

Workforce Race Equality Standard (WRES)

The WRES report is a snapshot as of 31 March 2024 of where the ICB is on addressing inequalities. The ICB wants to ensure we retain the talent and continues to attract people from a variety of diverse backgrounds to join our workforce. In addition to the WRES data we have completed the Equality Diversity Standard report 2 and EDI Improvement Plan together with the 6 high impact actions aim to ensure our staff work in an environment where they are supporting to live the ICB's values and can provide the best care to our patients.

The data highlighted has been compared against our staff survey and here are some of the key findings:

- 5.2% of workforce came from a BME background
- 16% of BME staff at very senior manager level
- 0.42% of white and 0.47% of BME applicants were likely to be appointed from shortlisting
- 36% of staff from a minority background believed there were equal opportunities for career progression or promotion,
- The percentage of staff experiencing harassment, bullying or abuse from other staff in the last 12 months was higher for BME staff (20%) than white (15%)
- 14% of BME staff experienced discrimination from other staff than white staff (5%)
- There are no BME staff on the ICB board membership

Workforce Race Equality Standards Indicators

We are....
Inclusive
Respectful
Innovative



Workforce indicators - for each of these four workforce indicators, compare the data for white and BME staff

1. Percentage of staff in each of the AFC Bands 1-9 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 - of which
 - Non-Medical staff
 - Medical and Dental staff

Note: Definitions are based on Electronic Staff Record occupation codes with the exception of Medical and Dental staff, which are based upon grade codes.
2. Relative likelihood of staff being appointed from shortlisting across all posts
Note: This refers to both external and internal posts
3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation
Note: This indicator will be based on data from a two year rolling average of the current year and the previous year. For consistency, organisations should use the same methodology as they have always used
4. Relative likelihood of staff accessing non-mandatory training and CPD

National NHS Staff Survey indicators (or equivalent) - for each of the four staff survey indicators, compare the outcomes of the responses for white and BME staff

5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7. Percentage believing that trust provides equal opportunities for career progression or promotion
8. In the last 12 months have you personally experienced discrimination at work from any of the following?
a) Manager/team leader or other colleagues

Board representation indicator For this indicator, compare the difference for white and BME staff

9. Percentage difference between the organisations' Board membership and its overall workforce disaggregated:
 - By voting membership of the Board
 - By executive membership of the Board








Note: This is an amended version of the previous definition of Indicators

Workforce Race Equality Standards - statistics

WRES Indicator		Year				Trend
		2021	2022	2023	2024	
1 Percentage of BME staff	Overall			Data to follow	5.2%	
	VSM (8c-VSM)			Data to follow	16%	
2 Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants				Data to follow	0.4%	
3 Relative likelihood of BME staff entering the formal disciplinary process compared to white staff				Data to follow	0%	
4 Relative likelihood of white staff accessing non-mandatory training and continuous professional development (CPD) compared to BME staff				Data to follow	1%	
5 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	BME	9%	8%	6%	Not available	↓
	White	9%	7%	7%	Not available	↔
6 Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	BME	17%	20%	20%	Not available	↔
	White	13%	15%	15%	Not available	↔
7 Percentage of staff believing that their trust provides equal opportunities for career progression or promotion **	BME	36%	38%	36%	Not available	↔
	White	65%	59%	53%	Not available	↓
8. Percentage of staff personally experiencing discrimination at work from a manager/team leader or other colleagues in the last 12 months	BME	12%	13%	14%	Not available	↑
	White	4%	4%	5%	Not available	↑
9 BME board membership				Data to follow	0%	







Data source ESR report. 0.7% of staff chose not to state their race
Please refer to slide 9 in the EDI Annual Report to see the BME representation for the ICB workforce.
Indicators 5 to 8 were taken from data from the Staff Opinion Survey Benchmark Report 2023

Theme 1 Representation, Recruitment and Retention

Theme 1 Indicators 1, 2 & 9 Representation, Recruitment and Retention			
Actions		When	People Promise
1.1	To review the recruitment and selection policy	2025	
1.2	To offer recruitment and selection training for all recruiting managers (to include unconscious bias)	2025	
1.3	To review the exit interview process and questions to provide further analysis to support improvements in retention. To continue to be a member of the Retention Steering Group to share best practice and improvements in retention.	2025	
1.4	Ensure recruitment panels have a diverse <u>representation</u> , this will be reflected in the recruitment and selection policy.	2025	
1.5	Ensure all recruitment campaigns and advertising have consistent wording reflecting the ICBs values.	2025	
1.6	Ensure all interviews are conducted in line with the recruitment and selection policy and appropriate questions from the question bank and interview rating templates are followed. This will include a mandatory EDI question.	Ongoing	
1.7	The ICB will sign up to the Disability Confident Scheme and will continue to support the NHS Two Ticks (disability status at the shortlisting stage (NHSE)).	2025	






Theme 2 Training and development









Theme 2 Indicators 2 & 4 Learning and Development			
Actions		When	People Promise
2.1	To continue to regularly monitor compliance figures to ensure all staff have completed mandatory Equality, Diversity Inclusion Training.	Ongoing	
2.2	To continue to regularly monitor compliance figures to ensure all staff have completed mandatory Speak Up, Listen Up and Follow Up for Senior Managers. To conduct an audit of staff who fall within the category of 'Senior Manager' and review.	Ongoing	
2.3	To increase awareness of the opportunities for learning and continuous professional development and apprenticeships via Staff Briefings, Teams Channels and the Intranet.	2025 / 26	
2.4	All People Managers to be offered the opportunity to attend the Management Foundation Programme	2025 / 26	
2.5	To support an Inclusive Talent Culture using Scope for Growth framework and using the 'Growth Arc – depth, breadth and stretch' to support employees to reflect and discuss opportunities for personal development.	Ongoing	
2.6	EDI staff Group will sponsor 'lunch and learn' on EDI and co-present with the ICB EDI Lead and Organisational Development Team.	2025 / 26	








Theme 3 Formal Procedures

Theme 3 Indicator 3 People Policy and Procedures			
Actions		When	People Promise
3.1	As part of the Management Foundation Programme to encourage all line managers to attend, to enable discussions on disciplinary procedures, awareness of unconscious bias when considering informal and formal disciplinary procedures.	2025/26	
3.2	To ensure all disciplinary panels have neutral and diverse panels. This will be reflected in the Disciplinary Policy.	Ongoing	
3.3	Ensure staff are aware role of the Freedom to Speak Up Guardian and Champion and how to contact them	Ongoing	
3.4	To launch a series of workshops in February 2025 to explore how we can build a restorative and just culture where everyone feels valued. Strengthen teamwork with tools for resilience and mindset practice and create a workplace focused on collaboration, learning and growth.	2025 /26	
3.5	To include a regular update as part of ICB Partnership Meetings with our recognised Trade Unions.	Ongoing	

Theme 4 Staff Experience

Theme 4 Indicators 5, 6, 7 & 8 Staff Experience			
Actions		When	People Promise
4.1	The ICB to participate and actively promote the NHS Staff Opinion Survey on Staff Briefings and Teams channels.	Ongoing	
4.2	To encourage all staff to complete their equality, ethnicity and disability data on ESR so we might further understand the composition of our workforce and can identify areas for improvement. To closely monitor progress on this, to hopefully achieve an upward trend.	Ongoing	
4.3	Ensure that all Equality, Diversity and Inclusion reports and shared with the EDI Staff Group to seek their engagement and feedback.	Ongoing	
4.4	To increase the Freedom to Speak Up Guardian (2) and Champions to support the ICB and Primary Care	2025	
4.5	Ensure the ICB continue to support the ICS Health and Wellbeing Leads group to consider Health and Wellbeing initiatives (Wellbeing Conversations and Passports, Restorative and Just Culture)	2025/26	
4.6	Accreditation to be a Menopause Friendly Employer	2025	

Theme 4 Staff Experience

4.7	To sign up to the Sexual Safety Charter.	2025	
4.8	To continue to support and make staff aware of the ICB's micro-aggression portal to ensure staff may have a voice and seek support.	Ongoing	
4.9	Continue to support the Employee Assistance Programme and ensuring the ICB continues to listen and engage with staff through Staff Network Groups, Staff Briefings to continuously improve and learn.	Ongoing	
4.10	To host a second annual 'All Staff Event' to build team cohesion and collaboration.	2025	
4.11	All Executive Board Members EMT to support the implementation the Health Inequalities & EDI improvement action plan and EDI High Impact Objectives and actions. Continuing to improve the working environment for all staff – giving them a sense of belonging, value opportunities to feel psychologically safe and to thrive	Ongoing	
4.12	Appoint an SRO for Equalities, Diversity and Inclusion	2025	