

# WRES Report 2024

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## Background

The Workforce Race Equality Standard (WRES) was first introduced in 2016 and requires trusts to compile and submit a standard national report to demonstrate its findings and to flag progress against a number of indicators relating to the representation of Black and Minority Ethnic staff.

The importance of race equality is embedded in the NHS People Plan<sup>1</sup>, in a context where nationally colleagues from a Black, Asian, and Minority Ethnic background have poorer experiences of working within the NHS. At the Royal Devon one of trust our values is inclusion, focusing on ensuring equity for our staff in a context of valuing and celebrating individual differences.

The WRES is in place to ensure that employees from Black and Minority Ethnic backgrounds have equal access to career opportunities and receive fair treatment in the workplace. It should highlight any differences between the experience and treatment of White staff and Black and Minority Ethnic staff in the NHS, with a view to closing any identified gaps through the development and implementation of action plans focused upon continuous improvement over time.

## Analysis

The data period for the information within the submission was 1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024, with workforce data taken from a snapshot on 31<sup>st</sup> March 2024 from ESR. Staff survey data was taken from the most recent staff survey in 2023. As with previous WRES reporting, bank staff are not included in this submission.

The WRES submission is split into indicators, which are addressed beneath the sub-headings below.

### WRES Indicators and Sources

1. Percentage of staff in each of the Agenda for Change (AfC) Bands 1-9 or Medical and Dental subgroups and VSM compared with the percentage of staff in the overall workforce disaggregated by:
  - a. Non-clinical staff
  - b. Clinical staff – of which
    - i. Non-medical staff
    - ii. Medical and dental staff

**Source: ESR**
2. Relative likelihood of staff being appointed from shortlisting across all posts  
**Source: Workforce Information Team and Career Gateway**
3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation  
**Source: Employee Support and Resolution Team**
4. Relative likelihood of staff accessing non-mandatory training and CPD  
**Source: Learn+**
5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months

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<sup>1</sup> <https://www.england.nhs.uk/ournhspeople/>

**Source: NHS Staff Survey 2023**

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

**Source: NHS Staff Survey 2023**

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

**Source: NHS Staff Survey 2023**

- 8. Percentage of staff experiencing discrimination from staff in the last 12 months

**Source: NHS Staff Survey 2023**

- 9. Board representation

**Source: ESR**

Since the integration of Royal Devon and Exeter NHS Foundation Trust with Northern Devon Healthcare NHS Trust in April 2022, there has been a process of introducing new systems since the previous years reporting. This may have led to inconsistencies between this year and last year’s data reporting as it relies on different Trust systems. These inconsistencies should reduce going forward.

## Workforce Data

The total number of staff members employed at Royal Devon on 31<sup>st</sup> March 2024 stood at 13,906 of which 1,993 were recorded as being from a Black or Minority Ethnic background and 1,891 with an unknown ethnicity on ESR.

10.83% of staff do not currently have their ethnicity recorded onto ESR, an increase of 2.31% compared to previous years reporting. According to ESR, staff from a Black or Minority Ethnic background represent 14.33% of the total workforce, a 3.86% increase from the 9.74% recorded last year.

This contradicts the figures recorded from respondents to the NHS Staff Survey, where the number of respondents identifying themselves as from a Black or Minority Ethnic background stood at 7.84%.

### Indicator 1: ESR Data

#### Non-Clinical Staff

Band Clusters	% White	% BME	% Unknown
Cluster 1: AfC bands <1 to 4	85.29%	5.40%	9.31%
Cluster 2: AfC bands 5 to 7	91.87%	3.58%	4.56%
Cluster 3: AfC bands 8a and 8b	91.34%	2.60%	6.06%
Cluster 4: AfC bands 8c to VSM	93.02%	0.00%	6.98%
<b>Total non-clinical</b>	<b>87.75%</b>	<b>4.56%</b>	<b>7.70%</b>

#### Clinical Staff

Band Clusters	% White	% BME	% Unknown
Cluster 1: AfC bands <1 to 4	82.15%	8.81%	9.04%
Cluster 2: AfC bands 5 to 7	75.32%	12.14%	12.54%
Cluster 3: AfC bands 8a and 8b	91.89%	4.80%	3.30%

Cluster 4: AfC bands 8c to VSM	89.19%	2.70%	8.11%
<b>Total Clinical</b>	<b>78.57%</b>	<b>10.57%</b>	<b>10.86%</b>

#### Medical and Dental Staff

<b>Medical and Dental Grades</b>	<b>% White</b>	<b>% BME</b>	<b>% Unknown</b>
Medical & Dental Consultant	76.26%	13.50%	10.24%
Medical & Dental Non-Consultant Career Grade	45.05%	29.95%	25.00%
Medical & Dental Trainee Grades	58.26%	22.04%	19.70%
<b>Total Medical &amp; Dental</b>	<b>62.23%</b>	<b>20.53%</b>	<b>17.24%</b>

#### Indicator 2: Recruitment

For the time period 1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024 the relative likelihood of White candidates being appointed from shortlisting compared to Black and Minority Ethnic candidates was 2.32. A figure above 1.00 indicates that White candidates are more likely than Black and Minority Ethnic candidates to be appointed from shortlisting.

We note that there has been a recent change to our systems since the merger and we are looking into the data transfer between our systems to understand whether this is a contributing factor to the growing number of unknown records.

#### Indicator 3: Disciplinary Process

During the time period 1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024, 98 members of staff entered a formal disciplinary process. The relative likelihood of Black and Minority Ethnic staff entering the formal disciplinary process compared to White staff was 0.97 meaning Black and Minority Ethnic are staff are slightly less likely than White staff to enter a formal disciplinary process.

#### Indicator 4: Non-mandatory training and CPD

During the time period 1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024, the relative likelihood of White staff accessing non-mandatory training compared to Black and Minority Ethnic staff was 1.58 indicating that White staff are more likely to access non-mandatory training than Black and Minority Ethnic staff.

### Staff Survey Data

In 2023, 4,640 Trust employees completed the staff survey, 7.84% from a Black or Minority Ethnic background.

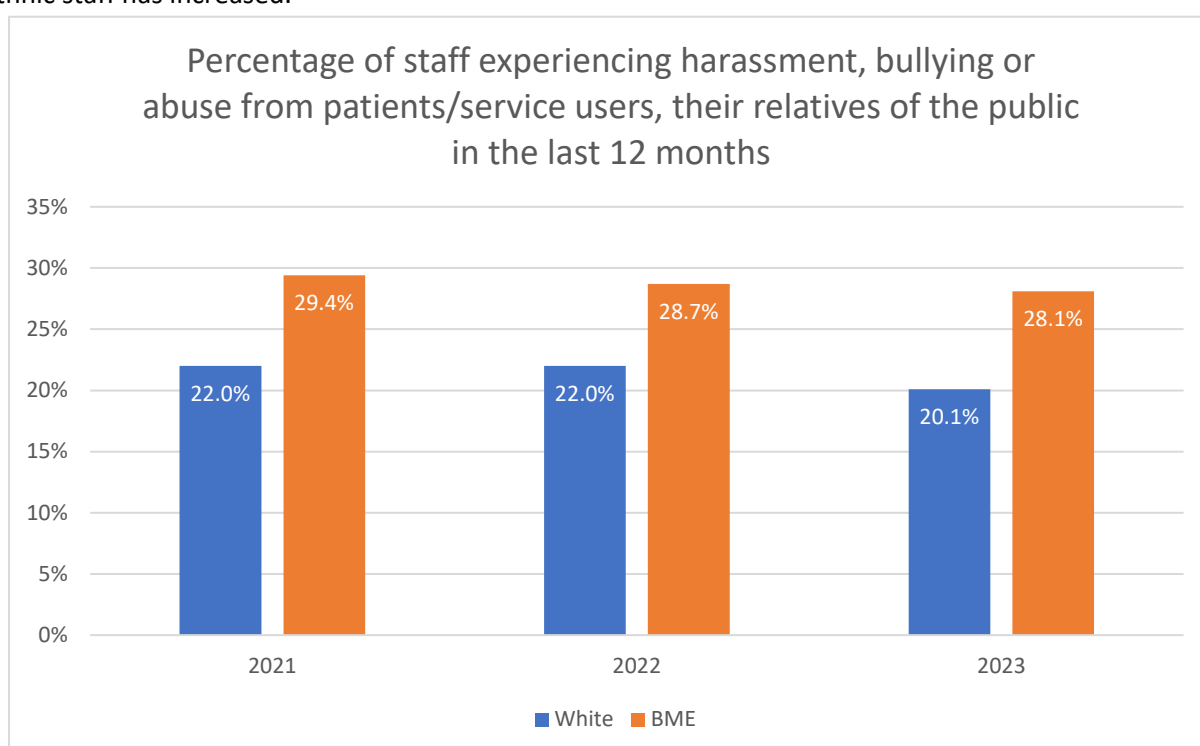
Please note 2021 results reflect an aggregated total of Royal Devon and Exeter NHS Foundation Trust and Northern Devon Healthcare NHS Trust, as the two trusts merged April 2022. The arrows in the below tables indicate if there has been an increase/reduction in the percentage compared to the previous year's staff survey.

Indicator 5: Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives of the public in the last 12 months

This year an issue with the staff survey impacted results for indicator 5<sup>2</sup> with an estimated 4% (184) of responses being affected. As a consequence of this, the below results contain a statistical bias and so may not be accurate at time of this report.

	White			BME		
	2021	2022	2023	2021	2022	2023
<b>Percentage of staff</b>	22.0%	22.0%	20.1%↓	29.4%	28.7%↓	28.1%↓

The percentage of staff from all ethnic backgrounds experiencing harassment, bullying or abuse from the public has reduced; however, the gap in experience between White and Black and Minority Ethnic staff has increased.



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

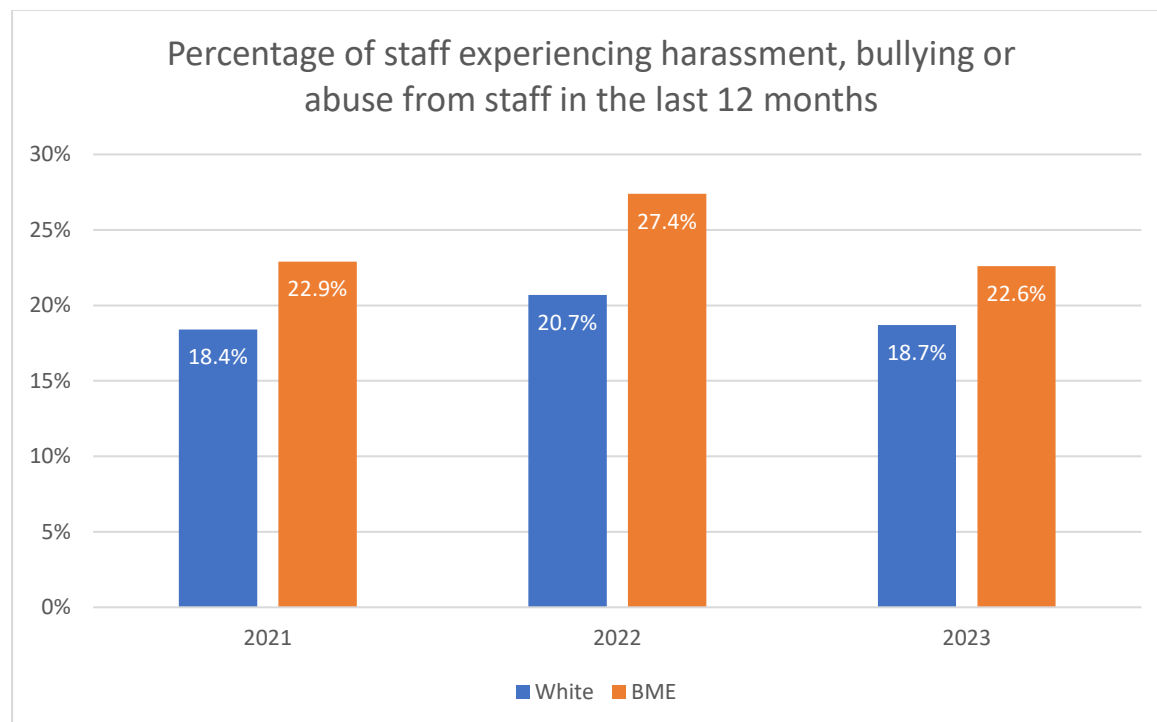
This year an issue with the staff survey impacted results for indicator 6<sup>3</sup> with an estimated 4% (184) of responses being affected. As a consequence of this, the below results contain a statistical bias and so may not be accurate at time of this report.

	White			BME		
	2021	2022	2023	2021	2022	2023
<b>Percentage of staff</b>	18.4%	20.7%↑	18.7%↓	22.9%	27.4%↑	22.6%↓

<sup>2</sup> More information on the error can be found here: <https://www.nhsstaffsurveys.com/survey-documents/>

<sup>3</sup> More information on the error can be found here: <https://www.nhsstaffsurveys.com/survey-documents/>

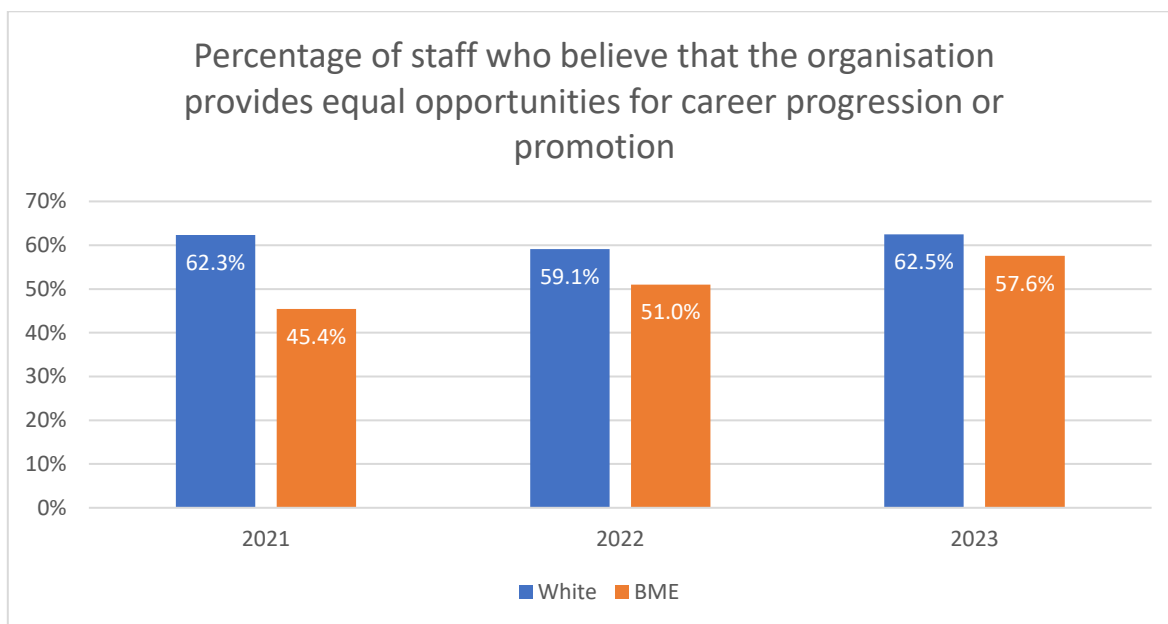
As above, despite an increase for both White and Black and Minority Ethnic staff in 2022, the percentage of staff experiencing harassment, bullying or abuse from other staff members has reduced. This reduction has been greater for Black and Minority Ethnic staff (a **4.8%** reduction for Black and Minority Ethnic staff compared to **2.0%** for White staff) and the gap between the staff groups has reduced this year to 3.9% compared with 6.7% for 2022 results.



Indicator 7: Percentage of staff who believe that the organisation provides equal opportunities for career progression or promotion

	White			BME		
	2021	2022	2023	2021	2022	2023
Percentage of staff	62.3%	59.1% ↓	62.5% ↑	45.4%	51.0% ↑	57.6% ↑

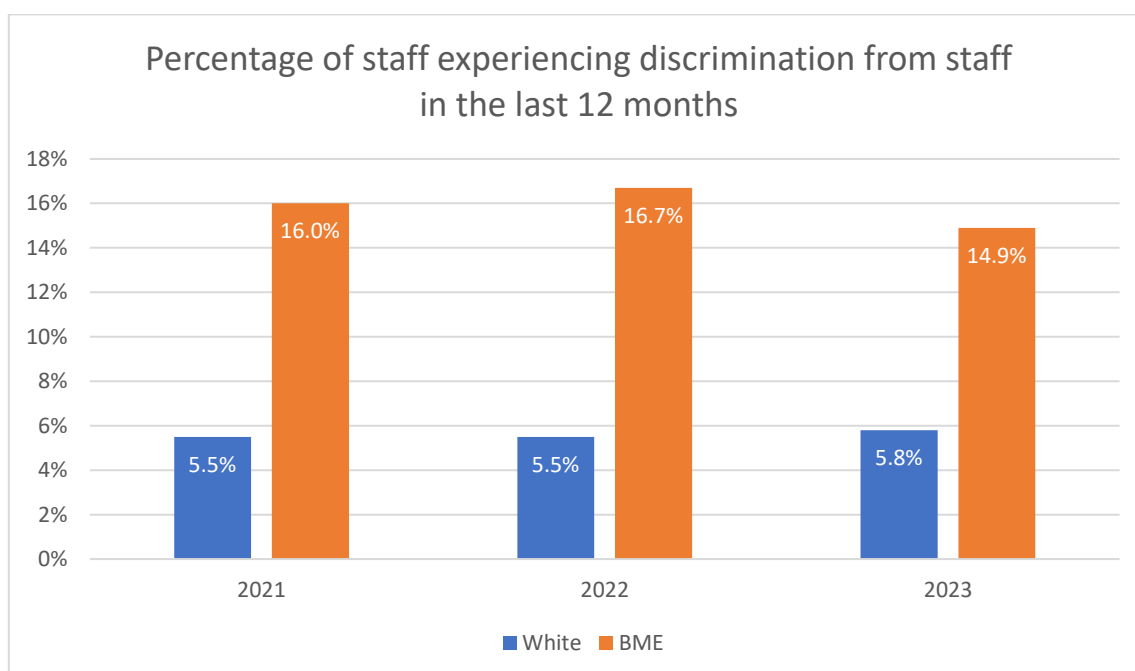
An increased percentage of staff from both ethnic groupings feel there is equal opportunity for career progression or promotion this year. This increase has been larger for Black and Minority Ethnic staff at **6.6%** compared to White staff at **3.4%**. The gap in experience has been reduced this year to **4.9%** compared to **8.1%** in 2022.



Indicator 8: Percentage of staff experiencing discrimination from staff in the last 12 months

	White			BME		
	2021	2022	2023	2021	2022	2023
<b>Percentage of staff</b>	5.5%	5.5%	5.8% ↑	16.0%	16.7% ↑	14.9% ↓

There has been a slight increase in White staff reporting experience of discrimination this year and a reduction for Black and Minority Ethnic staff. Despite an increase in 2022, the percentage for Black and Minority Ethnic staff is now below the 2021 reported data. The gap in experience has been reduced from **11.2%** to **9.1%**.



## Indicator 9: Board membership representation

This return shows that of the 15 Board members, 80% identify as White and 20% have an unknown ethnicity. There is currently no known Black and Ethnic Minority representation at Board level, as there has not been in the previous two years reporting.

## Key Issues

- Increase of unknown ethnicity on ESR.
- Lower relative likelihood of Ethnic Minority staff being successful at a recruitment process in comparison to their white colleagues.
- Missing data at Board membership level.

## Action Planning

We are pleased to see some overall improvements across our metrics at the Trust and take this as a positive sign that our action planning from previous years, as well as our overall cultural work, has been successful in bridging the gap in experiences between our staff groups. There remain areas for us to concentrate on to ensure we continue to see a positive upward trajectory including:

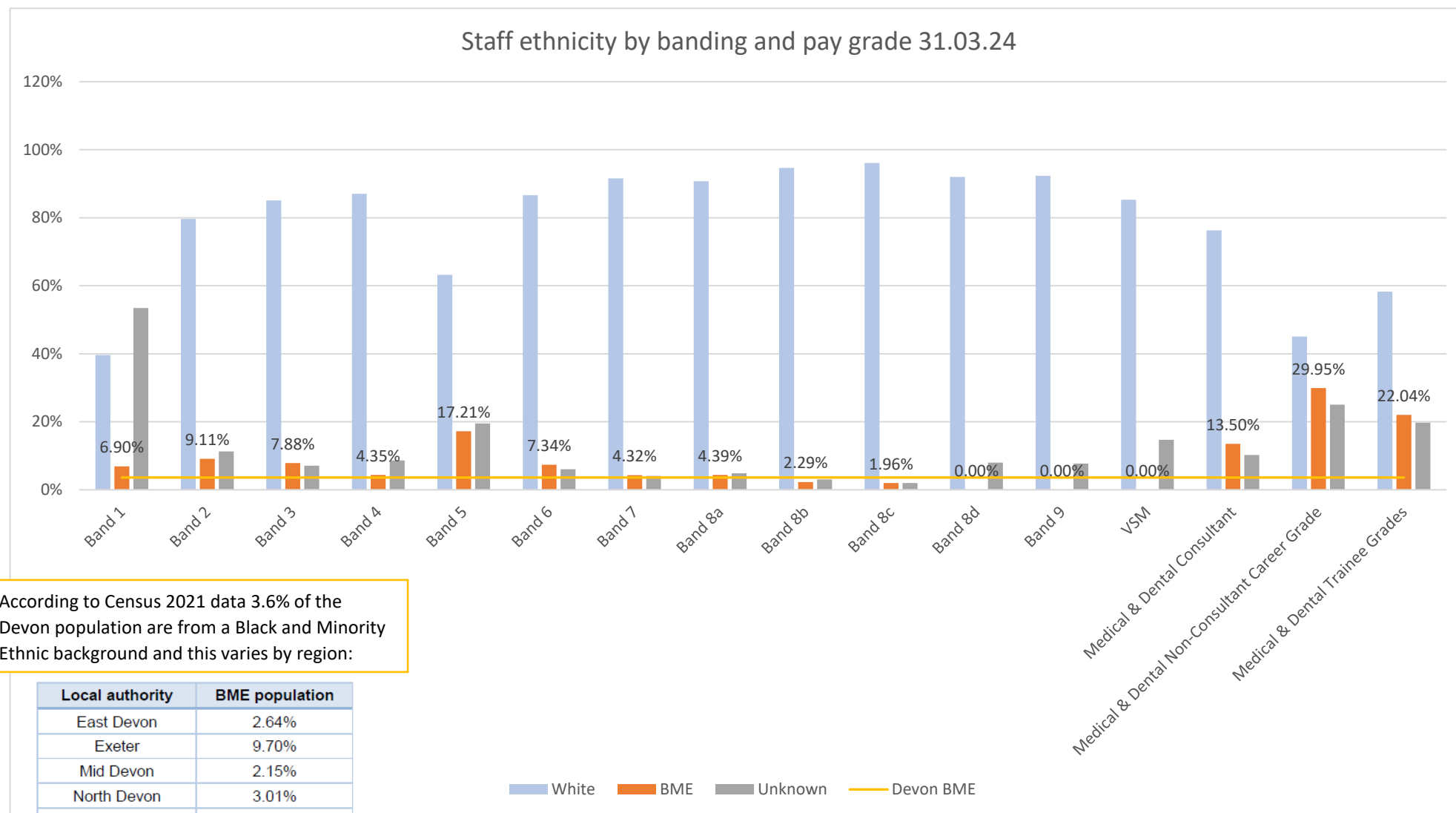
- Seeking assurance that our systems are communicating well between each other to understand whether moving from Career Gateway to ESR has an impact on the recording of recruited staff members ethnicity internally. This will in turn support us in understanding whether the numbers reported for recruited candidates' ethnicity are correct.
- Raise awareness at Board level of the data we currently hold and understand how the Trust can achieve more diverse representation, as well as increase Board involvement in the delivery of the High Impact Action Plan.
- Targeted support to ensure the equity of opportunity for staff of Ethnic Minority background at Band 8a+ in response to our current figures.
- Support the launch of Cultural Competency training across the Royal Devon.
- Seek assurance to understand the decline in data relating to non-mandatory training for our Black and Ethnic Minority staff.



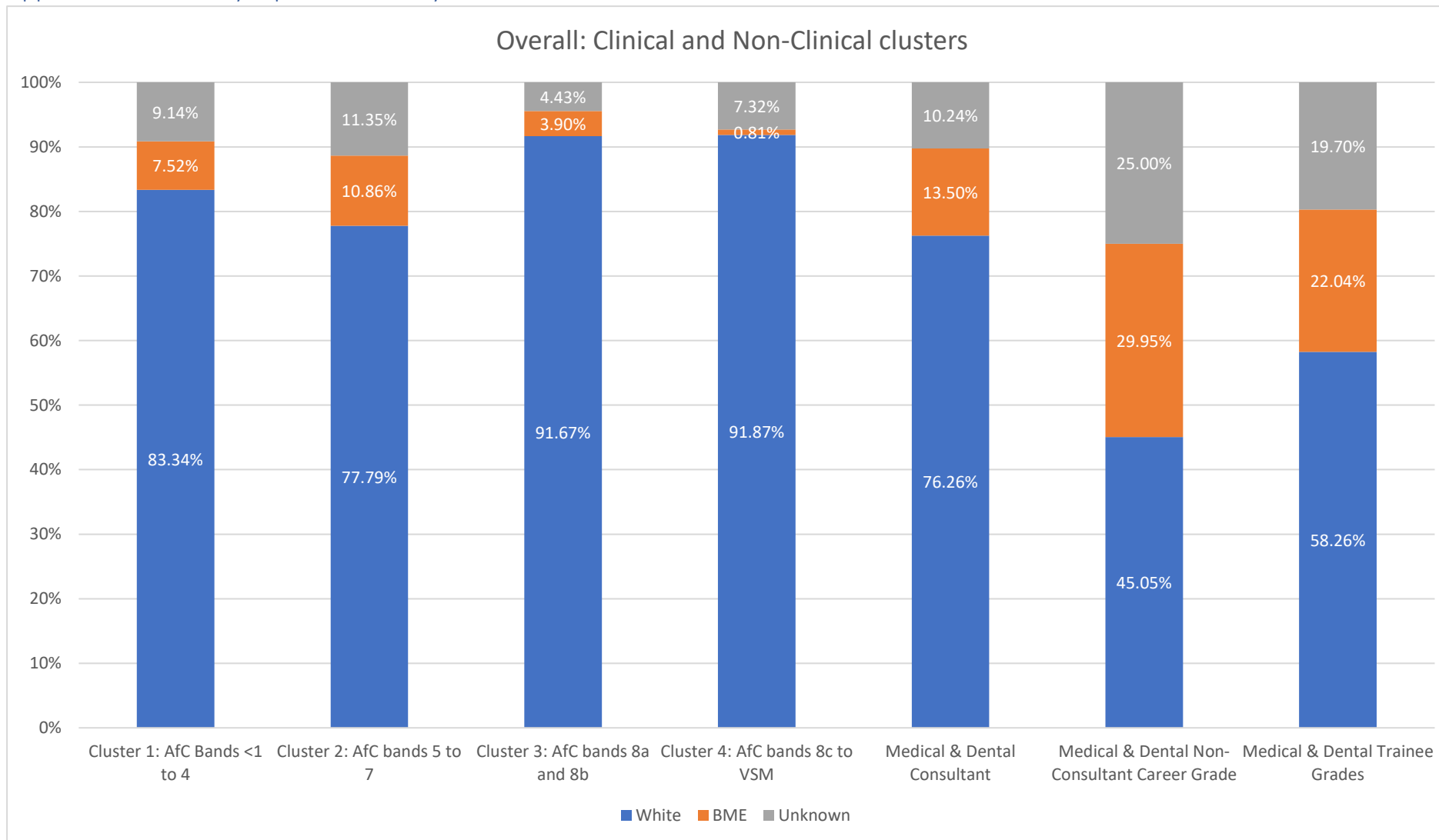
## Appendix 1: Year on year comparison table

WRES Indicators			Year			Trend	Difference between 22/23 to 23/24
			2021/22	2022/23	2023/24		
1	Percentage of BME staff	Overall	9.11%	9.74%	13.60%		<b>3.86%</b>
		Clinical	19.77%	11.60%	17.39%		<b>5.79%</b>
		Non-Clinical	3.77%	3.83%	4.56%		<b>0.73%</b>
2	Relative likelihood of White applicants being appointed from shortlisting compared to BME applicants		1.11	0.68	2.32		<b>1.64 ↑</b>
3	Relative likelihood of BME staff entering a formal disciplinary process compared to White staff		1.73	0	0.97		<b>+0.97 ↑</b>
4	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff		0.86	0.93	1.56		<b>+0.63 ↑</b>
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or public in the last 12 months	BME	29.4%	28.7%	28.1%		<b>-0.60% ↓</b>
		White	22.0%	22.0%	20.1%		<b>-1.90% ↓</b>
6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	BME	22.9%	27.4%	22.6%		<b>-4.80% ↓</b>
		White	18.4%	20.7%	18.7%		<b>-2.00% ↓</b>
7	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	BME	45.4%	51.0%	57.6%		<b>+6.60% ↑</b>
		White	62.3%	59.1%	62.5%		<b>+3.40% ↑</b>
8	Percentage of staff experiencing discrimination from staff in the last 12 months	BME	16.0%	16.7%	14.9%		<b>-1.80% ↓</b>
		White	5.5%	5.5%	5.8%		<b>+0.30% ↑</b>
9	BME Board membership	BME	0.0%	0.0%	0.0%		<b>0.00%</b>

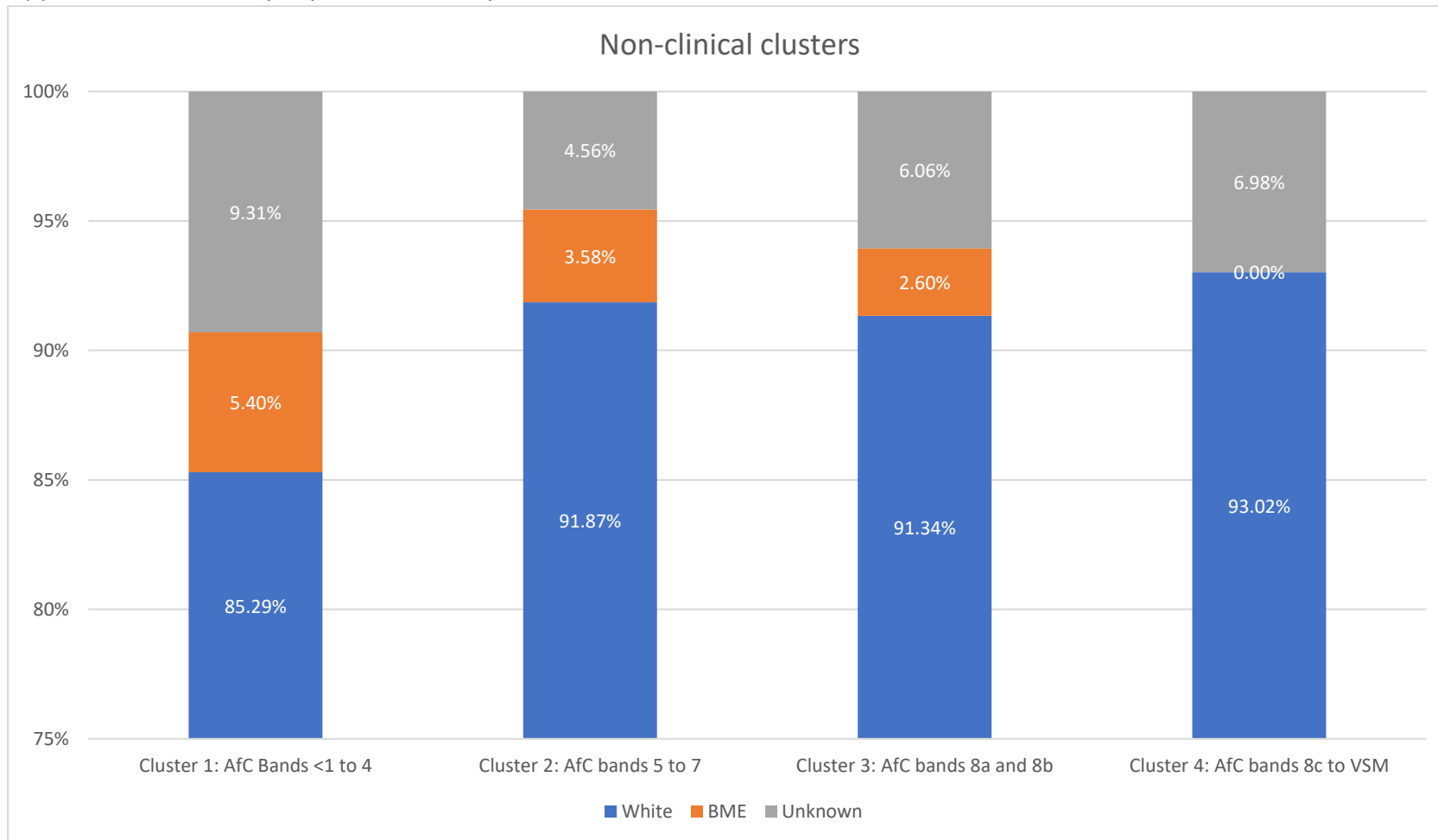
## Appendix 2: Overall BME representation by banding and pay grade



Appendix 2a: Ethnicity representation by clusters – overall



Appendix 2b: Ethnicity representation by clusters – non-clinical



Appendix 2c: Ethnicity representation by clusters – clinical

