analysis over the past 5 years shows for the first year White staff are more likely to access CPD and non-mandatory training.

WRES indicator 5

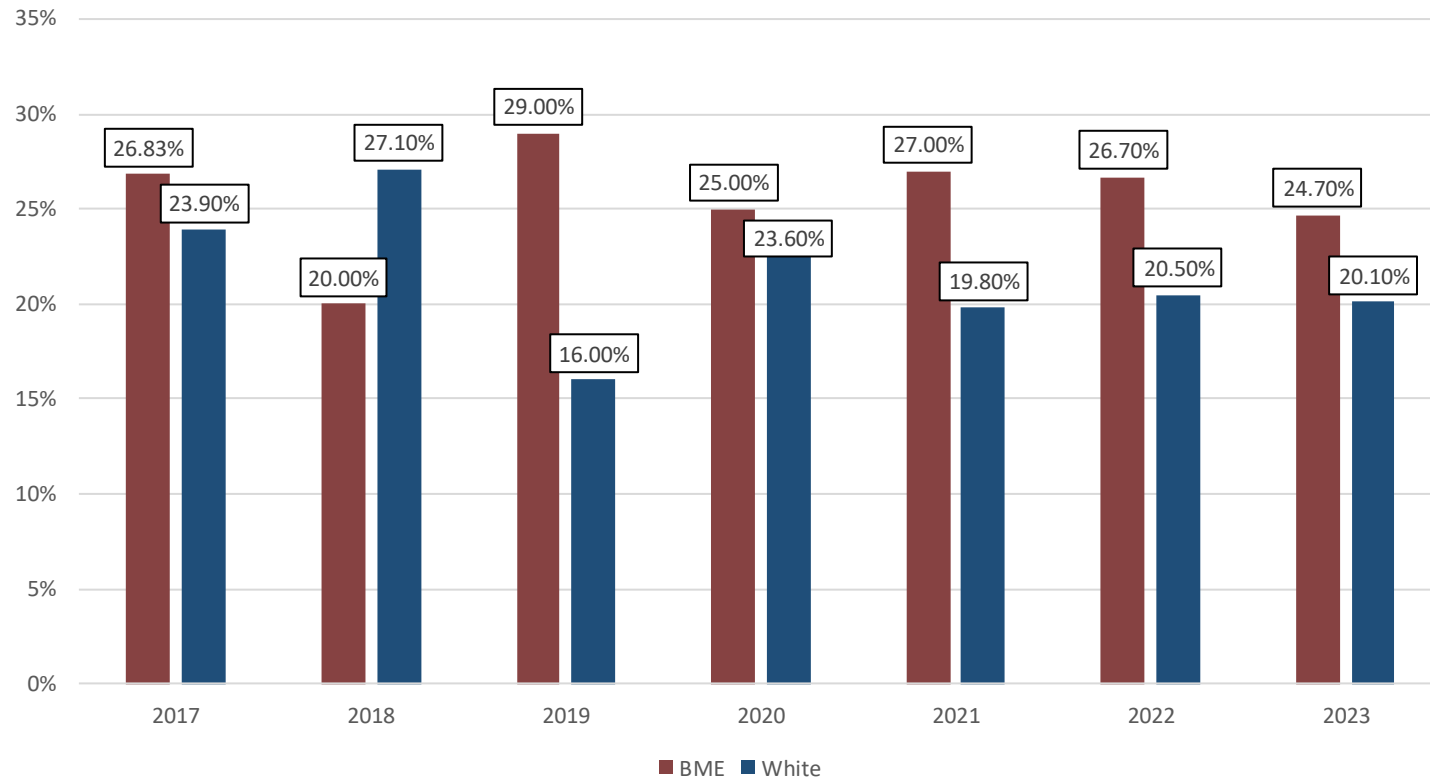
Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months: 2017 - 2023



- The National Staff survey shows a 4.5% reduction in BAME staff experiencing harassment, bullying or abuse from patients, relatives or the public. The Trusts figure at 23% is now lower than the national average at 29%.
- There has been a positive 8.8% reduction in the past 5 years,

WRES indicator 6

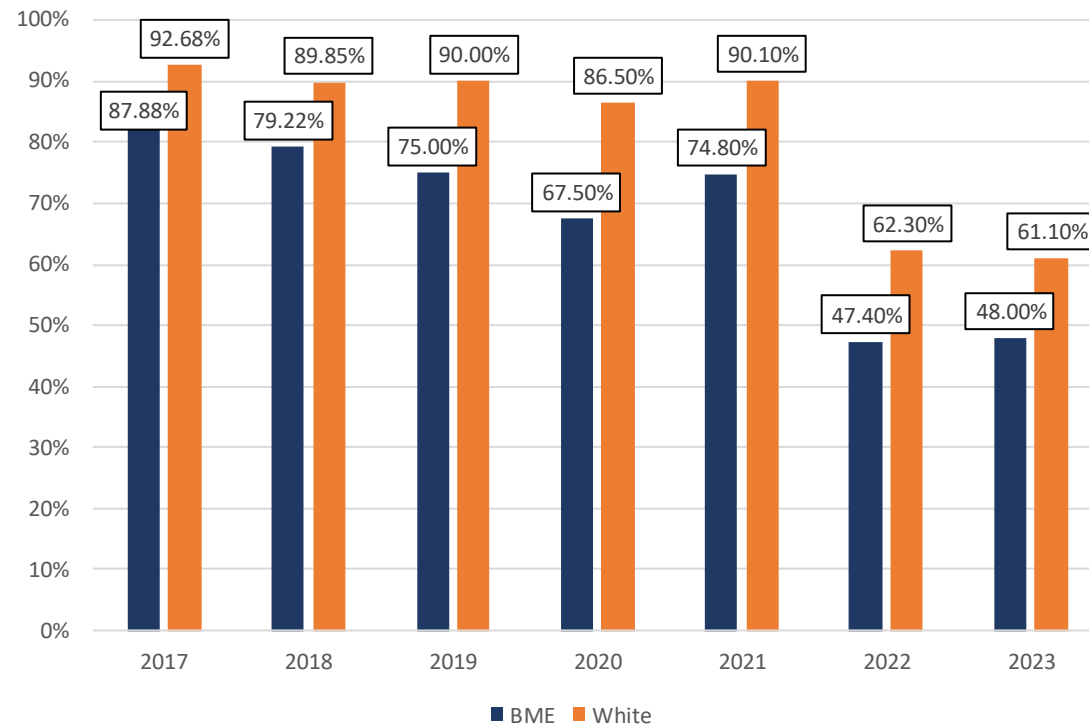
Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months: 2017 - 2023



- The national Staff Survey results show reports of bullying and harassment from staff also reduced by 2%. The Trusts results at 25% remains lower than the national average at 29%.
- This is 4.3% less than five years ago.

WRES indicator 7

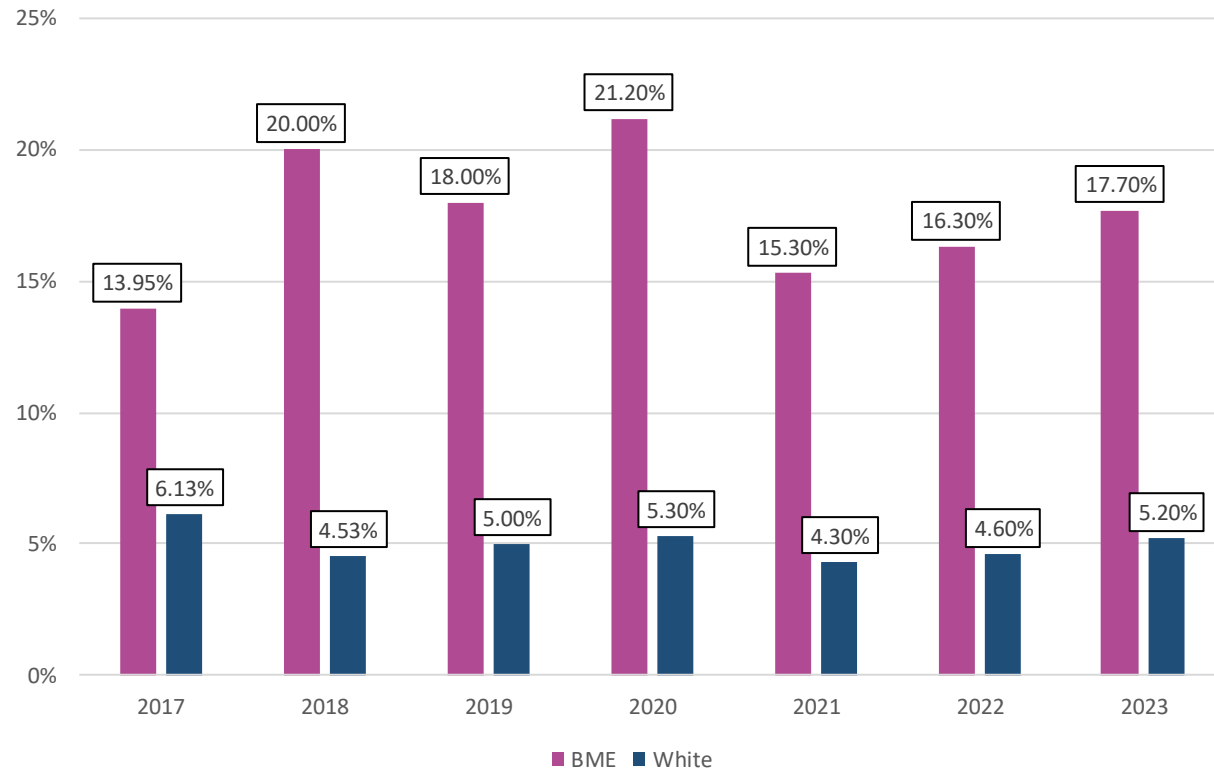
Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion: 2017 - 2023



- National Staff Survey results show a marginal 0.6% increase of BAME staff that believe the Trust provides equal opportunities for career progression or promotion.
- Overall, only 48% of BAME staff compared to 61% of White staff agree with this statement.
- The Trusts BAME score is better than the national average (48% and 44% respectively). This has declined by 27% over the past 5 years. The results for White staff also reduced by a higher 29% difference from 2019.

WRES indicator 8

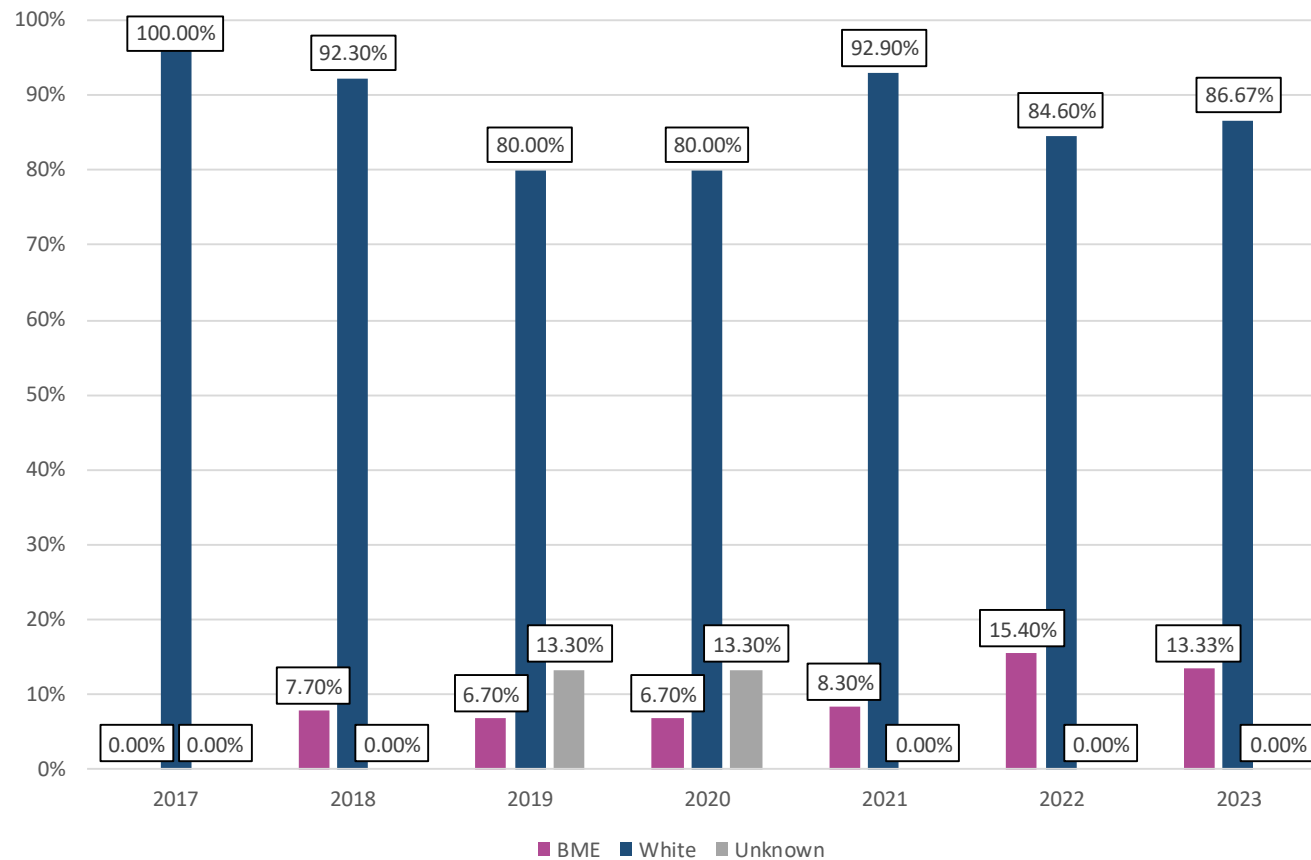
Percentage of staff personally experienced discrimination at work from manager/team leader or other colleague: 2017 - 2023



- National Staff Survey results show a 1.4% increase of BAME staff reporting they have personally experienced discrimination at work from manager/team leader or other colleague (17.7% BAME compared to 5% White staff), and now the same as the national average at 17%.
- The rates are almost the same as 5 years ago although a decline has previously been noted, but is now back on the rise.

WRES indicator 9

Percentage of board members by ethnicity compared to BME workforce: 2017 - 2023



- The percentage of BAME board members has decreased by 2% (13%) which is better than the national average at 12.6%
- This figure has doubled in percentage from 5 years ago (6.7%).