

Oxford Health NHS FT

Equality, Diversity & Inclusion

Workforce Race Equality Standard (WRES) 2022

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**

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.

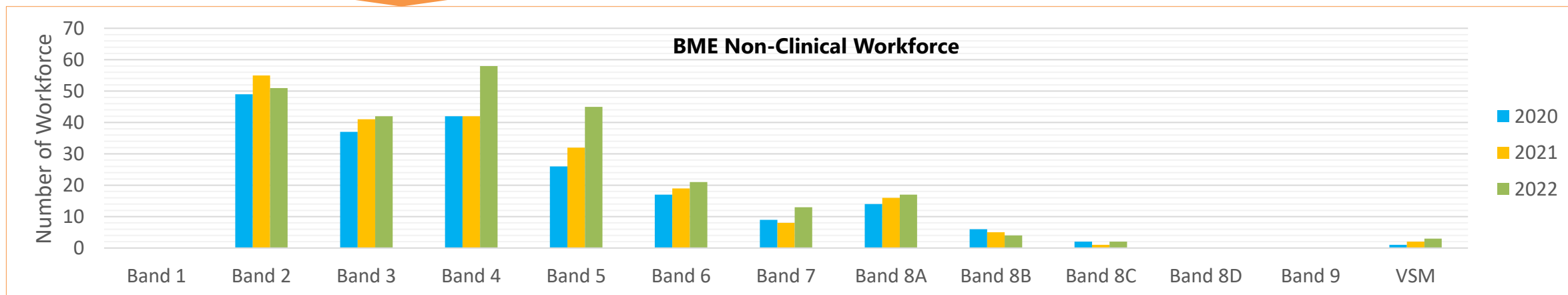
Indicator 7
 Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.

Indicator 8
 Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months

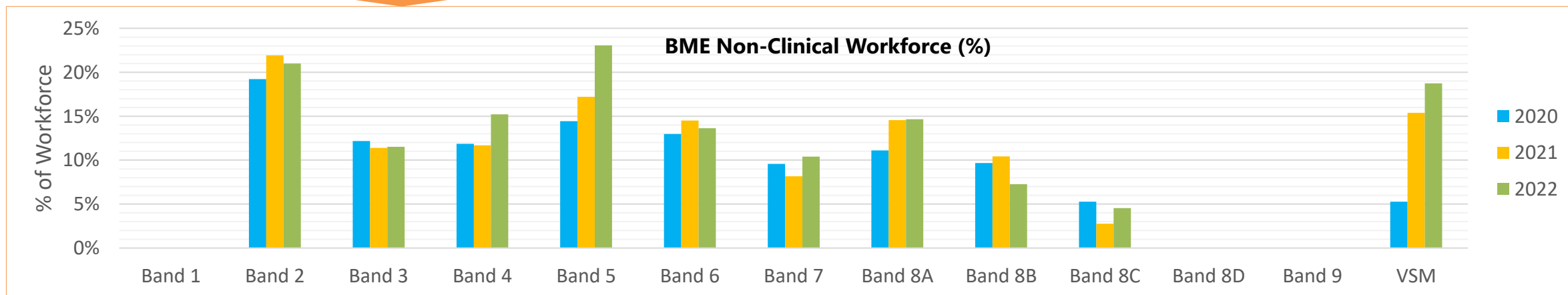
Indicator 9
 Percentage difference between the organisations' Board voting membership and its overall workforce.

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Non Clinical Workforce	BME 2020	BME 2021	BME 2022	White 2020	White 2021	White 2022	Unknown 2020	Unknown 2021	Unknown 2022
Band 1	0	0	0	10	6	1	0	0	0
Band 2	49	55	51	197	187	182	9	9	10
Band 3	37	41	42	258	313	316	9	6	7
Band 4	42	42	58	298	309	313	14	8	10
Band 5	26	32	45	144	144	142	10	10	8
Band 6	17	19	21	113	107	122	1	5	11
Band 7	9	8	13	82	87	107	3	3	5
Band 8A	14	16	17	111	93	97	1	1	2
Band 8B	6	5	4	55	41	49	1	2	2
Band 8C	2	1	2	36	35	41	0	0	1
Band 8D	0	0	0	9	11	10	1	0	0
Band 9	0	0	0	3	1	4	0	0	0
VSM	1	2	3	18	10	10	0	1	3



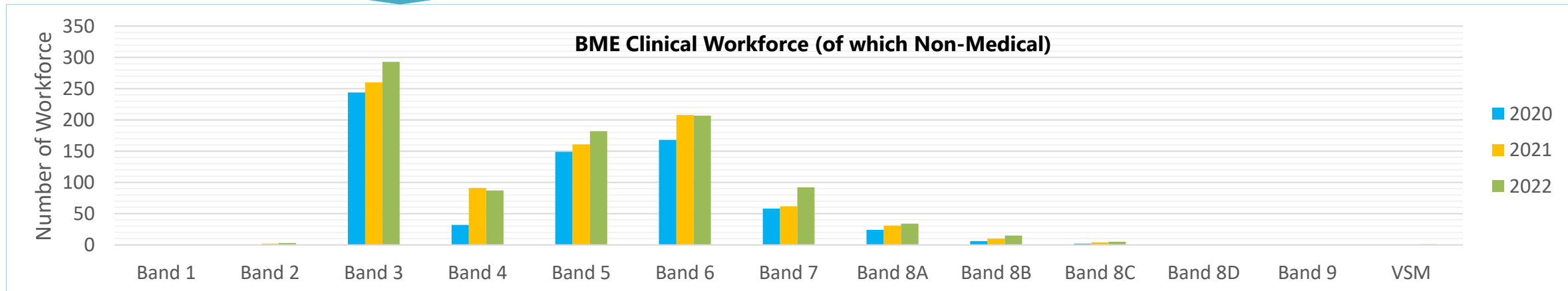
Non Clinical Workforce	BME 2020	BME 2021	BME 2022	White 2020	White 2021	White 2022	Unknown 2020	Unknown 2021	Unknown 2022
Band 1	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
Band 2	19.2%	21.9%	21.0%	77.3%	74.5%	74.9%	3.5%	3.6%	4.1%
Band 3	12.2%	11.4%	11.5%	84.9%	86.9%	86.6%	3.0%	1.7%	1.9%
Band 4	11.9%	11.7%	15.2%	84.2%	86.1%	82.2%	4.0%	2.2%	2.6%
Band 5	14.4%	17.2%	23.1%	80.0%	77.4%	72.8%	5.6%	5.4%	4.1%
Band 6	13.0%	14.5%	13.6%	86.3%	81.7%	79.2%	0.8%	3.8%	7.1%
Band 7	9.6%	8.2%	10.4%	87.2%	88.8%	85.6%	3.2%	3.1%	4.0%
Band 8A	11.1%	14.5%	14.7%	88.1%	84.5%	83.6%	0.8%	0.9%	1.7%
Band 8B	9.7%	10.4%	7.3%	88.7%	85.4%	89.1%	1.6%	4.2%	3.6%
Band 8C	5.3%	2.8%	4.5%	94.7%	97.2%	93.2%	0.0%	0.0%	2.3%
Band 8D	0.0%	0.0%	0.0%	90.0%	100.0%	100.0%	10.0%	0.0%	0.0%
Band 9	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
VSM	5.3%	15.4%	18.8%	94.7%	76.9%	62.5%	0.0%	7.7%	18.8%



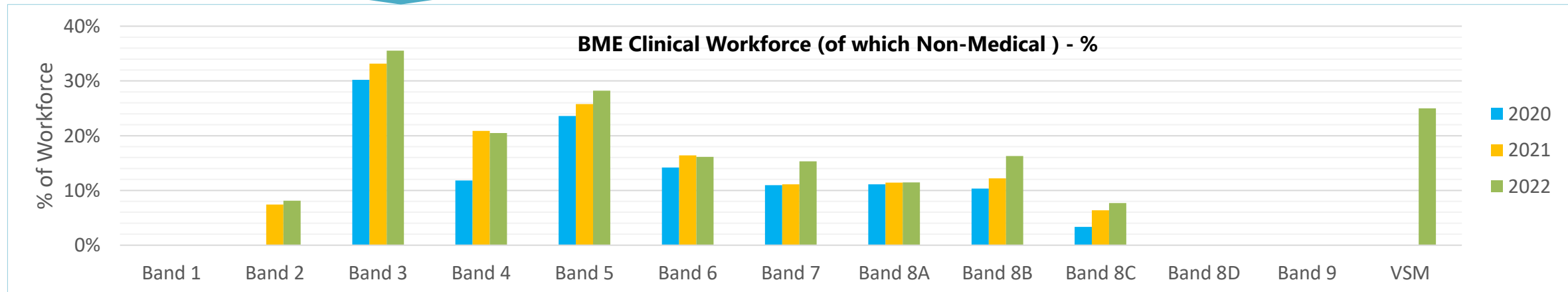
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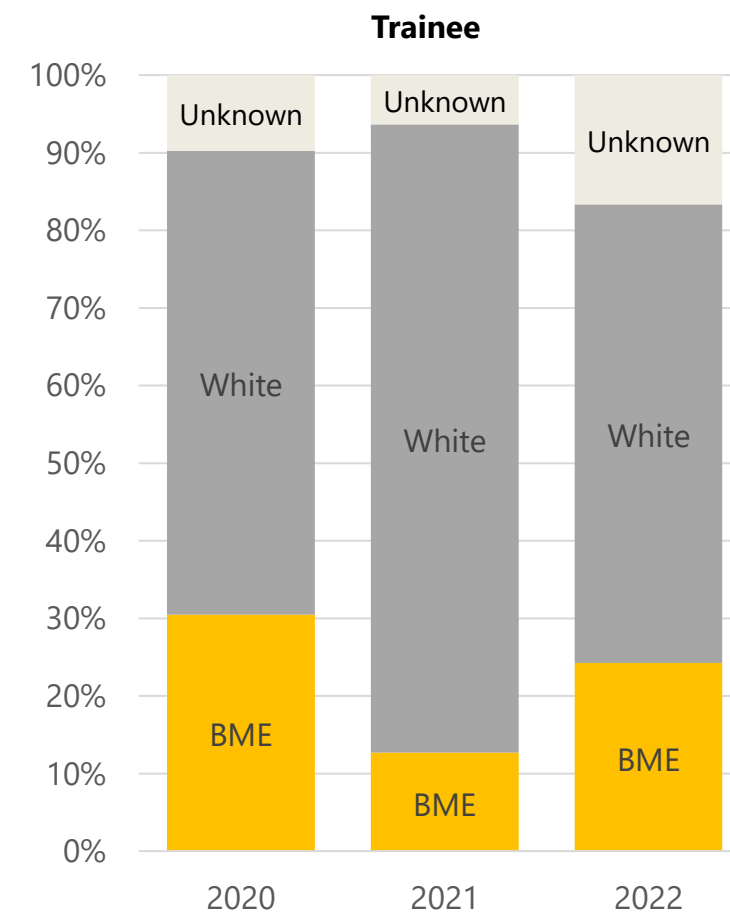
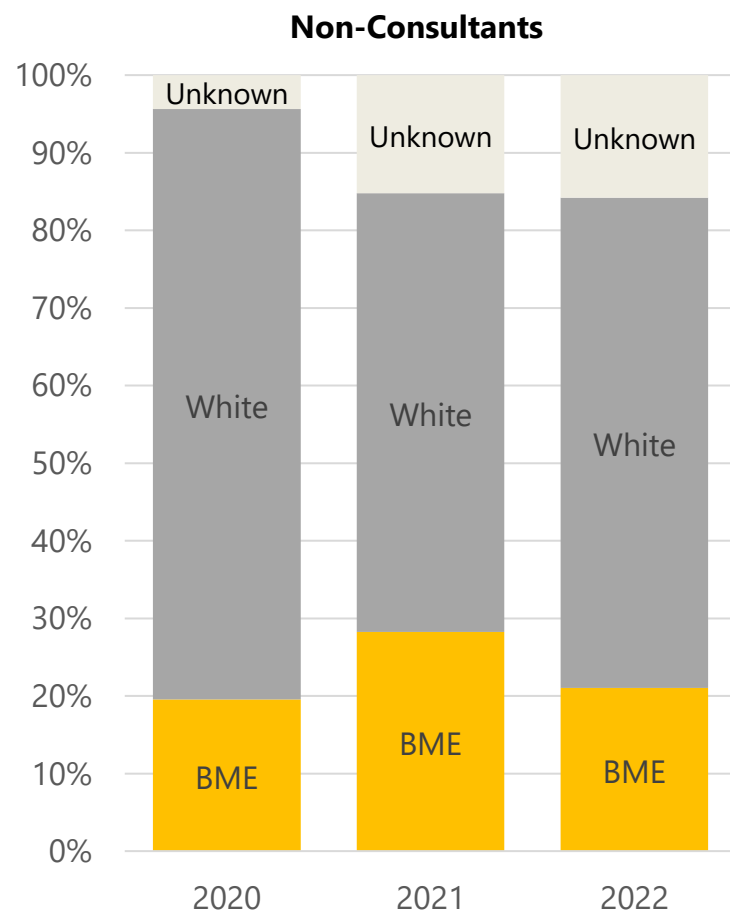
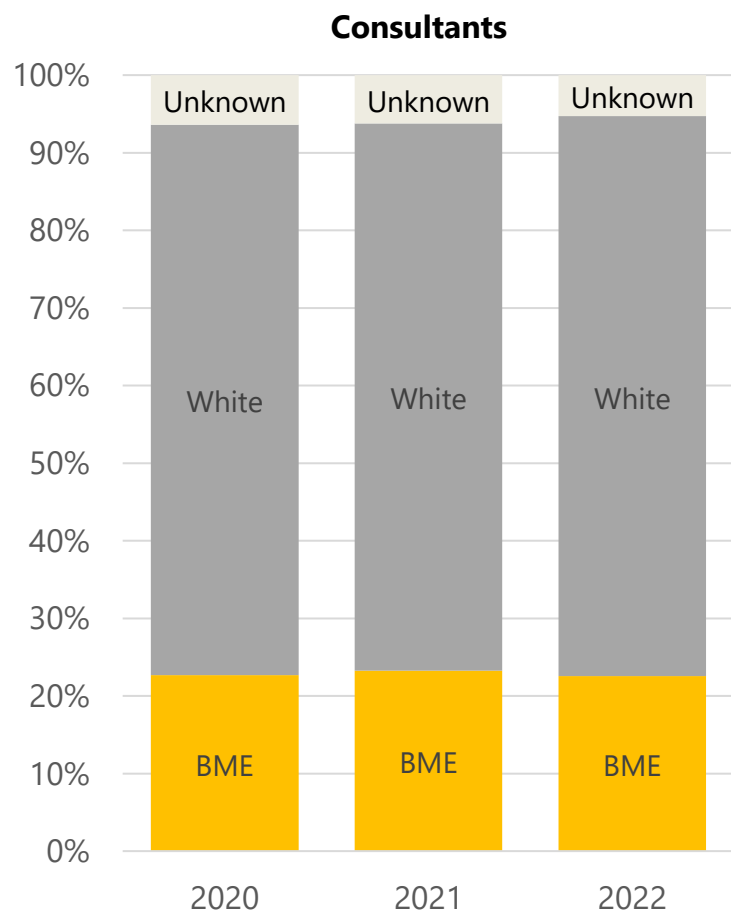
Clinical Workforce	BME 2020	BME 2021	BME 2022	White 2020	White 2021	White 2022	Unknown 2020	Unknown 2021	Unknown 2022
Band 1	0	0	0	0	0	0	0	0	0
Band 2	0	2	3	5	25	33	0	0	1
Band 3	244	260	293	542	500	502	22	24	29
Band 4	32	91	87	229	333	324	10	12	14
Band 5	149	161	182	452	432	422	30	32	41
Band 6	168	208	207	957	985	973	58	75	103
Band 7	58	62	92	456	479	495	16	16	13
Band 8A	24	31	34	185	233	256	7	7	7
Band 8B	6	10	15	52	72	76	0	0	1
Band 8C	2	4	5	57	58	59	1	1	1
Band 8D	0	0	0	9	9	8	0	0	0
Band 9	0	0	0	1	2	2	0	0	0
VSM	0	0	1	1	2	3	0	0	0



Clinical Workforce	BME 2020	BME 2021	BME 2022	White 2020	White 2021	White 2022	Unknown 2020	Unknown 2021	Unknown 2022
Band 1	-	-	-	-	-	-	-	-	-
Band 2	0.0%	7.4%	8.1%	100.0%	92.6%	89.2%	0.0%	0.0%	2.7%
Band 3	30.2%	33.2%	35.6%	67.1%	63.8%	60.9%	2.7%	3.1%	3.5%
Band 4	11.8%	20.9%	20.5%	84.5%	76.4%	76.2%	3.7%	2.8%	3.3%
Band 5	23.6%	25.8%	28.2%	71.6%	69.1%	65.4%	4.8%	5.1%	6.4%
Band 6	14.2%	16.4%	16.1%	80.9%	77.7%	75.8%	4.9%	5.9%	8.0%
Band 7	10.9%	11.1%	15.3%	86.0%	86.0%	82.5%	3.0%	2.9%	2.2%
Band 8A	11.1%	11.4%	11.4%	85.6%	86.0%	86.2%	3.2%	2.6%	2.4%
Band 8B	10.3%	12.2%	16.3%	89.7%	87.8%	82.6%	0.0%	0.0%	1.1%
Band 8C	3.3%	6.3%	7.7%	95.0%	92.1%	90.8%	1.7%	1.6%	1.5%
Band 8D	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
Band 9	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
VSM	0.0%	0.0%	25.0%	100.0%	100.0%	75.0%	0.0%	0.0%	0.0%

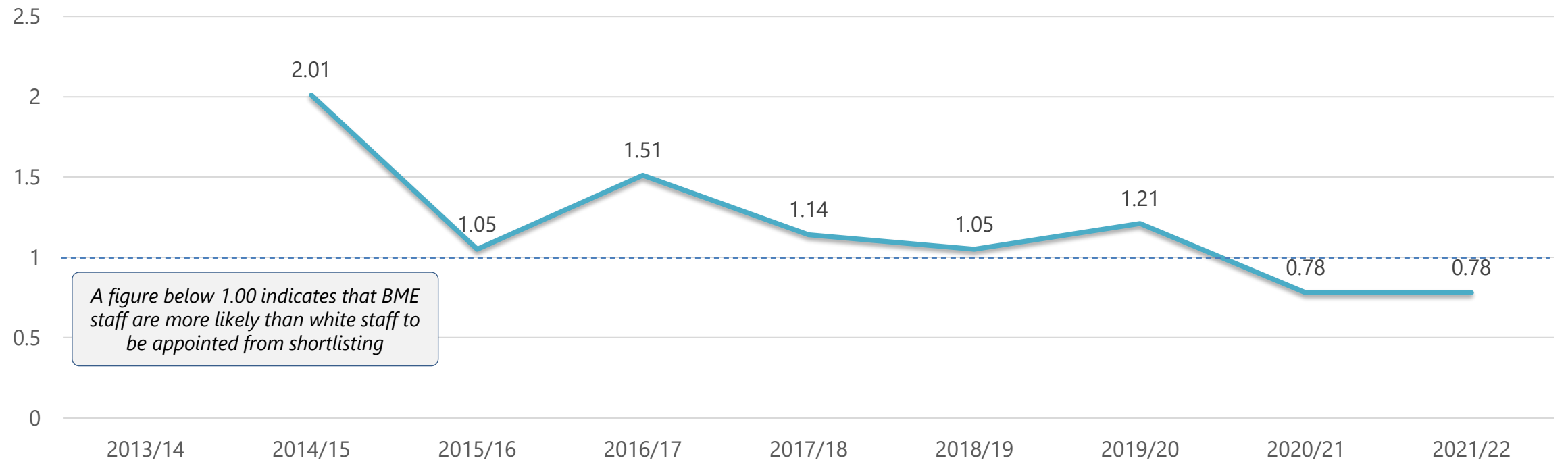


Medics & Other	BME 2020	BME 2021	BME 2022	White 2020	White 2021	White 2022	Unknown 2020	Unknown 2021	Unknown 2022
Consultant	32	30	30	100	91	96	9	8	7
Non-consultant	9	13	16	35	26	48	2	7	12
Trainee	25	8	16	49	51	39	8	4	11
Other	16	6	2	28	31	4	3	14	6



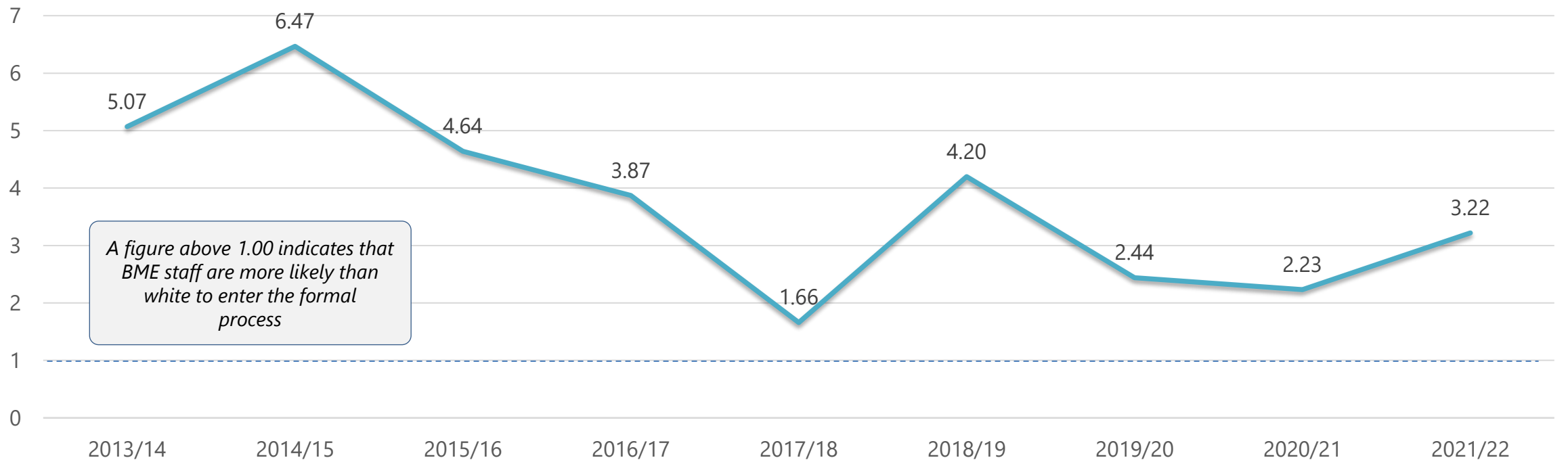
Relative likelihood of white staff being **appointed from shortlisting** compared to BME staff

2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
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	0.78 times more likely
-	-	-0.96	+0.46	-0.37	-0.09	+0.16	-0.43	0.00



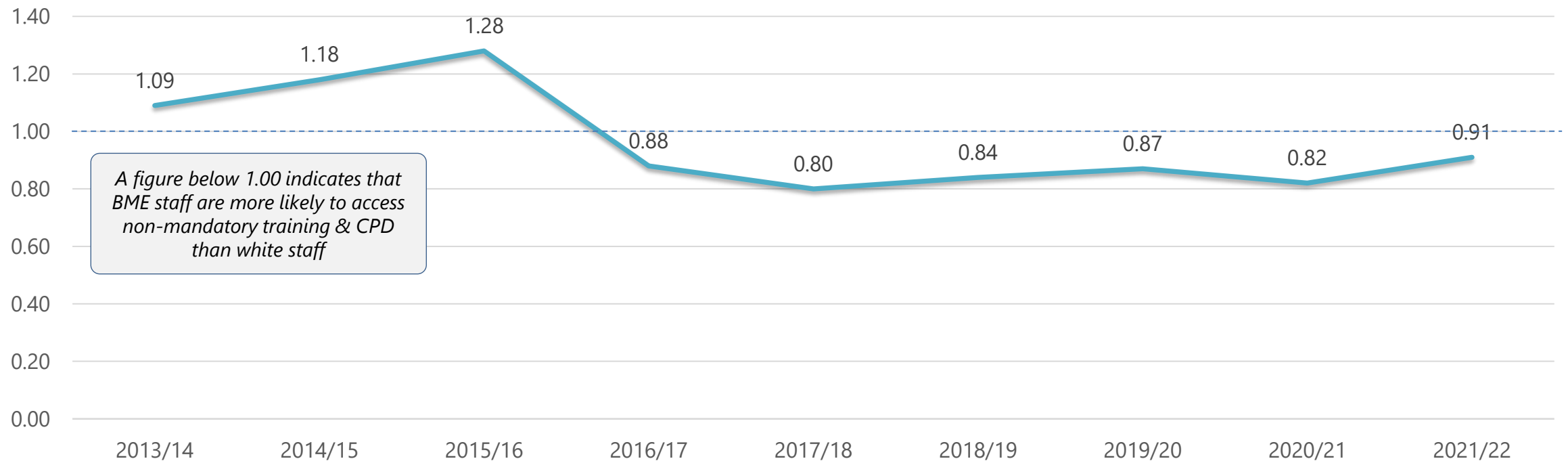
Relative likelihood of BME staff entering into **formal disciplinary process** compared to white staff

2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
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	3.22 times more likely
-	+1.4	-1.83	-0.77	-2.21	+2.54	-1.76	-0.21	+0.99



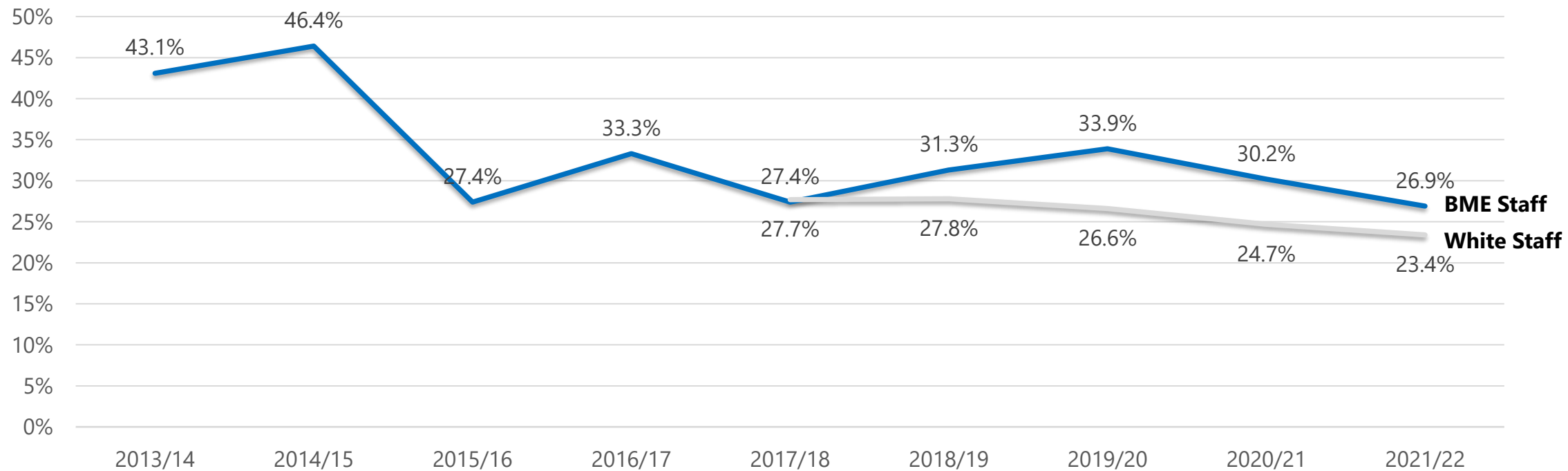
Relative likelihood of white staff accessing **non-mandatory training & CPD** compared to BME staff

2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
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	0.91 times more likely
-	+0.09	+0.10	-0.40	-0.08	+0.04	+0.03	-0.05	+0.09



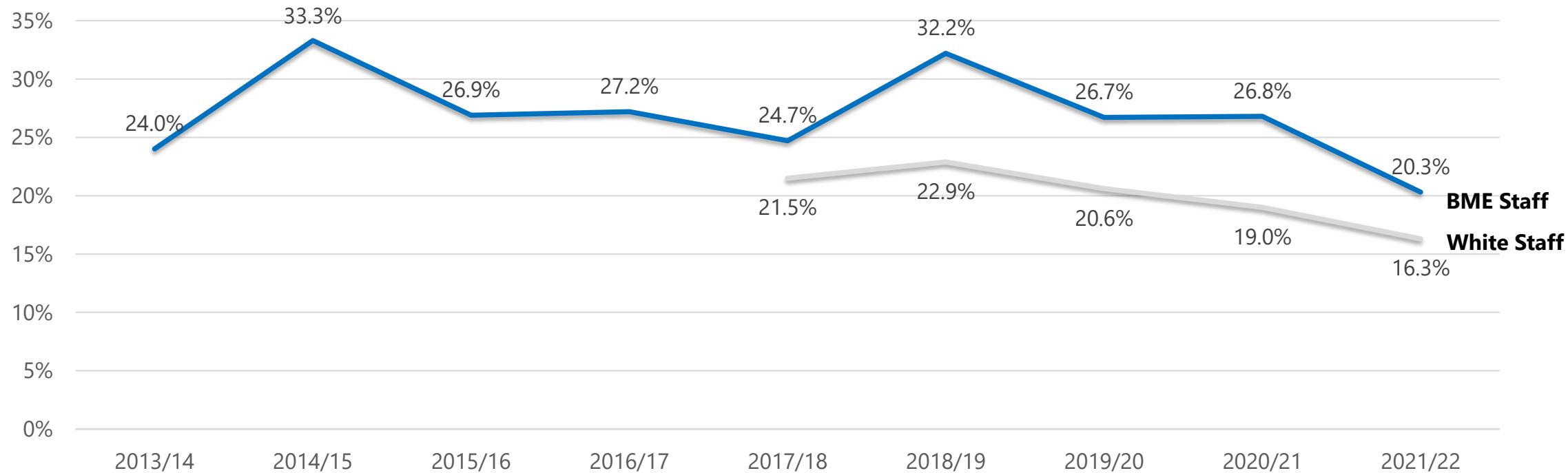
Percentage of staff experiencing harassment, bullying or abuse
from patients, relatives or the public in last 12 months

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
BME Staff	43.1%	46.4%	27.4%	33.3%	27.4%	31.3%	33.9%	30.2%	26.9%
	-	+3.3%	-19.0%	+5.9%	-5.9%	+3.9	+2.6%	-3.7%	-3.3%
White Staff					27.7%	27.8%	26.6%	24.7%	23.4%
					-	+0.1%	-1.2%	-1.9%	-1.3%



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

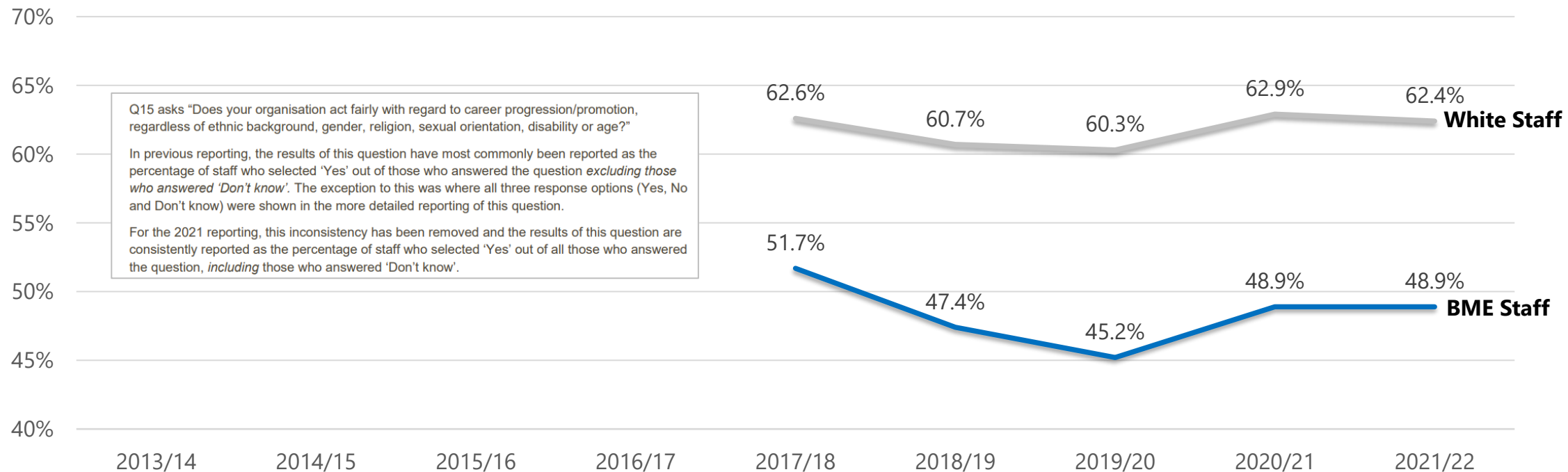
	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
BME Staff	24.0%	33.3% +9.3%	26.9% -6.4%	27.2% +0.3%	24.7% -2.5%	32.2% +7.5%	26.7% -5.5%	26.8% +0.1%	20.3% -6.5%
White Staff	-				21.5% -	22.9% +1.4%	20.6% -2.3%	19.0% -1.6%	16.3% -2.7%



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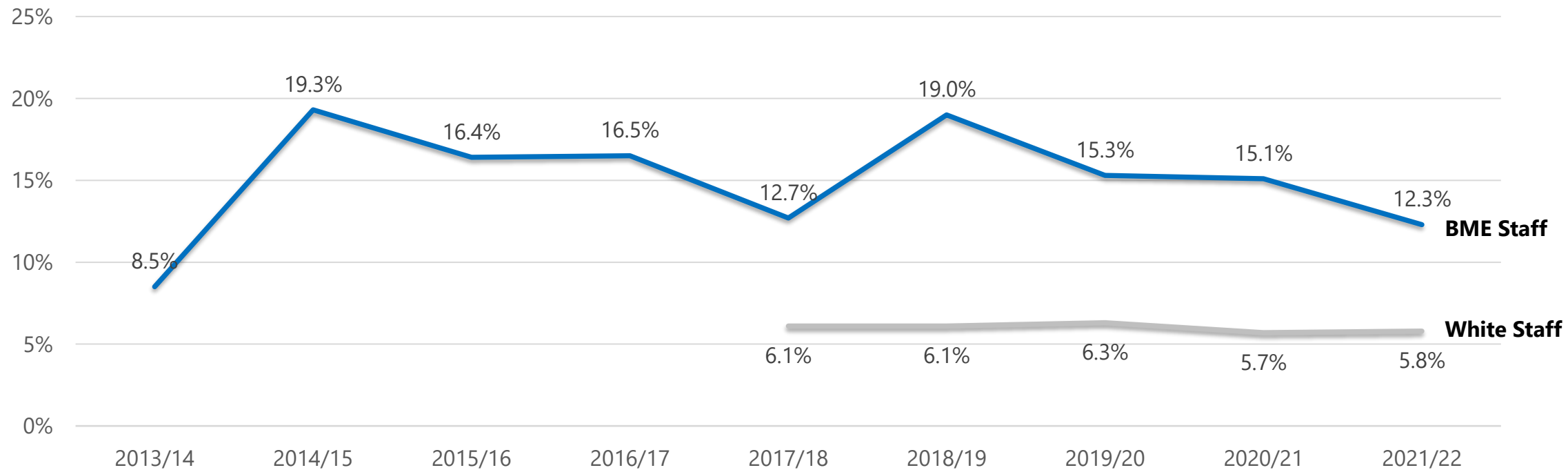
Percentage of staff believing the organisation provides **equal opportunities** for career progression or promotion

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
BME Staff	<p><i>The calculation for this indicator has been changed, and the data prior to the change in 2017 is unavailable. Please see below for a detailed explanation.</i></p>				51.7%	47.4%	45.2%	48.9%	48.9%
White Staff					-	-4.3%	-2.2%	+3.7%	+0%
					-	-1.9%	-0.4%	+2.6%	-0.5%



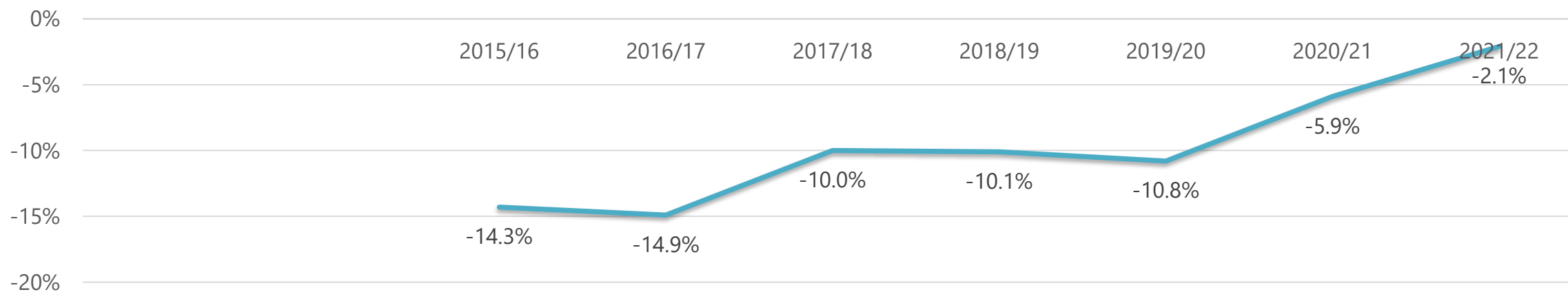
Percentage of staff experiencing discrimination
at work from **manager/team leader** or **other colleagues** in last 12 months

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
BME Staff	8.5%	19.3%	16.4%	16.5%	12.7%	19.0%	15.3%	15.1%	12.3%
	-	+10.8%	-2.9%	+0.1%	-3.8%	+6.3%	-3.7%	-0.2%	-2.8%
White Staff					6.1%	6.1%	6.3%	5.7%	5.8%
					-	0%	+0.2%	-0.6%	+0.1%



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

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
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%	-2.1%
Percentage of BME members on the Board	0%	0%	5.9%	6.3%	6.3%	12.5%	17.6%
Percentage of BME Staff in Overall Workforce	14.3%	14.9%	15.9%	16.4%	17.1%	18.4%	19.7%



A race equality work programme has been developed to work on the following WRES indicators as Quality Improvement (QI) Projects:

- 1) Indicators 1 and 2:** To improve workforce diversity and equal representation of BME staff across all AfC bands and occupational groups
- 2) Indicator 3:** To de-bias the disciplinary process
- 3) Indicator 7:** To improve the perception and experience of BME staff that the Trust provides equal opportunities for career progression and promotion