

Oxford Health NHS FT

Equality, Diversity & Inclusion

Workforce Race Equality Standard (WRES) 2020

To find out more about what Oxford Health NHS FT is doing to be a fair and equal employer and care provider,
please contact:

EqualityandInclusion@oxfordhealth.nhs.uk

Indicator 1: Staff Data – Non-Clinical Workforce

Non Clinical Workforce	White 2017	White 2018	White 2019	White 2020	BME 2017	BME 2018	BME 2019	BME 2020
Under Band 1	0	0	0	0	0	0	0	0
Band 1	59	56	52	10	13	15	15	0
Band 2	146	154	162	197	29	29	34	49
Band 3	269	248	272	258	27	22	33	37
Band 4	258	256	272	298	29	33	36	42
Band 5	118	124	126	144	12	15	20	26
Band 6	70	81	107	113	9	11	13	17
Band 7	73	75	83	82	8	9	8	9
Band 8A	62	88	100	111	4	10	13	14
Band 8B	62	48	54	55	1	1	3	6
Band 8C	27	30	32	36	1	1	1	2
Band 8D	7	6	5	9	1	0	0	0
Band 9	3	0	0	3	1	0	0	0
VSM	5	27	25	18	0	3	3	1

Indicator 1: Staff Data – Clinical Workforce (of which Non-Medical)

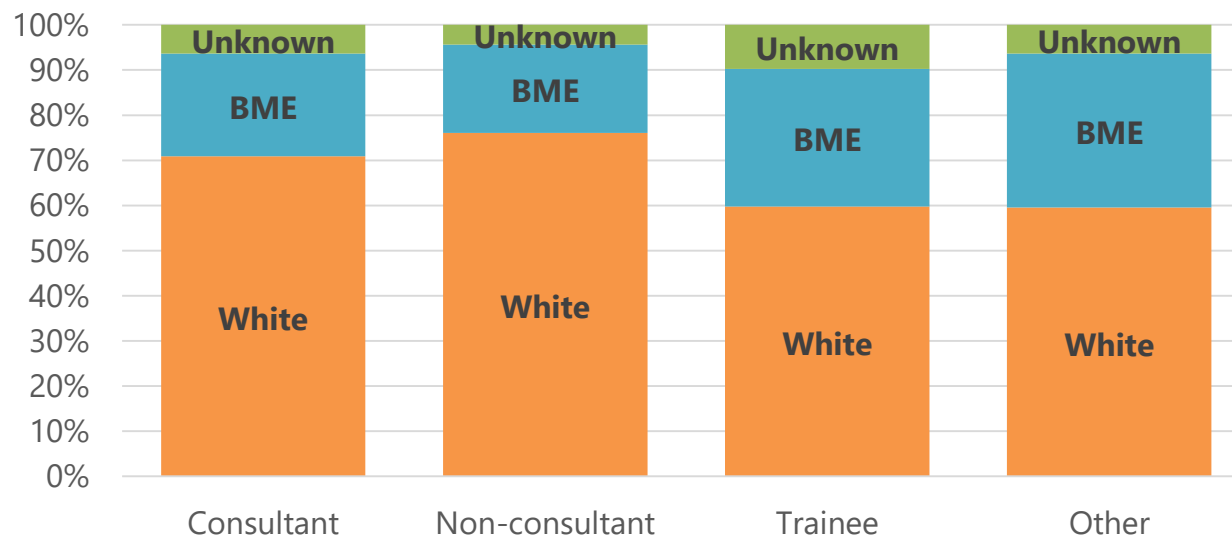
Clinical Workforce	White 2017	White 2018	White 2019	White 2020	BME 2017	BME 2018	BME 2019	BME 2020
Under Band 1	0	0	0	0	0	0	0	0
Band 1	2	0	0	0	0	0	0	0
Band 2	130	97	92	5	20	22	24	0
Band 3	464	463	475	542	187	205	227	244
Band 4	188	194	200	229	21	23	25	32
Band 5	505	492	441	452	151	161	166	149
Band 6	1062	1014	990	957	128	134	137	168
Band 7	488	442	480	456	41	49	57	58
Band 8A	188	161	165	185	28	21	22	24
Band 8B	43	30	43	52	5	5	5	6
Band 8C	59	57	55	57	3	2	3	2
Band 8D	8	8	11	9	0	0	0	0
Band 9	3	3	2	1	0	0	0	0
VSM	2	0	0	1	1	0	0	0

Indicator 1: Staff Data – BME Staff Analysis

Non Clinical Workforce	BME 2019	BME 2020	Diff.	% Diff.
< Band 1	0	0	0	0%
Band 1	15	0	-15	-100%
Band 2	34	49	15	31%
Band 3	33	37	4	11%
Band 4	36	42	6	14%
Band 5	20	26	6	23%
Band 6	13	17	4	24%
Band 7	8	9	1	11%
Band 8A	13	14	1	7%
Band 8B	3	6	3	50%
Band 8C	1	2	1	50%
Band 8D	0	0	0	0%
Band 9	0	0	0	0%
VSM	3	1	-2	-66%

Clinical Workforce	BME 2019	BME 2020	Diff.	% Diff.
< Band 1	0	0	0	0%
Band 1	0	0	0	0%
Band 2	22	0	-22	-100%
Band 3	205	244	39	16%
Band 4	23	32	9	28%
Band 5	161	149	-12	-7%
Band 6	134	168	34	20%
Band 7	49	58	9	18%
Band 8A	21	24	3	13%
Band 8B	5	6	1	17%
Band 8C	2	2	0	0%
Band 8D	0	0	0	0%
Band 9	0	0	0	0%
VSM	0	0	0	0%

Medics	White	BME	Unknown	Total
Consultant	100	32	9	141
Non-consultant	35	9	2	46
Trainee	49	25	8	82
Other	28	16	3	47
Grand Total	212	82	22	316

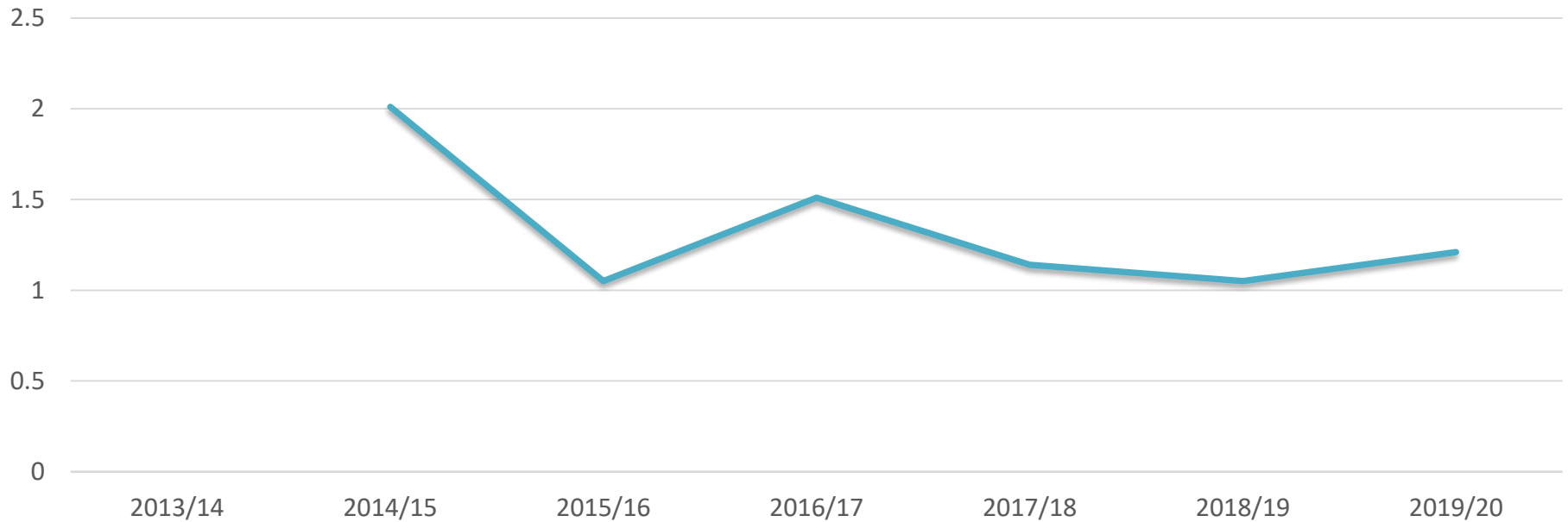


All NHS providers are expected to implement the WRES from April 2015 and publish data against NINE indicators on their websites by July 2015. The following indicators were taken from OHFT data for 2014/15, 2015/16, 2016/17, 2017/18, 2018/19 and 2019/20.

- | | |
|---|---|
| 2 | Relative likelihood of white staff being appointed from shortlisting compared to BME staff. |
| 3 | Relative likelihood of BME staff entering into formal disciplinary process compared to white staff |
| 4 | Relative likelihood of white staff accessing non-mandatory training & CPD compared to BME staff |
| 5 | Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months |
| 6 | Percentage of BME staff experiencing harassment, bullying or abuse from staff in last 12 months |
| 7 | Percentage of BME staff believing the trust provides equal career opportunities for career progression or promotion |
| 8 | Percentage of BME staff personally experienced discrimination at work from Manager/team leader or other colleague in past 12 months |

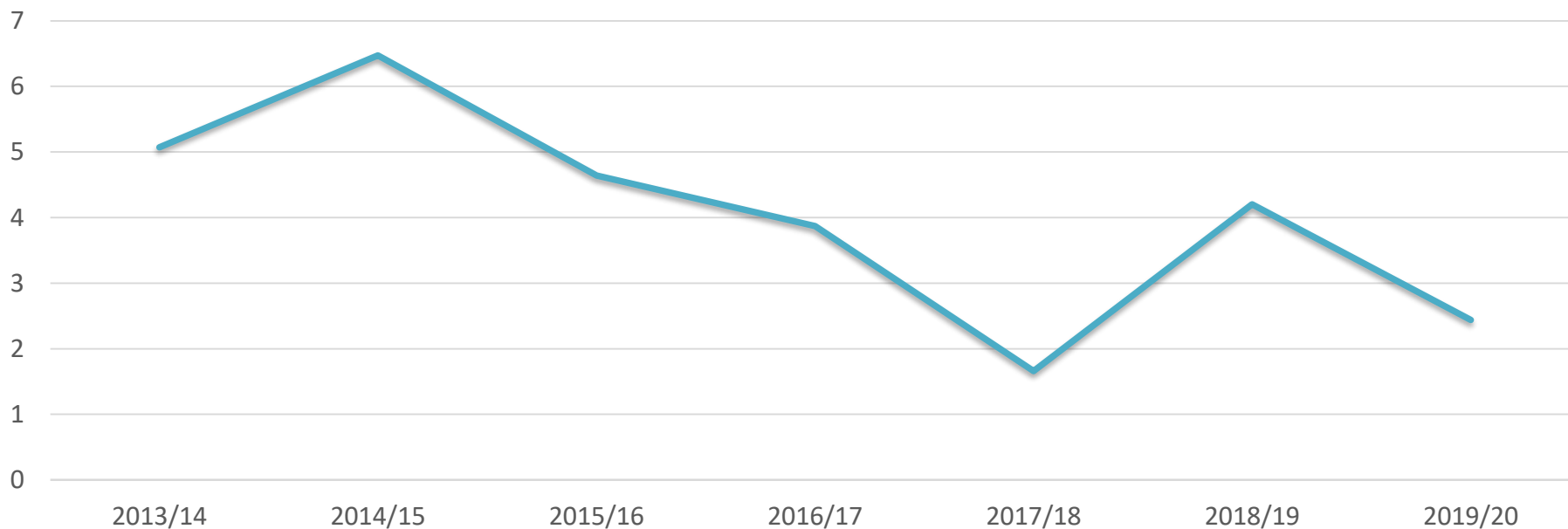
Relative likelihood of white staff being **appointed from shortlisting** compared to BME staff.

Metric 2	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
	No data	2.01 times more likely	1.05 times more likely	1.51 times more likely	1.14 times more likely	1.05 times more likely	1.21 times more likely
	-	-	-0.96	+0.46	-0.37	-0.09	+0.16



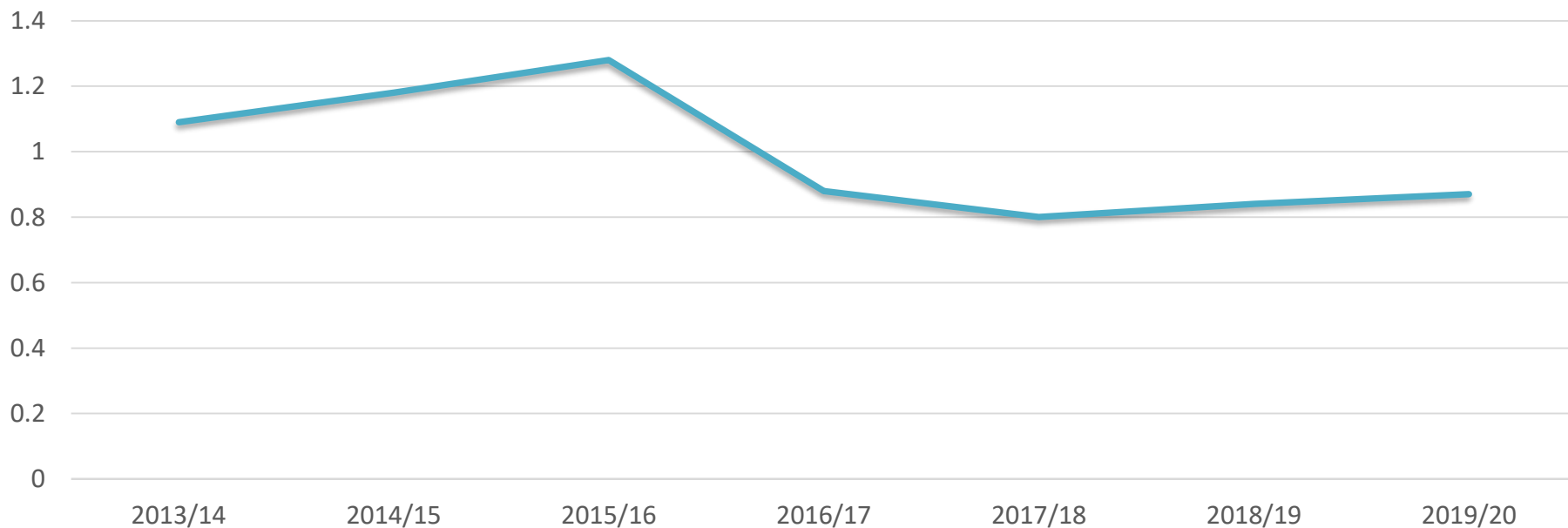
Relative likelihood of BME staff entering into **formal disciplinary process** compared to white staff

Metric 3	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
	5.07 times more likely	6.47 times more likely	4.64 times more likely	3.87 times more likely	1.66 times more likely	4.20 times more likely	2.44 times more likely
	-	+1.4	-1.83	-0.77	-2.21	+2.54	-1.76



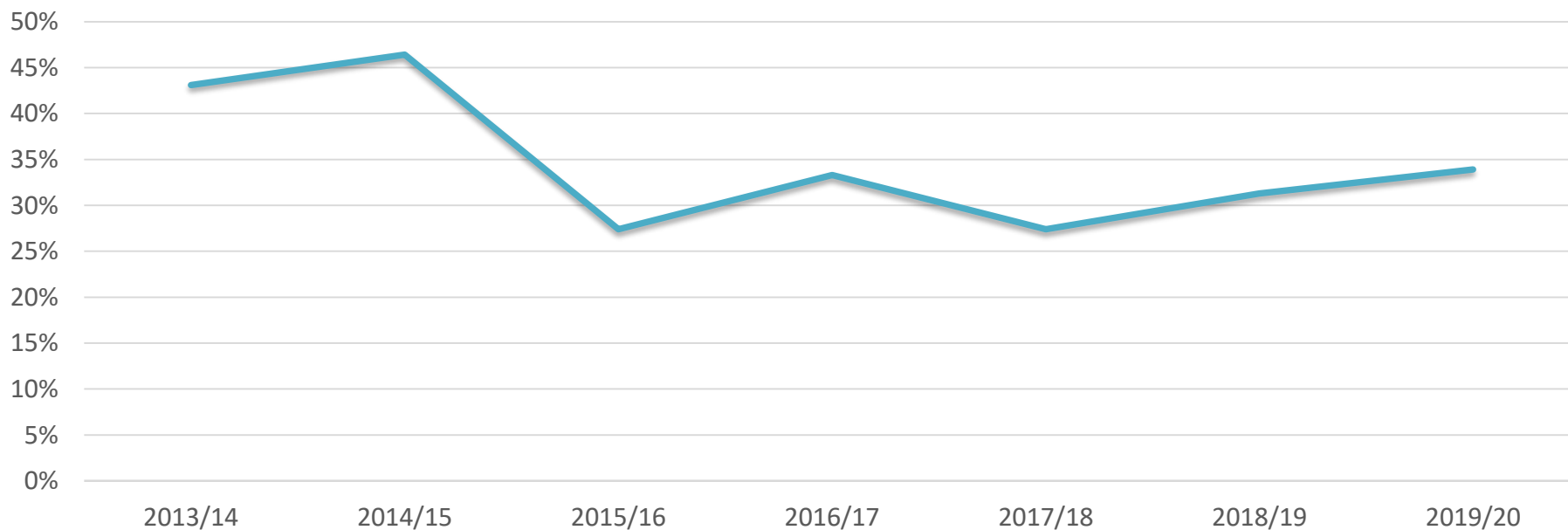
Relative likelihood of white staff accessing **non-mandatory training & CPD** compared to BME staff

Metric 4	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
	1.09 times more likely	1.18 times more likely	1.28 times more likely	0.88 times more likely	0.80 times more likely	0.84 times more likely	0.87 times more likely
	-	+0.09	+0.10	-0.40	-0.08	+0.04	+0.03



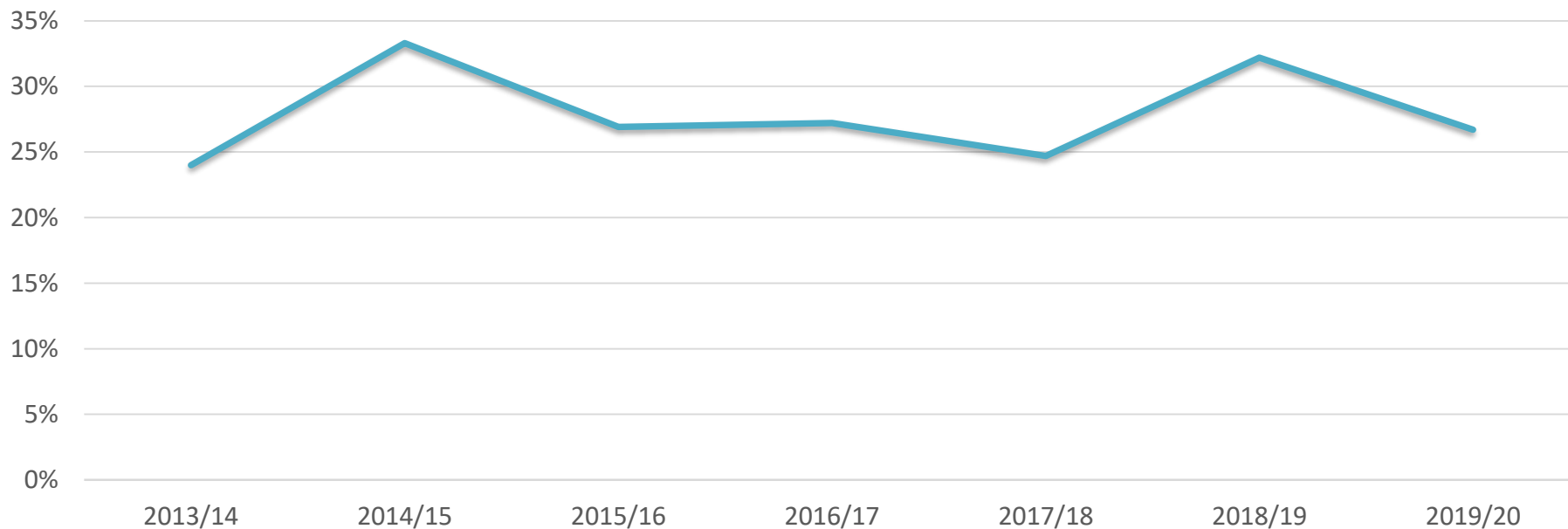
Percentage of **BME staff** experiencing harassment, bullying or abuse **from patients, relatives or the public** in last 12 months

Metric 5	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
	43.1%	46.4%	27.4%	33.3%	27.4%	31.3%	33.9%
	-	+3.3%	-19.0%	+5.9%	-5.9%	+3.9	+2.6%



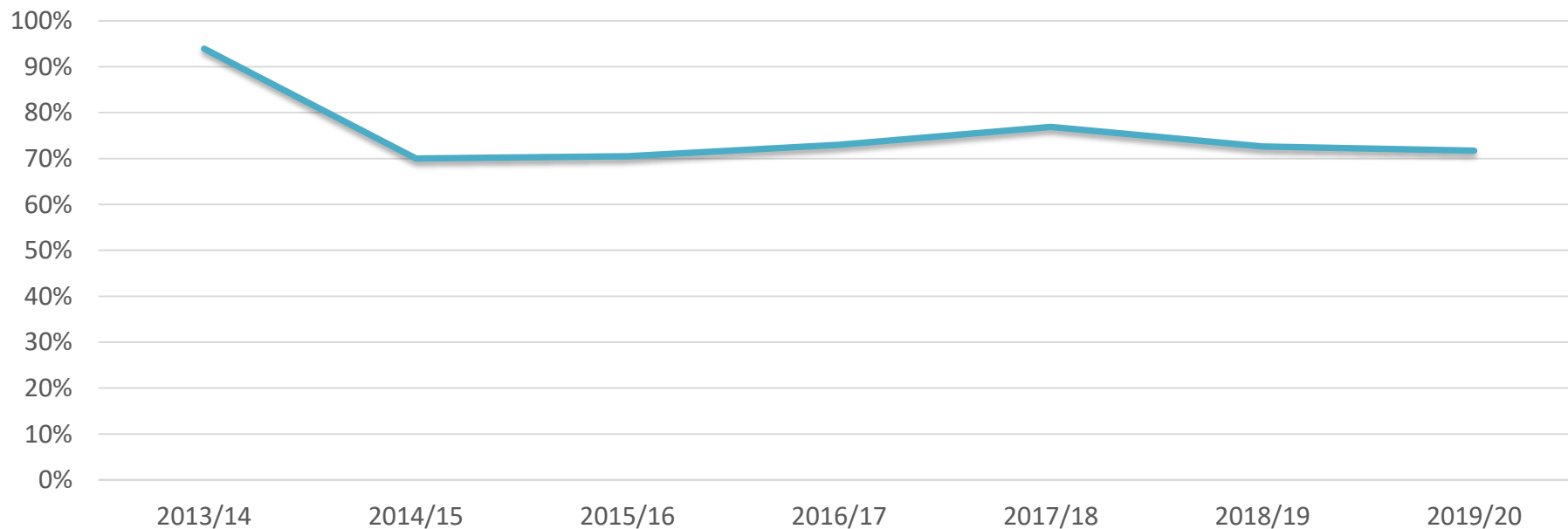
Percentage of **BME staff** experiencing harassment, bullying or abuse **from staff** in last 12 months

Metric 6	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
	24.0%	33.3%	26.9%	27.2%	24.7%	32.2%	26.7%
	-	+9.3%	-6.4%	+0.3%	-2.5%	+7.5%	-5.5%



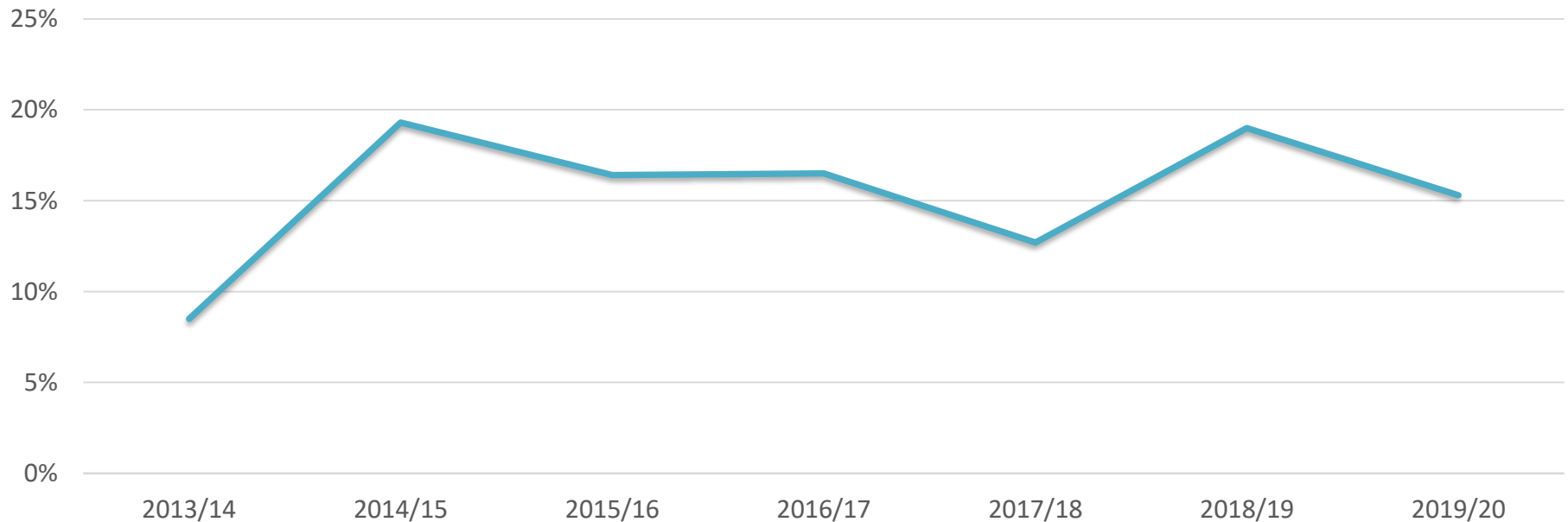
Percentage of **BME staff** believing the trust provides **equal career opportunities** for career progression or promotion

Metric 7	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
	93.3%	70.0%	70.5%	73.0%	76.9%	72.6%	71.7%
	-	-23.3%	+0.5%	+2.5%	+3.9%	-4.3%	-0.9%



Percentage of **BME staff** personally experienced discrimination at work from Manager/team leader or other colleague in past 12 months

Metric 8	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
	8.5%	19.3%	16.4%	16.5%	12.7%	19.0%	15.3%
	-	+10.8%	-2.9%	+0.1%	-3.8%	+6.3%	-3.7%



		2015/16	2016/17	2017/18	2018/19	2019/20
9	Percentage difference between the organisations' Board voting membership and its overall workforce (BME representation)	-14.3%	-14.9%	-10.0%	-10.1%	-10.8%
	Percentage of BME members on the Board	0%	0%	5.9%	6.3%	6.3%
	Percentage of BME Staff in Overall Workforce	14.3%	14.9%	15.9%	16.4%	17.1%

Workforce Race Equality Standard (WRES) 2020 - Benchmarking



Mersey Care

NHS Foundation Trust



Buckinghamshire Healthcare

NHS Trust



Berkshire Healthcare

NHS Foundation Trust



Royal Berkshire

NHS Foundation Trust



**Hertfordshire
Partnership University**

NHS Foundation Trust



Oxford University Hospitals

NHS Foundation Trust



**South London
and Maudsley**

NHS Foundation Trust



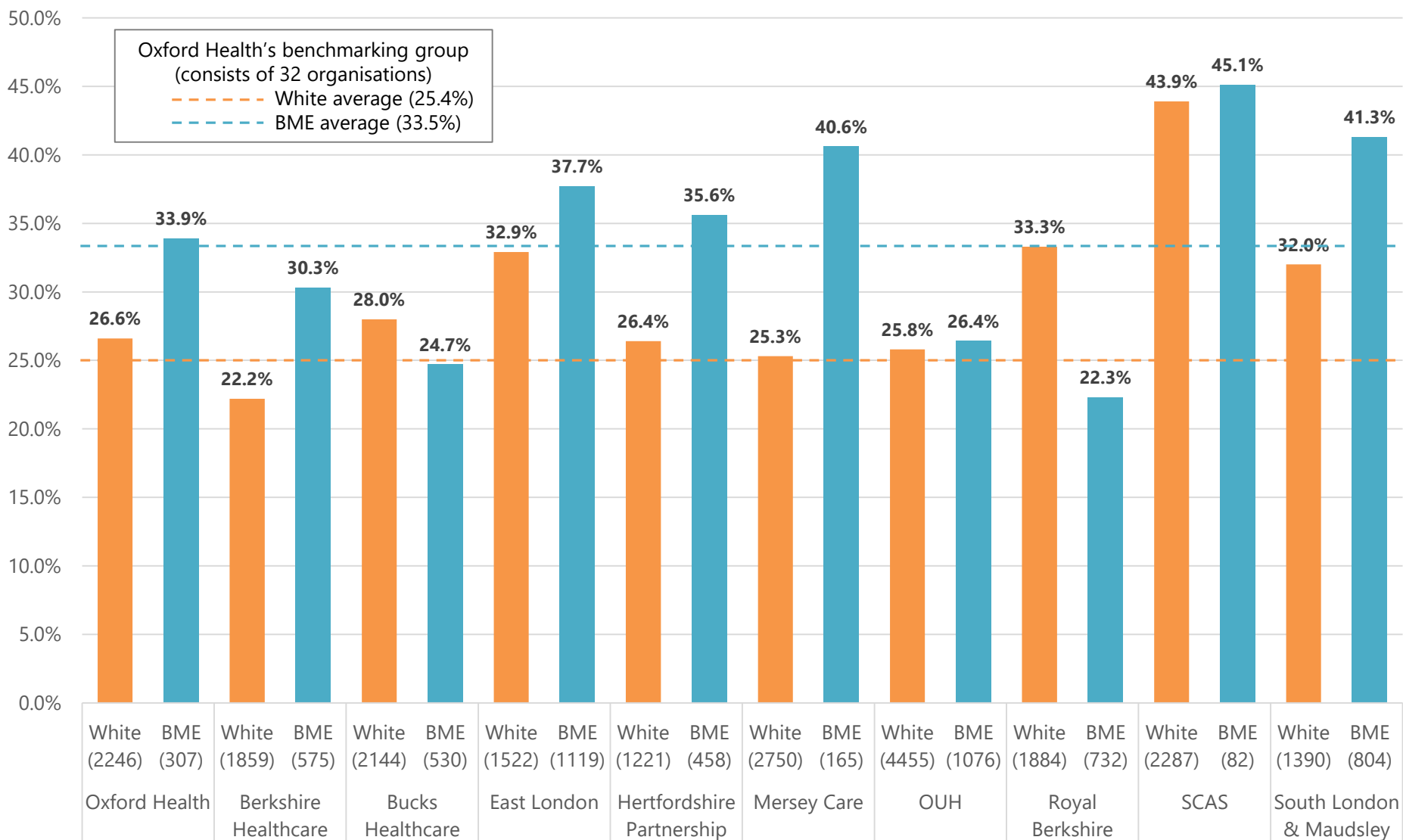
East London
NHS Foundation Trust



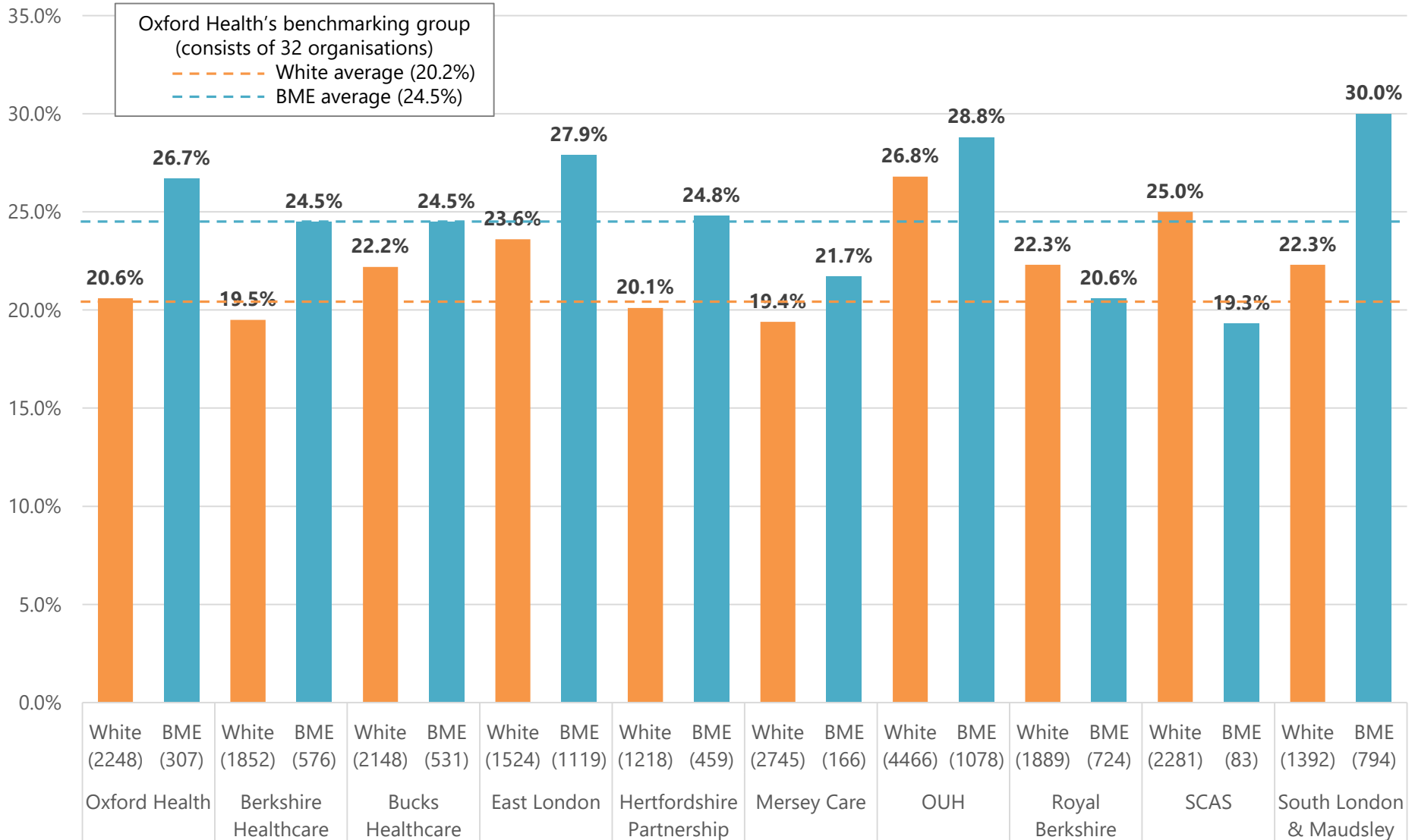
**South Central
Ambulance Service**
NHS Foundation Trust



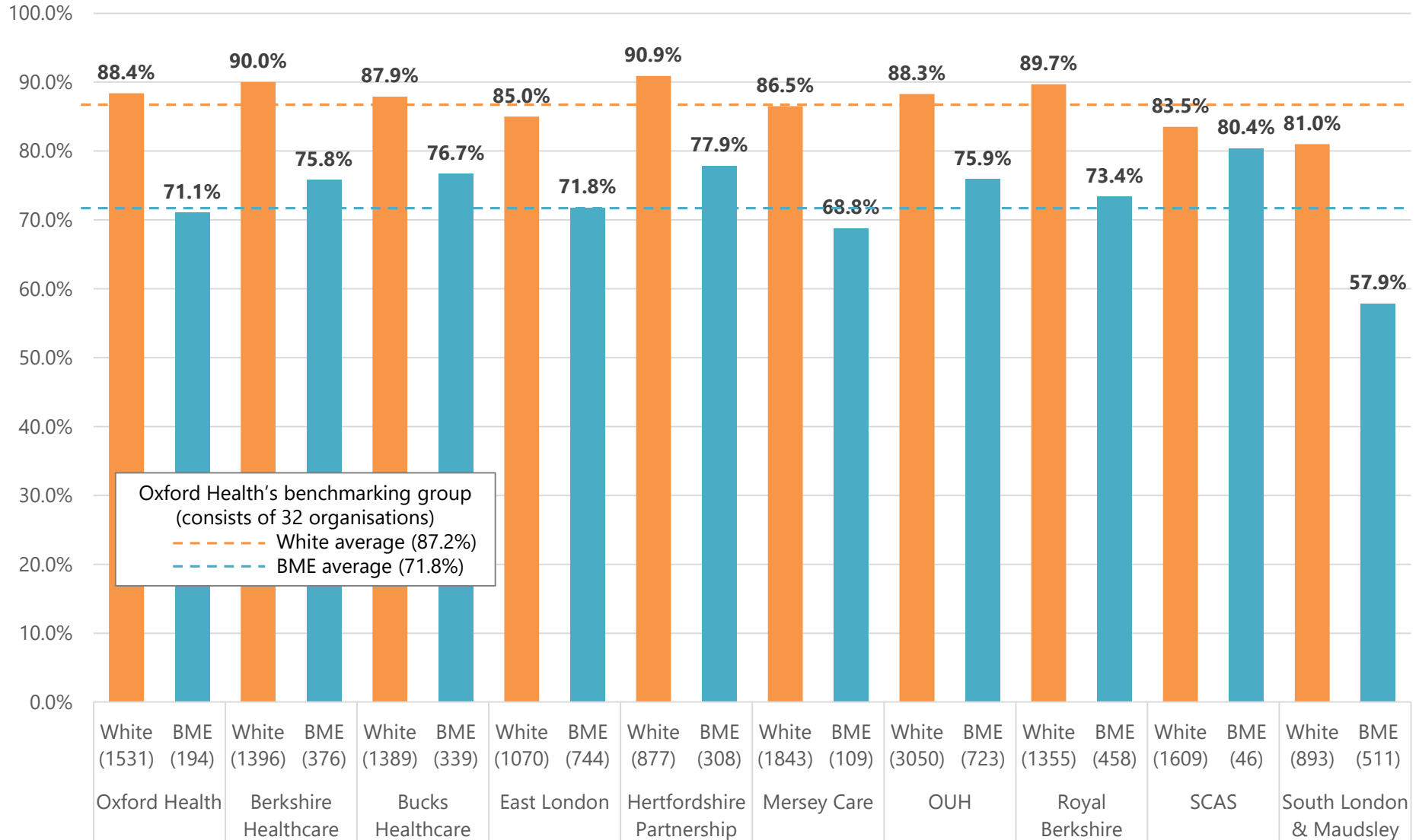
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



Percentage of staff believing that trust provides equal opportunities for career progression or promotion



Percentage of staff experiencing discrimination at work from their manager / team leader or other colleagues in the last 12 months

