

Oxford Health NHS FT

Equality, Diversity & Inclusion

Workforce Race Equality Standard (WRES) 2021

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

Implementing the Workforce Race Equality Standard (WRES) is a requirement for NHS commissioners and NHS healthcare providers including independent organisations, through the [NHS standard contract](#).

The [NHS Equality and Diversity Council](#) announced on 31 July 2014 that it had agreed action to ensure employees from black and minority ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

This is important because studies shows that a motivated, included and valued workforce helps deliver high quality patient care, increased patient satisfaction and better patient safety.

In April 2015, after engaging and consulting with key stakeholders including other NHS organisations across England, the WRES was mandated through the NHS standard contract, starting in [2015/16](#). From 2017, independent healthcare providers are required to publish their WRES data.

The [first WRES report](#), was published in June 2016, followed by the [2016 WRES report](#) on 19 April 2017.

NHS providers are expected to show progress against a number of indicators of workforce equality, including a specific indicator to address the low numbers of BME board members across the organisation.

[NHS England » NHS Workforce Race Equality Standard](#)

- 1 = Indicator 1
- 2 = Indicator 2
- 3 = Indicator 3
- 4 = Indicator 4
- 5 = Indicator 5
- 6 = Indicator 6
- 7 = Indicator 7
- 8 = Indicator 8
- 9 = Indicator 9
- AP = Action Plan

Indicator 1

Percentage of staff in each of the AfC bands 1 to 9 or medical and dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by: non-clinical staff & clinical staff (non-medical staff, medical and dental staff).

Indicator 2

Relative likelihood of staff being appointed from shortlisting across all posts.

Indicator 3

Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

Indicator 4

Relative likelihood of staff accessing non-mandatory training and CPD.

Indicator 5

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

Indicator 6

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

Indicator 7

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

Indicator 8

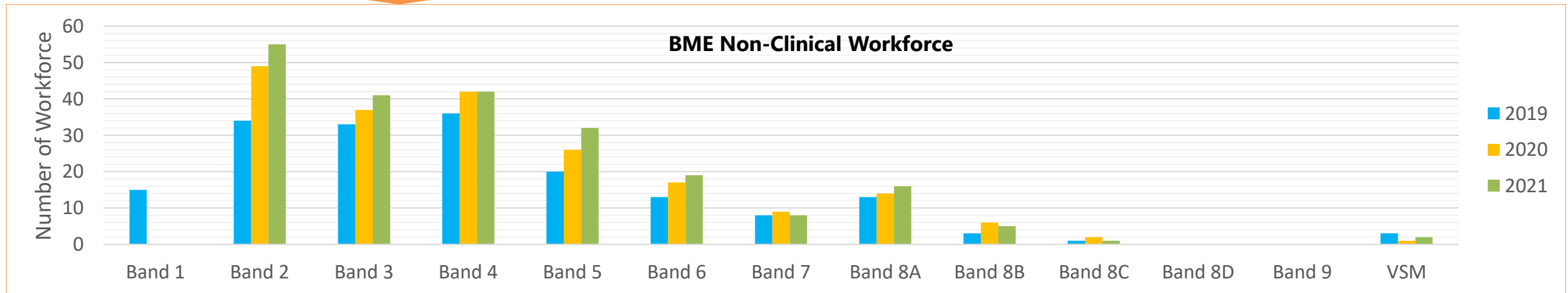
In the last 12 months have you personally experienced discrimination at work from any of the following? Manager, team leader or other colleagues.

Indicator 9

Percentage difference between the organisation's Board membership and its overall workforce disaggregated: by voting membership of the Board & by executive membership of the Board.

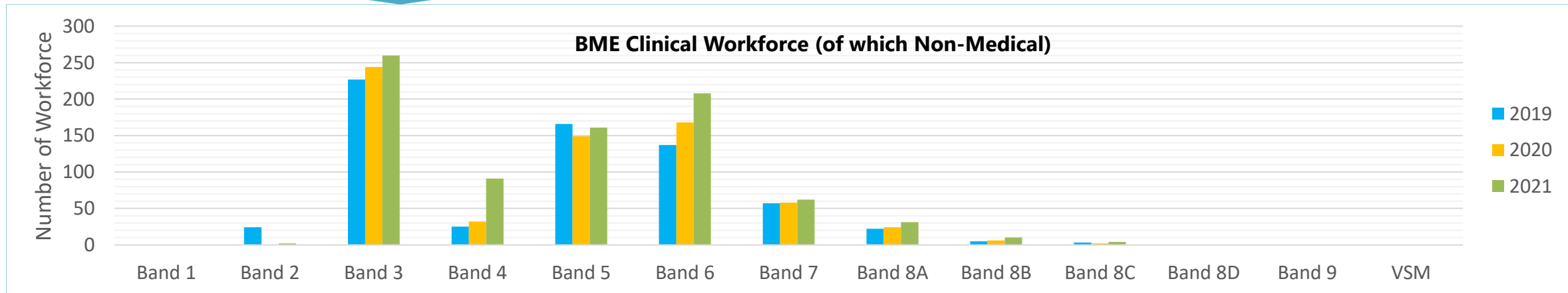
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Non Clinical Workforce	BME 2019	BME 2020	BME 2021	White 2019	White 2020	White 2021	Unknown 2019	Unknown 2020	Unknown 2021
Band 1	15	0	0	52	10	6	3	0	0
Band 2	34	49	55	162	197	187	7	9	9
Band 3	33	37	41	272	258	313	8	9	6
Band 4	36	42	42	272	298	309	15	14	8
Band 5	20	26	32	126	144	144	3	10	10
Band 6	13	17	19	107	113	107	1	1	5
Band 7	8	9	8	83	82	87	3	3	3
Band 8A	13	14	16	100	111	93	1	1	1
Band 8B	3	6	5	54	55	41	1	1	2
Band 8C	1	2	1	32	36	35	1	0	0
Band 8D	0	0	0	5	9	11	0	1	0
Band 9	0	0	0	0	3	1	0	0	0
VSM	3	1	2	25	18	10	0	0	1



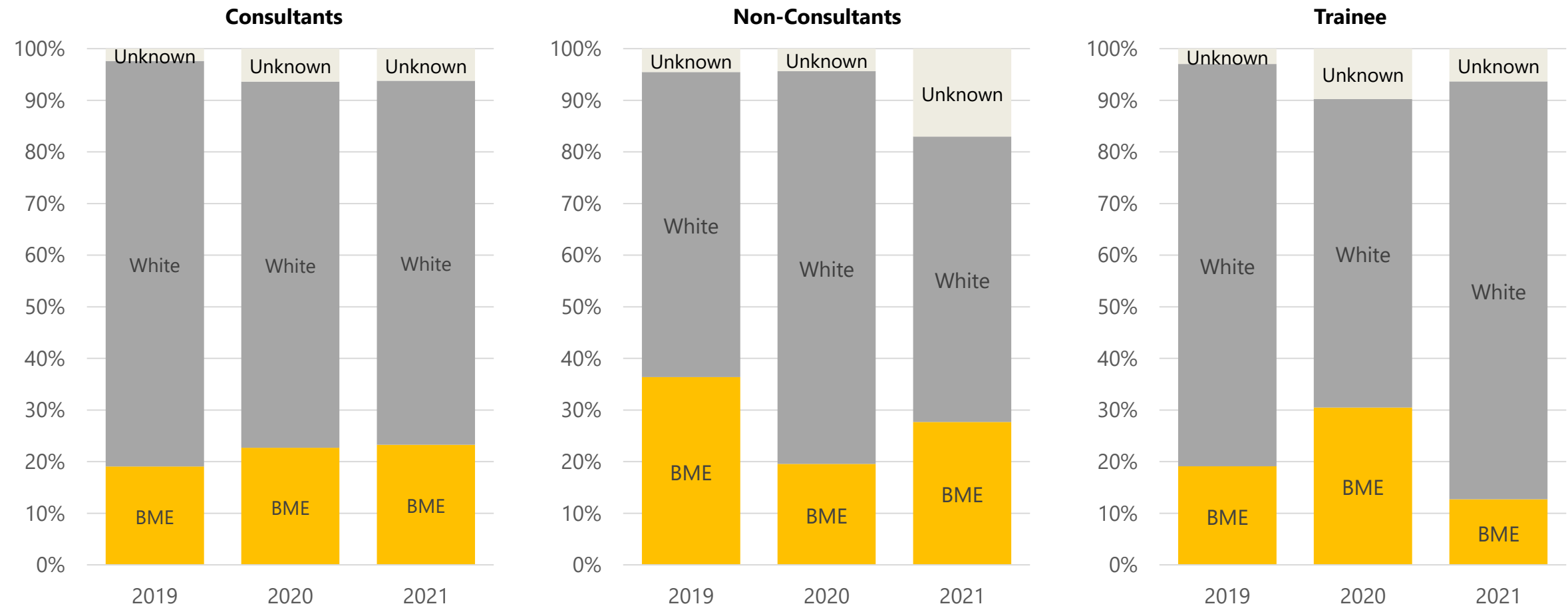
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Non Clinical Workforce	BME 2019	BME 2020	BME 2021	White 2019	White 2020	White 2021	Unknown 2019	Unknown 2020	Unknown 2021
Band 1	0	0	0	0	0	0	0	0	0
Band 2	24	0	2	92	5	25	1	0	0
Band 3	227	244	260	475	542	500	20	22	24
Band 4	25	32	91	200	229	333	2	10	12
Band 5	166	149	161	441	452	432	31	30	32
Band 6	137	168	208	990	957	985	34	58	75
Band 7	57	58	62	480	456	479	6	16	16
Band 8A	22	24	31	165	185	233	5	7	7
Band 8B	5	6	10	43	52	72	0	0	0
Band 8C	3	2	4	55	57	58	2	1	1
Band 8D	0	0	0	11	9	9	0	0	0
Band 9	0	0	0	2	1	2	0	0	0
VSM	0	0	0	0	1	2	0	0	0



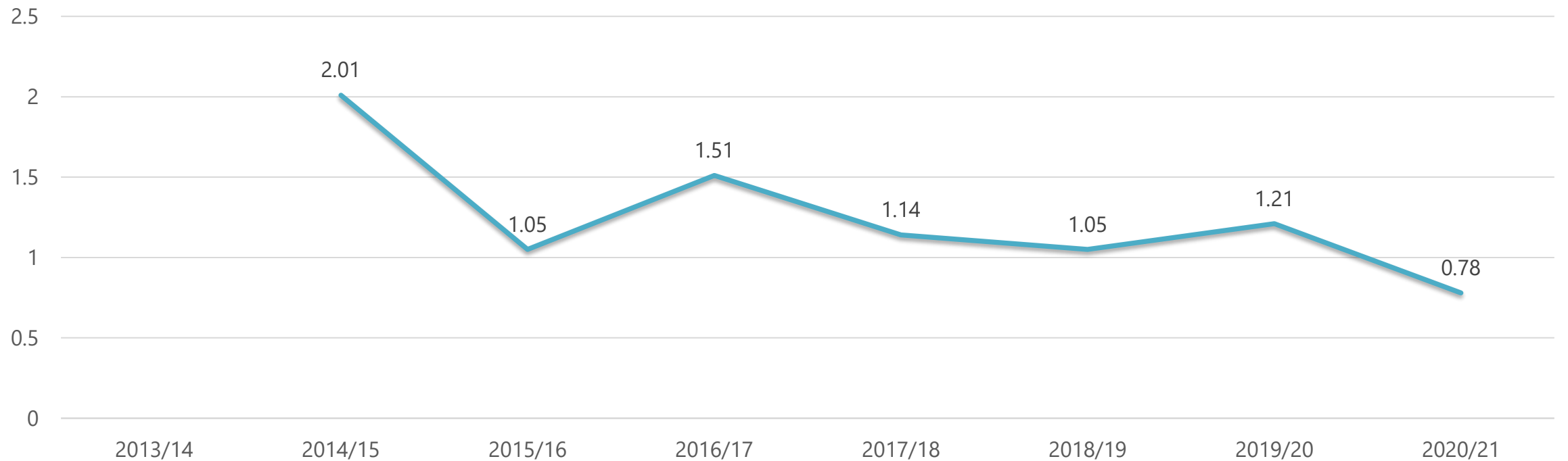
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Medics & Other	BME 2019	BME 2020	BME 2021	White 2019	White 2020	White 2021	Unknown 2019	Unknown 2020	Unknown 2021
Consultant	24	32	30	99	100	91	3	9	8
Non-consultant	8	9	13	13	35	26	1	2	7
Trainee	13	25	8	53	49	51	2	8	4
Other	7	16	6	16	28	31	4	3	14



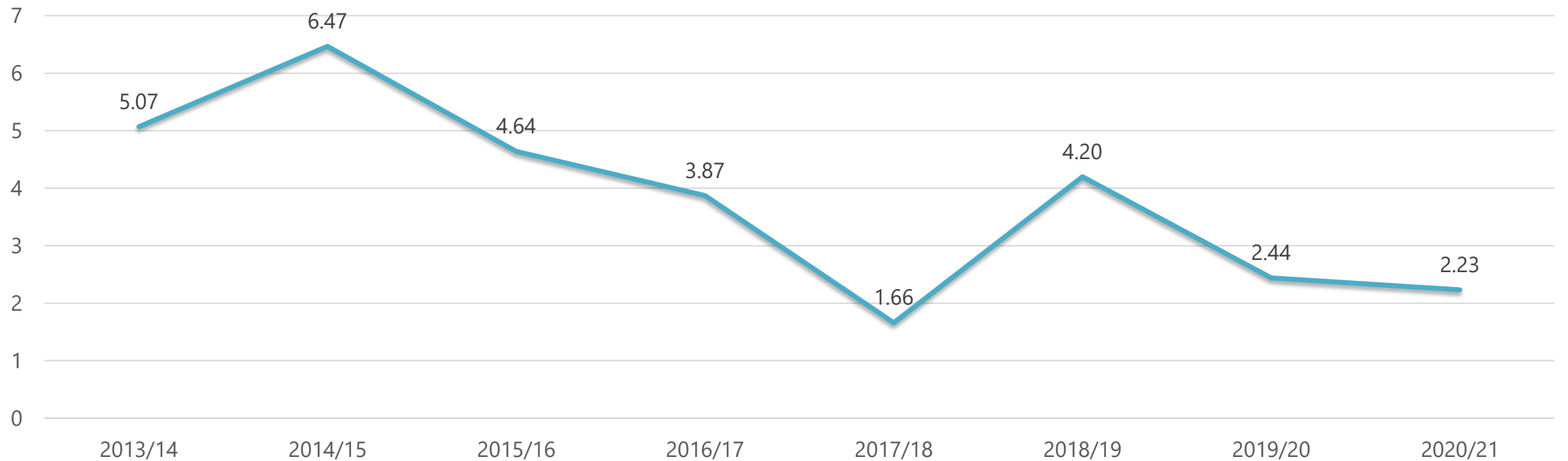
Relative likelihood of white staff being **appointed from shortlisting** compared to BME staff

2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
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	0.78 times more likely
-	-	-0.96	+0.46	-0.37	-0.09	+0.16	-0.43



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

2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
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	2.23 times more likely
-	+1.4	-1.83	-0.77	-2.21	+2.54	-1.76	-0.21



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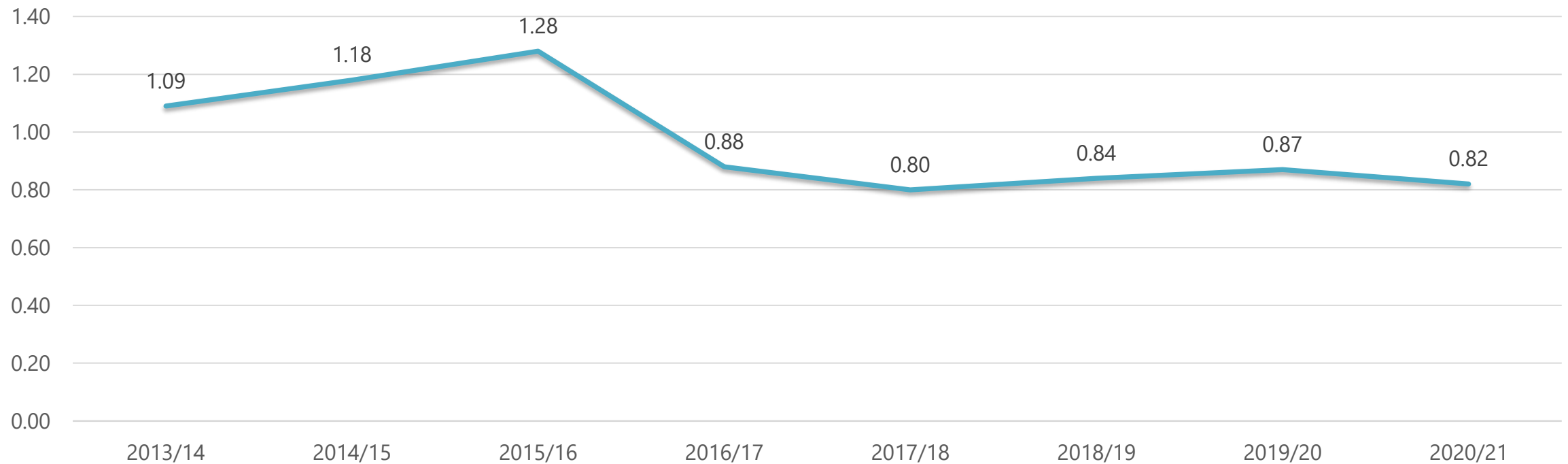
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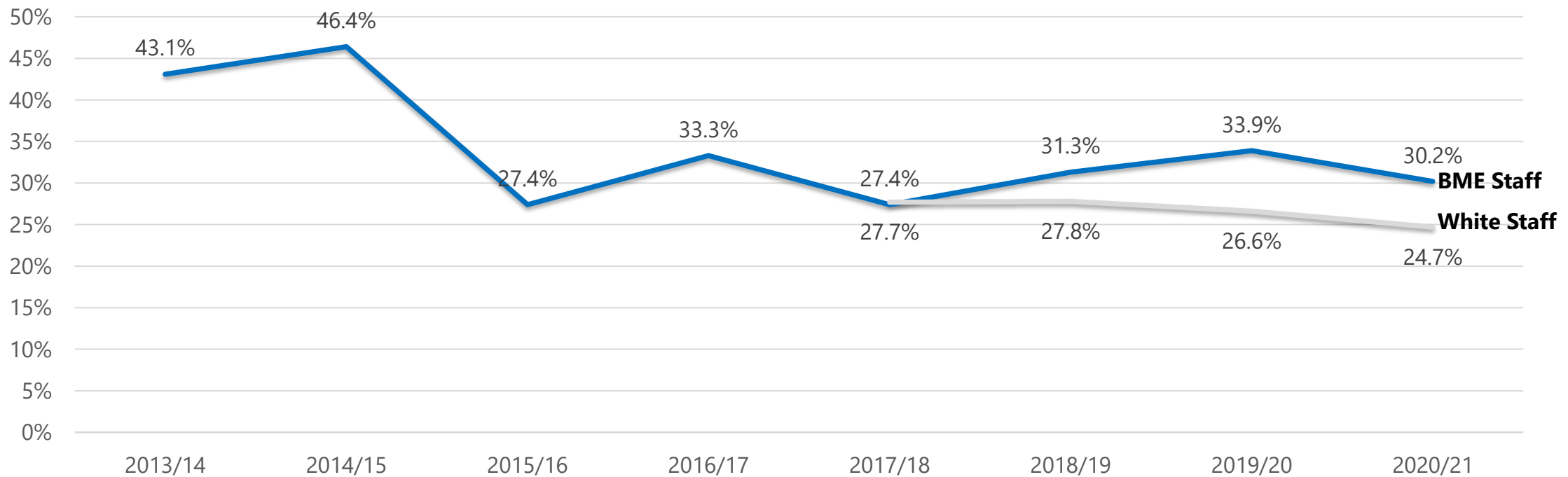
Relative likelihood of white staff accessing **non-mandatory training & CPD** compared to BME staff

2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
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	0.82 times more likely
-	+0.09	+0.10	-0.40	-0.08	+0.04	+0.03	-0.05



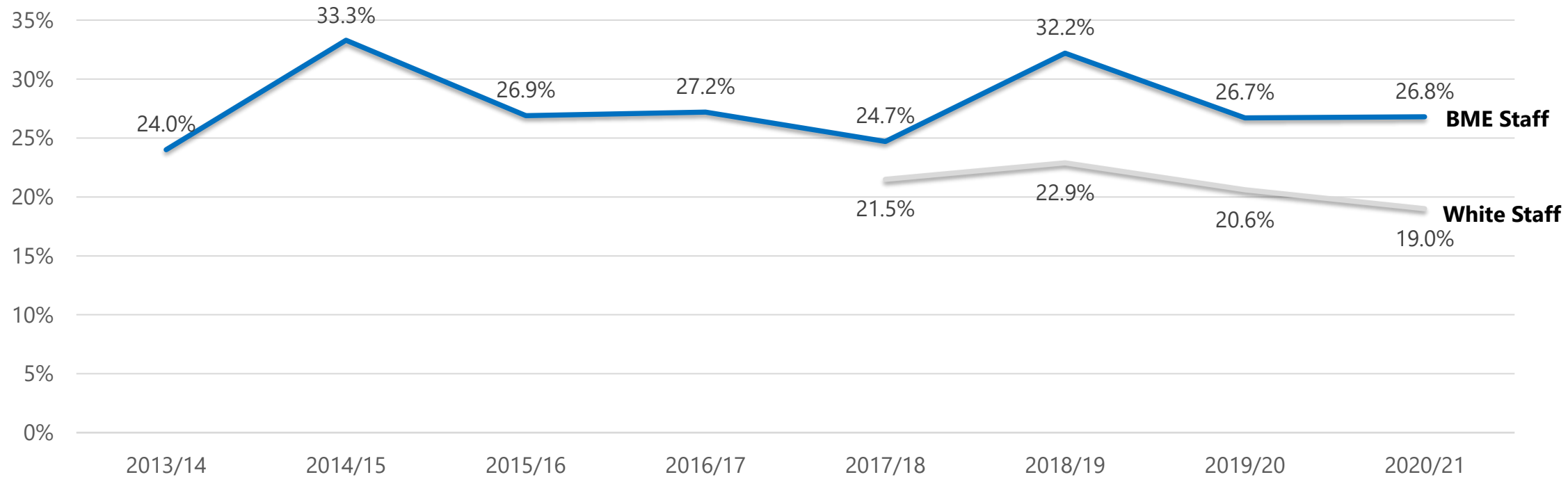
Percentage of staff experiencing harassment, bullying or abuse **from patients, relatives or the public** in last 12 months

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
BME Staff	43.1% -	46.4% +3.3%	27.4% -19.0%	33.3% +5.9%	27.4% -5.9%	31.3% +3.9	33.9% +2.6%	30.2% -3.7%
White Staff					27.7% -	27.8% +0.1%	26.6% -1.2%	24.7% -1.9%



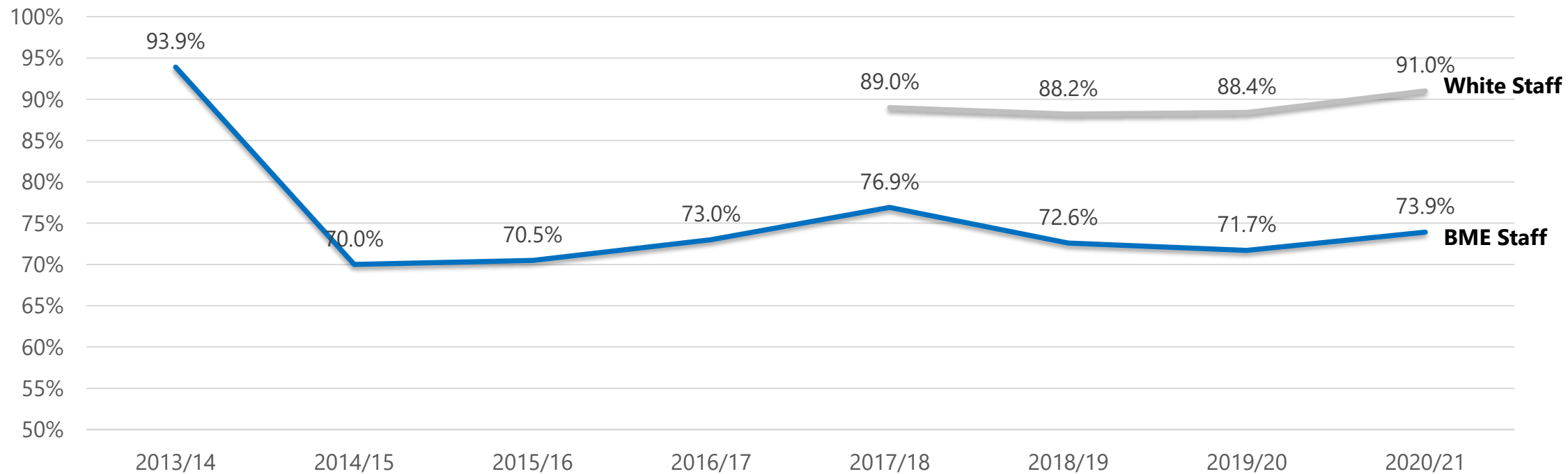
Percentage of staff experiencing harassment, bullying or abuse **from staff** in last 12 months

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
BME Staff	24.0%	33.3% +9.3%	26.9% -6.4%	27.2% +0.3%	24.7% -2.5%	32.2% +7.5%	26.7% -5.5%	26.8% +0.1%
White Staff	-				21.5% -	22.9% +1.4%	20.6% -2.3%	19.0% -1.6%



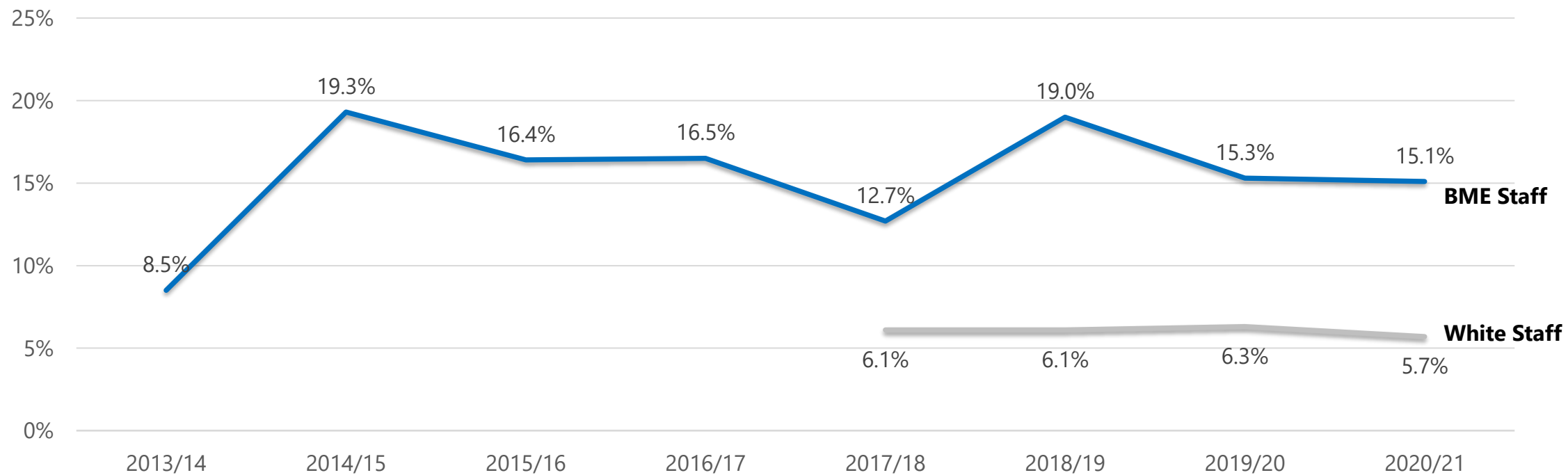
Percentage of staff believing the trust provides **equal career opportunities** for career progression or promotion

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
BME Staff	93.3% -	70.0% -23.3%	70.5% +0.5%	73.0% +2.5%	76.9% +3.9%	72.6% -4.3%	71.7% -0.9%	73.9% +2.2%
White Staff					89.0% -	88.2% -0.8%	88.4% +0.2%	91.0% +2.6%



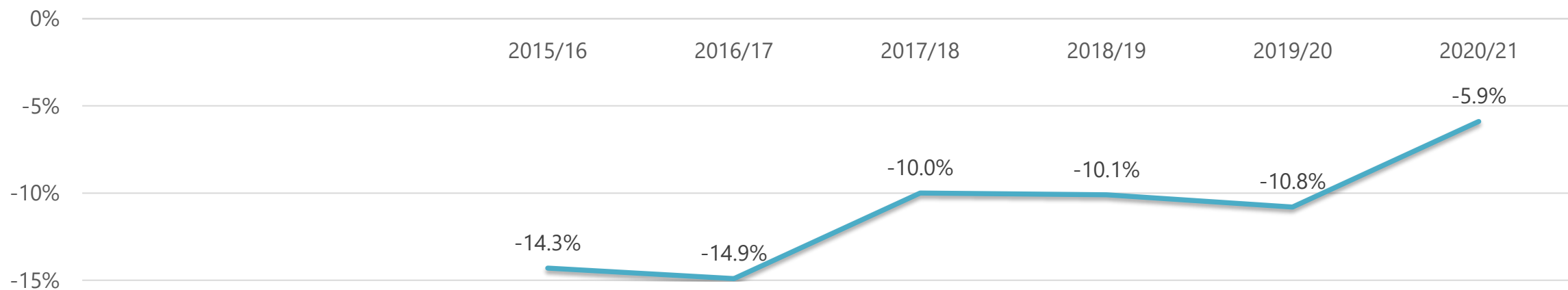
Percentage of staff personally experienced discrimination at work from Manager/team leader or other colleague in past 12 months

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
BME Staff	8.5% -	19.3% +10.8%	16.4% -2.9%	16.5% +0.1%	12.7% -3.8%	19.0% +6.3%	15.3% -3.7%	15.1% -0.2%
White Staff					6.1% -	6.1% 0%	6.3% +0.2%	5.7% -0.6%



Percentage difference between the organisations' **Board voting membership** and its overall workforce (BME representation)

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
Percentage difference between the organisations' Board voting membership and its overall workforce (BME representation)	-14.3%	-14.9%	-10.0%	-10.1%	-10.8%	-5.9%
Percentage of BME members on the Board	0%	0%	5.9%	6.3%	6.3%	12.5%
Percentage of BME Staff in Overall Workforce	14.3%	14.9%	15.9%	16.4%	17.1%	18.4%



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Action Plan

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To provide equal opportunities for career progression with talent management programmes targeted at:

- Bands 5 and 6 – Non-Clinical staff
- Bands 3, 5, and 6 – Clinical staff

2

To introduce a system of 'comply or explain' to ensure fairness during interviews

(This action will require setting up diverse interview panels, and the presence of an equality representative who has authority to stop the selection process, if it was deemed unfair)

3

To introduce a new 'Civility in the Workplace' training programme to reduce harassment, bullying or abuse from patients, staff and managers and to create a safe working environment for BME staff