Workforce Race Equality Standard (WRES) Data

North Bristol NHS Trust 2019/20

Our populated submission template can be found below. It reflects data as at 31 March 2020 mirroring data compiled for our annual workforce plans and financial statements. It shows the following performance against the nine WRES indicators. All comparative information is obtained from the model hospital data.

Indicator 1 – Workforce Composition

A summary comparison of the percentage of BAME staff compared to white staff is given in the table overleaf. Overall the percentage of our staff from a BAME background has not changed significantly being 16.4% in 2018/19 and 16.9% in 2019/20.

There has been a large increase in both BAME and white staff in Band 1 clinical workforce and a consequent increase in Band 2. This is due to the Agenda for Change renegotiation which resulted in the removal of Band 1.

In non-clinical roles last year only 3 BAME staff were at 8a or above; that number has increased to 6 this year. However we continue to have an under representation of BAME staff at senior levels including VSM with no BAME staff at level 8D or above.

In clinical roles there has been a slight increase in staff at 8a or above from 8 last year to 11 this year. There are also no BAME staff at level 8D or above in clinical roles.

Benchmarking data reflects the improvement, showing that at NBT white staff are 6.1 times more likely to be in Band 8a and above in non-clinical roles; and 3.8 times more likely in clinical roles. This is an improvement from 8.9 times and 4.5 times respectively last year.

1a Relative Likelihood of White Staff to be in Band 8a and above Non-Clinical Posts:

2019 NBT	2019 Peer Median	2019 National Median	2020 NBT
8.9	1.8	1.4	6.1

1b Relative Likelihood of White Staff to be in Band 8a and above Clinical Posts:

2019 NBT	2019 Peer Median	2019 National Median	2020 NBT
4.5	2.8	2.5	3.8

	2018/19						2019/20											
	White		BME		Unknown		White staff				BME staff				Unknown			
1a) Non clinical workforce	No.	% of NBT	No.	% of NBT	No.	% of NBT	No.	% of NBT	Change from 18/19	Change from 18/19 (% of NBT)	No.	% of NBT	Change from 18/19	Change from 18/19 (% of NBT)	No.	% of NBT	Change from 18/19	Change from 18/19 (% of NBT)
Band 1	53	0.63%	42	0.50%			1	0.01%	-52	-0.62%	0		-42	-0.50%	0		0	0.00%
Band 2	744	8.82%	245	2.90%	14	0.17%	810	9.01%	66	0.19%	287	3.19%	42	0.29%	14	0.16%	0	-0.01%
Band 3	363	4.30%	29	0.34%	3	0.04%	423	4.71%	60	0.40%	40	0.44%	11	0.10%	8	0.09%	5	0.05%
Band 4	406	4.81%	27	0.32%	2	0.02%	419	4.66%	13	-0.15%	35	0.39%	8	0.07%	3	0.03%	1	0.01%
Band 5	135	1.60%	20	0.24%	3	0.04%	136	1.51%	1	-0.09%	29	0.32%	9	0.09%	3	0.03%	0	0.00%
Band 6	87	1.03%	13	0.15%			93	1.03%	6	0.00%	13	0.14%	0	-0.01%				
Band 7	115	1.36%	7	0.08%			125	1.39%	10	0.03%	8	0.09%	1	0.01%				
Band 8A	48	0.57%	1	0.01%			58	0.65%	10	0.08%	4	0.04%	3	0.03%				
Band 8B	46	0.55%	2	0.02%			56	0.62%	10	0.08%	1	0.01%	-1	-0.01%	1	0.01%	1	0.01%
Band 8C	18	0.21%					21	0.23%	3	0.02%	1	0.01%	1	0.01%	1	0.01%	1	0.01%
Band 8D	12	0.14%					13	0.14%	1	0.00%					1	0.01%	1	0.01%
Band 9	9	0.11%					16	0.18%	7	0.07%								
VSM	13	0.15%					7	0.08%	-6	-0.08%								
TOTAL	2049		386		22		2178				418				31			
1b) Clinical workforce (non medical)																		
Band 1																		
Band 2	540	6.40%	177	2.10%	11	0.13%	546	6.07%	6	-0.33%	183	2.04%	6	-0.06%	9	0.10%	-2	-0.03%
Band 3	510	6.05%	63	0.75%	6	0.07%	549	6.11%	39	0.06%	78	0.87%	15	0.12%	11	0.12%	5	0.05%
Band 4	242	2.87%	32	0.38%	4	0.05%	256	2.85%	14	-0.02%	36	0.40%	4	0.02%	21	0.23%	17	0.19%
Band 5	1099	13.03%	367	4.35%	8	0.09%	1104	12.28%	5	-0.75%	397	4.42%	30	0.07%	46	0.51%	38	0.42%
Band 6	989	11.72%	115	1.36%	9	0.11%	1040	11.57%	51	-0.16%	141	1.57%	26	0.21%	13	0.14%	4	0.04%
Band 7	609	7.22%	30	0.36%	3	0.04%	628	6.99%	19	-0.23%	38	0.42%	8	0.07%	5	0.06%	2	0.02%
Band 8A	139	1.65%	7	0.08%			140	1.56%	1	-0.09%	9	0.10%	2	0.02%	3	0.03%	3	0.03%
Band 8B	19	0.23%					32	0.36%	13	0.13%	1	0.01%	1	0.01%				
Band 8C	20	0.24%	1	0.01%			16	0.18%	-4	-0.06%	1	0.01%	0	0.00%				
Band 8D	7	0.08%					7	0.08%	0	-0.01%								
Band 9	3	0.04%					5	0.06%	2	0.02%								
VSM	2	0.02%					1	0.01%	-1	-0.01%								
(Medical)																		
Consultants	318	3.77%	94	1.11%	17	0.20%	338	3.76%			105	1.17%	11	0.05%	23	0.26%	6	0.05%
(of which senior	8	0.09%	2	0.02%			6	0.07%			1	0.01%	-1	-0.01%				
Non-consultant	34	0.40%	17	0.20%	1	0.01%	34	0.38%			18	0.20%	1	0.00%				
Trainee	296	3.51%	46	0.55%	4	0.05%	294	3.27%			53	0.59%	7	0.04%	14	0.16%	10	0.11%
Other	78	0.92%	44	0.52%	7	0.08%	109	1.21%			42	0.47%	-2	-0.05%	10	0.11%	3	0.03%
TOTAL	4913		995		70		5105				1103				155			
TOTAL	6962		1381		92		7283				1521				186			

Indicator 2

Relative likelihood of BAME staff being appointed from shortlisting.

NBT White staff were 1.5 times more likely than BAME staff to be appointed from shortlisting in 2019/20 compared to 1.3 times in 2018/19. This is a fall back following significant improvement last year which warrants closer investigation and will be done as part of the recruitment review highlighted as an outcome of the BAME listening sessions. However whilst the position has deteriorated and white staff

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continue to be more likely to be appointed; NBT is in line with the peer trust median (1.5) and last year's national median (1.57).

2019 NBT	2019 Peer Median	2019 National Median	2020 NBT
1.3	1.5	Not Available (1.57 in 2018)	1.5

Indicator 3

Relative likelihood of BAME staff entering into a formal disciplinary process.

NBT BAME staff are 1.8 times more likely to enter into a formal disciplinary process in 2019/20 compared to 3.9 times more likely in 2018/19, which shows a significant improvement for this indicator. However BAME staff are now almost twice as likely to be disciplined as white staff and this means that NBT remains an outlier compared to our peer group median (1.3 times more likely) and the national average (1.4 times more likely).

2019 NBT	2019 Peer Median	2019 National Median	2020 NBT
3.9	1.3	Not Available (1.4 in 2018)	1.8

Indicator 4

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

We have not been asked to report this figure this year.

Indicators 5 to 8

2019 National Staff Survey Results

The table below summarises the results for indicators 5 to 8 that are taken directly from the 2019 staff survey results (data collected November 2019). They show that:

- BAME and white staff are now equally likely to experience harassment, bullying or abuse from patients following an increase in BAME staff experiencing this.
- BAME and white staff both saw an improvement in experience of harassment from colleagues, career progression, and discrimination from managers. The improvements were particularly significant for BAME staff.
- Overall BAME staff are slightly more likely to experience bullying by colleagues.
- Despite improvements from last year, overall BAME staff are significantly more likely than white staff to believe that career progression is unequal, and to experience discrimination at work from a manager.

Indicator		2018	2018	2019	2019	% Change	% Change	National Benchmark (all staff)
		White	BAME	White	BAME	White	BAME	%
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or staff in the last 12 months	27%	24%	27%	27%	0% (same)	+3% (worse)	27%
6	Percentage of staff experiencing harassment, bullying or abuse from staff	20%	23%	19%	20%	-1% (better)	-3% (better)	19%
7	Percentage believing the Trust provides equal opportunities for career progression or promotion	86%	64%	88%	68%	+2% (better)	+4% (better)	85%
8	Percentage of staff personally experiencing discrimination at work from a manager	7%	17%	6%	12%	-1% (better)	-5% (better)	7%

Indicator 9

Percentage difference between the BAME make up of Boards' voting membership and its overall workforce as at 31 March 2020.

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Note: both NBT and Peer Median % of Board Members who are BAME is 0%.

2019 NBT	2019 Peer Median	2019 National Median (Range)	2020 NBT
-16%	-15%	-10% - 10%	-17%

Date: October 2020

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