



Royal Devon
University Healthcare
NHS Foundation Trust

Workforce Race Equality Standard (WRES)

Action Plan 2024/25



Introduction

The Workforce Race Equality Standard (WRES) is a workforce standard that all NHS Trusts are required to submit which involves collecting and analysing data across a series of indicators (below) to help to improve the workplace experiences of Black, Asian and Minority ethnic (BAME) staff across the NHS.

Royal Devon NHS Trust submitted its annual WRES report on 31st May 2024 which can be found [here](#)

Indicator 1	Percentage of Ethnic Minority staff in each of the Agenda for Change bands 1-9, medical & dental subgroups and very senior managers (VSM), including executive board members compared with the percentage of staff in the overall workforce.
Indicator 2	Relative likelihood of Ethnic Minority staff being appointed from shortlisting across all posts
Indicator 3	Relative likelihood of Ethnic Minority staff entering the formal disciplinary process, compared to that of white staff
Indicator 4	Relative likelihood of white staff accessing non mandatory training and Continuous Professional Development (CPD) as compared to Ethnic Minority staff
Indicator 5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months
Indicator 6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months
Indicator 7	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion
Indicator 8	Percentage of staff who in the last 12 months have personally experienced discrimination at work from manager, team leader or other colleague
Indicator 9	Percentage difference between the organisations' board voting membership and its overall workforce

Key Themes

- Increase in staff not recording ethnicity on ESR, particularly high for Medical and Dental staff group
- Black and Minority Ethnic staff underrepresented at higher bandings for both clinical and non-clinical roles
- Lower relative likelihood of Ethnic Minority staff being successful at a recruitment process in comparison to their white colleagues
- White staff are now more likely to access non-mandatory training than Black and Minority Ethnic staff
- No Black and Minority Ethnic representation at Board level with missing ethnicity declaration

Indicator 1, 2 & 9: Workforce Data and Representation

Actions needed and why: While Black and Minority Ethnic staff represent 14.33% of the total staff population they are under represented both in non-clinical roles and senior roles in both clinical and non clinical posts including at Board level

Indicator	Reference	Objective	Action(s)
1	1.1	Inclusive recruitment practices	Inclusive Recruitment programme is being rolled out, have begun a number of pilots and temperature checks for interviews, looking at career gateways and have begun making changes. Refreshed training programme for newly appointed managers has been launched
1	1.2	Increase focus on Ethnic Minority staff in leadership roles (clinical & non-clinical)	Launched one cohort of Driving Your Career Programme, involving mentoring programme and training opportunities for Ethnic Minority staff. Have obtained funding to roll out future cohorts
1	1.3	Improve disclosure rates with focus on Medical and Dental Staff	Review induction for all staff and Medical and Dental staff to encourage sharing
9	9.1	Improve disclosure rates at Board level	Chief Executive to communicate with Board members to improve disclosure
9	9.2	Promote diversity at Board level	Launch Associate NED programme alongside Board development opportunities to encourage inclusive action, have run inclusive recruitment sessions with committee with the outcome of recruiting a more diverse candidate

Indicator 3, 4 & 7: Employee relations and development

Actions needed and why: Our data shows White staff are more likely to access non-mandatory training than Black and Minority Ethnic staff. While we have seen an increase in Black and Minority Ethnic staff feeling the Trust provides equal opportunity for progression this remains lower than White staff.

Indicator	Reference	Objective	Action(s)
4	4.1	White staff are now more likely to access non-mandatory training than Black and Minority Ethnic staff	Running international recruitment cafes, signposting to career and progression opportunities. Planning reciprocal mentoring to support staff from a global majority background