

Workforce race equality

BME Nursing and Midwifery

Symposium – East of England Pack

#WRES

@WRES_Team

April 2021

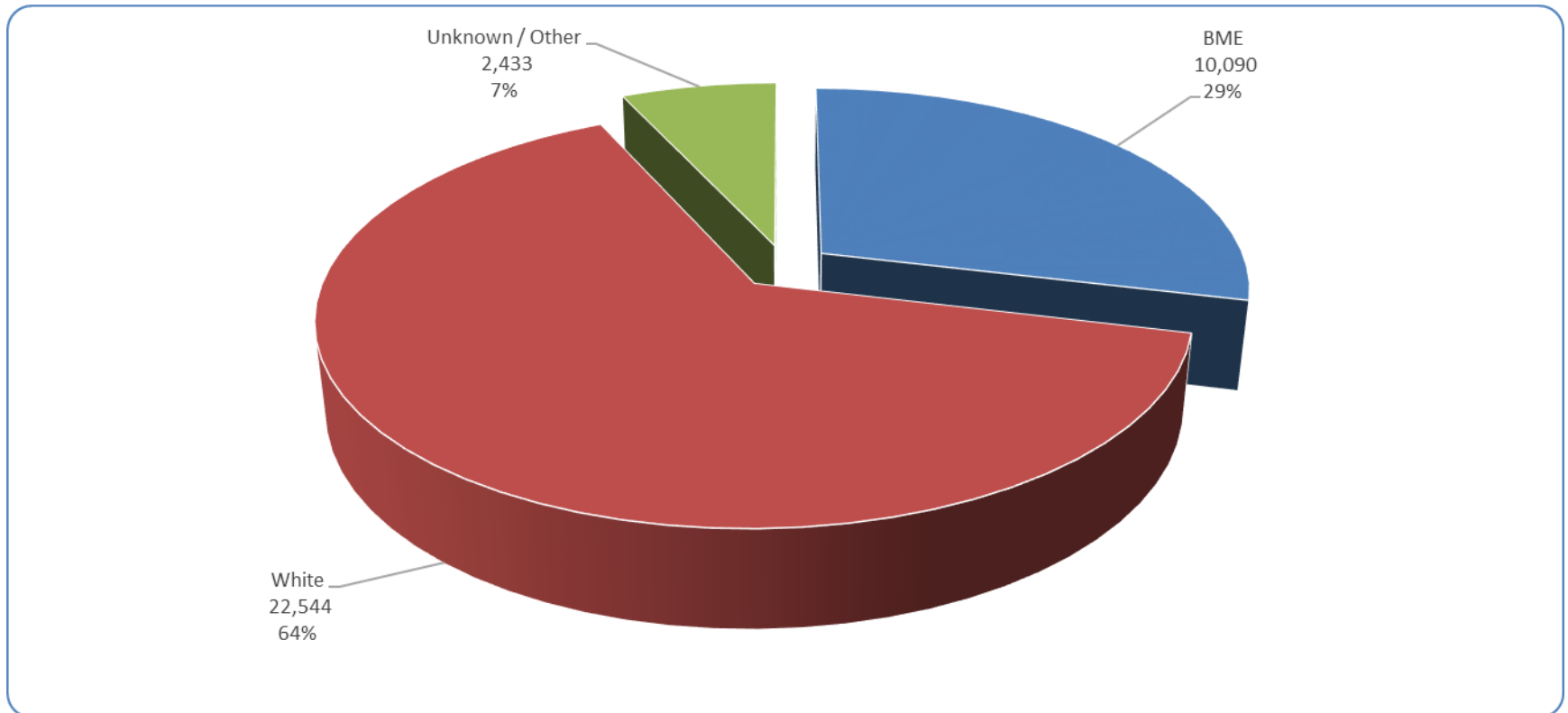
NHS England and NHS Improvement



Summary

- 28.8% (10,090) of nurses, midwives and health visitors in the East of England region were from a BME background.
- BME staff are overrepresented in agenda for change (AfC) bands 2 to 5) & underrepresented in senior pay bands (AfC bands 6 and above).
- BME staff only equate to only 11.4% of the workforce at the senior pay bands, compared to 28.8% at all pay bands.
- Only 53.6% of Black/African/Caribbean/Black British staff believe that their trust provides equal opportunities for career progression or promotion.
- BME Nurses reported the second highest proportion of staff having personally experienced discrimination.
- Black/African/Caribbean/Black British Nurses reported the highest proportion of staff having personally experienced discrimination.

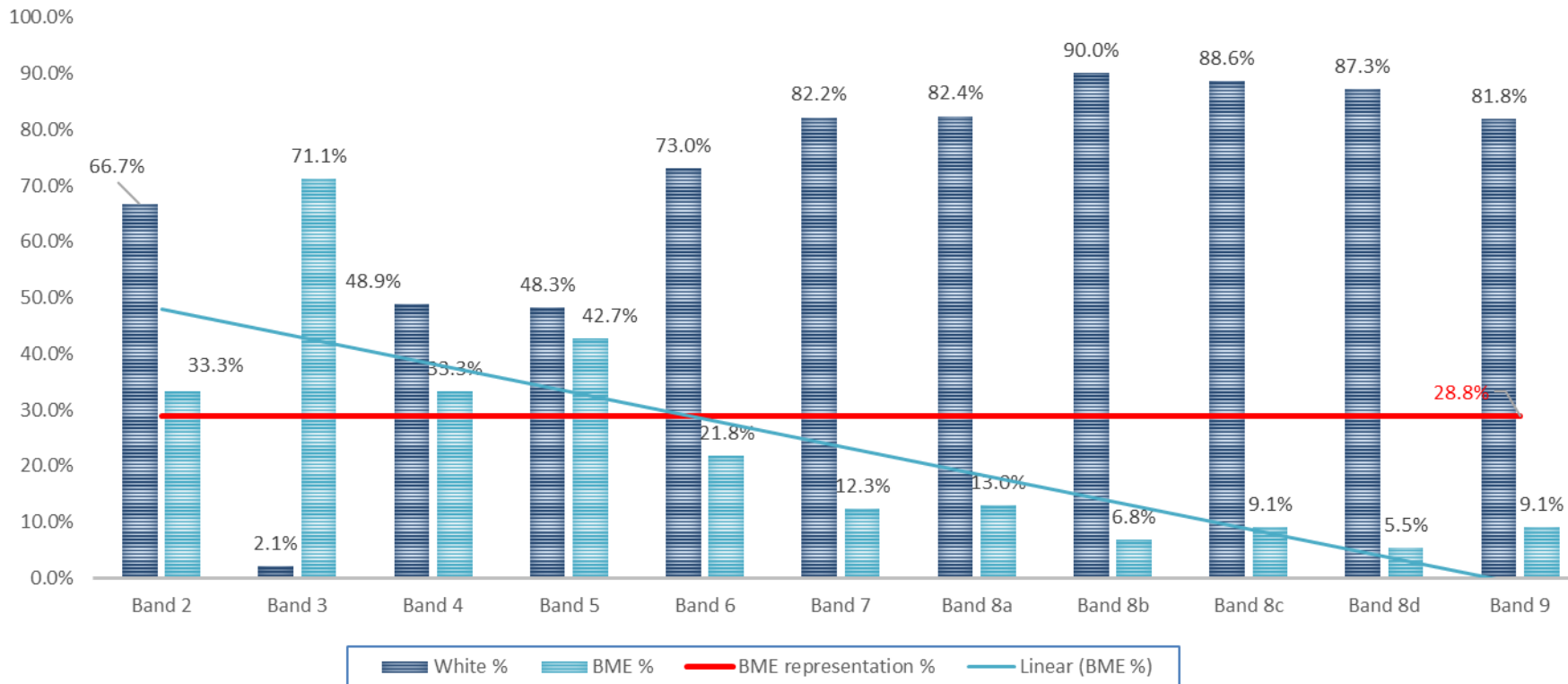
NHS nurses, midwives and health visitors by ethnicity – East of England 2021.



As at the end of Jan 2021, 28.8% (10,090) of nurses, midwives and health visitors in the East of England region were from a BME background.

This is an increase of 1,132 (12.6%) from the previous year.

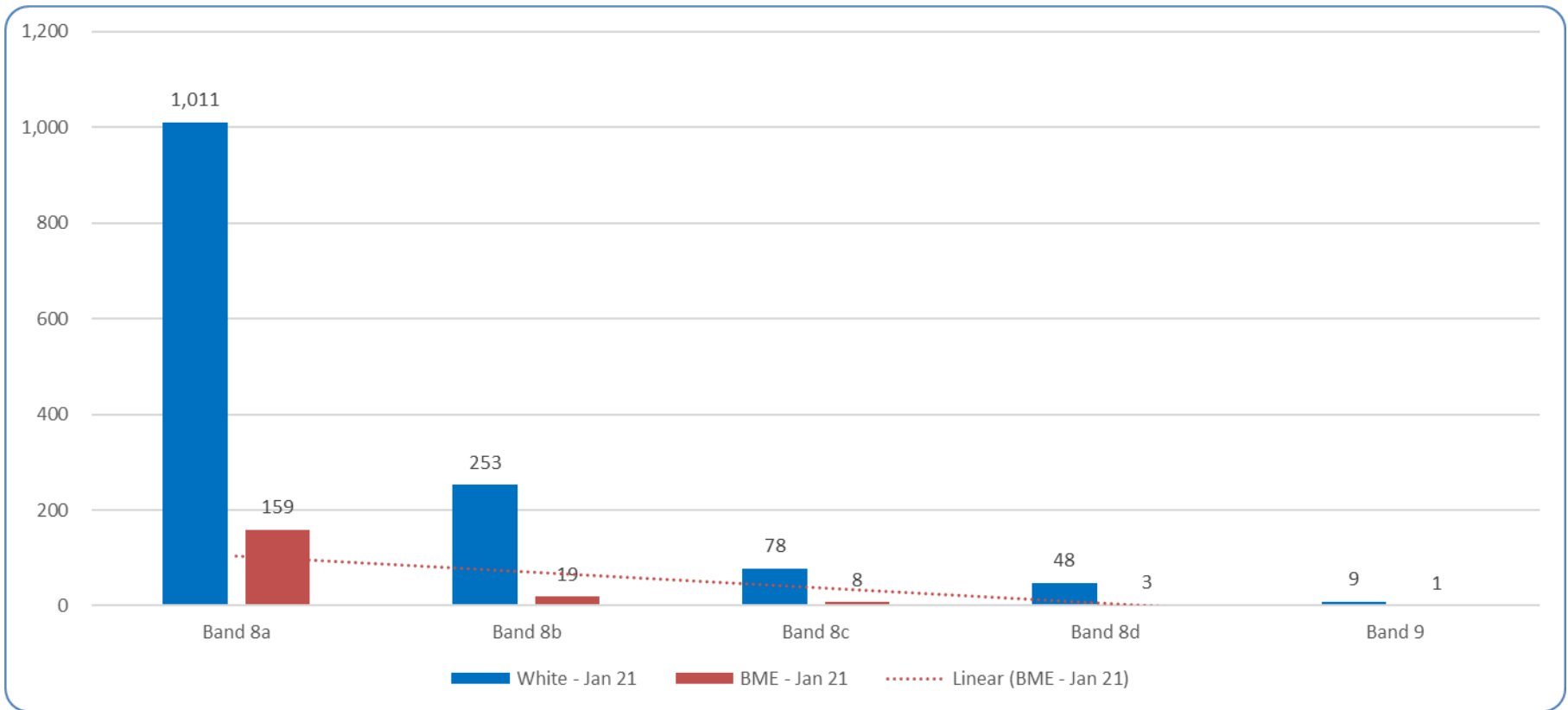
NHS nurses, midwives and health visitors by AfC pay band and ethnicity - East of England 2021.



BME staff are:

- overrepresented in agenda for change (AfC) bands 2 to 5.
- underrepresented in senior pay bands (AfC) bands 6 and above.

NHS nurses, midwives and health visitors by ethnicity – Senior pay bands – East of England 2021.



BME staff only equate to 11.4% of the workforce at the senior pay bands, compared to 28.8% at all pay bands.

NHS nurses, midwives and health visitors by ethnicity – East of England Variance 2020 v 2021.



Pay Band	Variance - Jan 2020 v Jan 2021	
	BME	White
Band 2	1	1
Band 3	50	-4
Band 4	3	11
Band 5	731	-307
Band 6	250	210
Band 7	58	165
Band 8a	32	39
Band 8b	1	31
Band 8c	6	-2
Band 8d	0	6
Band 9	0	1
Total	1,132	151

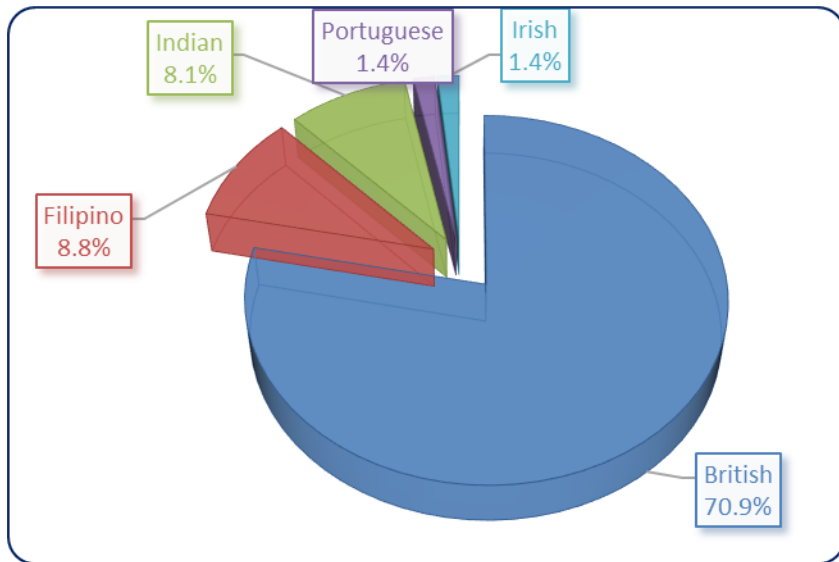
In 2021, there was an increase of 731 BME nurses at AfC band 5 but a decrease of white nurses (-307) at the same pay band.

In the senior pay bands (8a+) there were only 39 additional BME staff compared to 75 White staff.

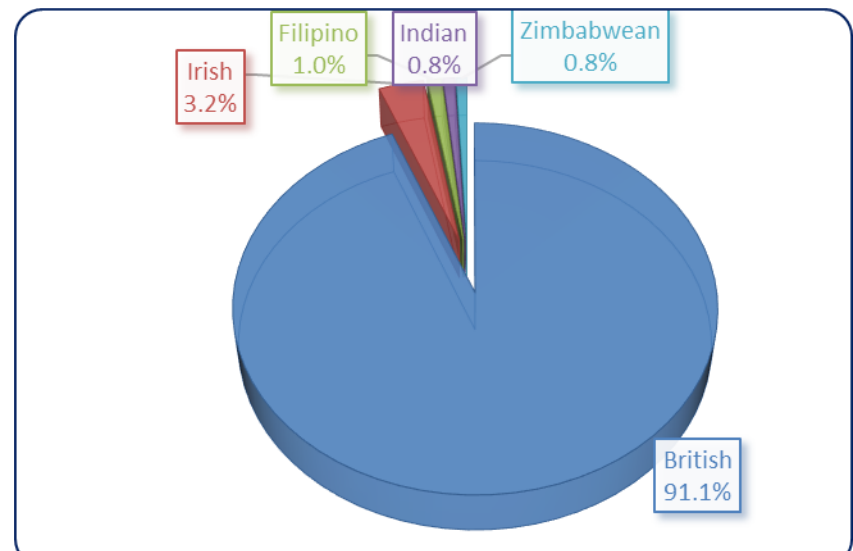
NHS nurses, midwives and health visitors by Nationality - East of England



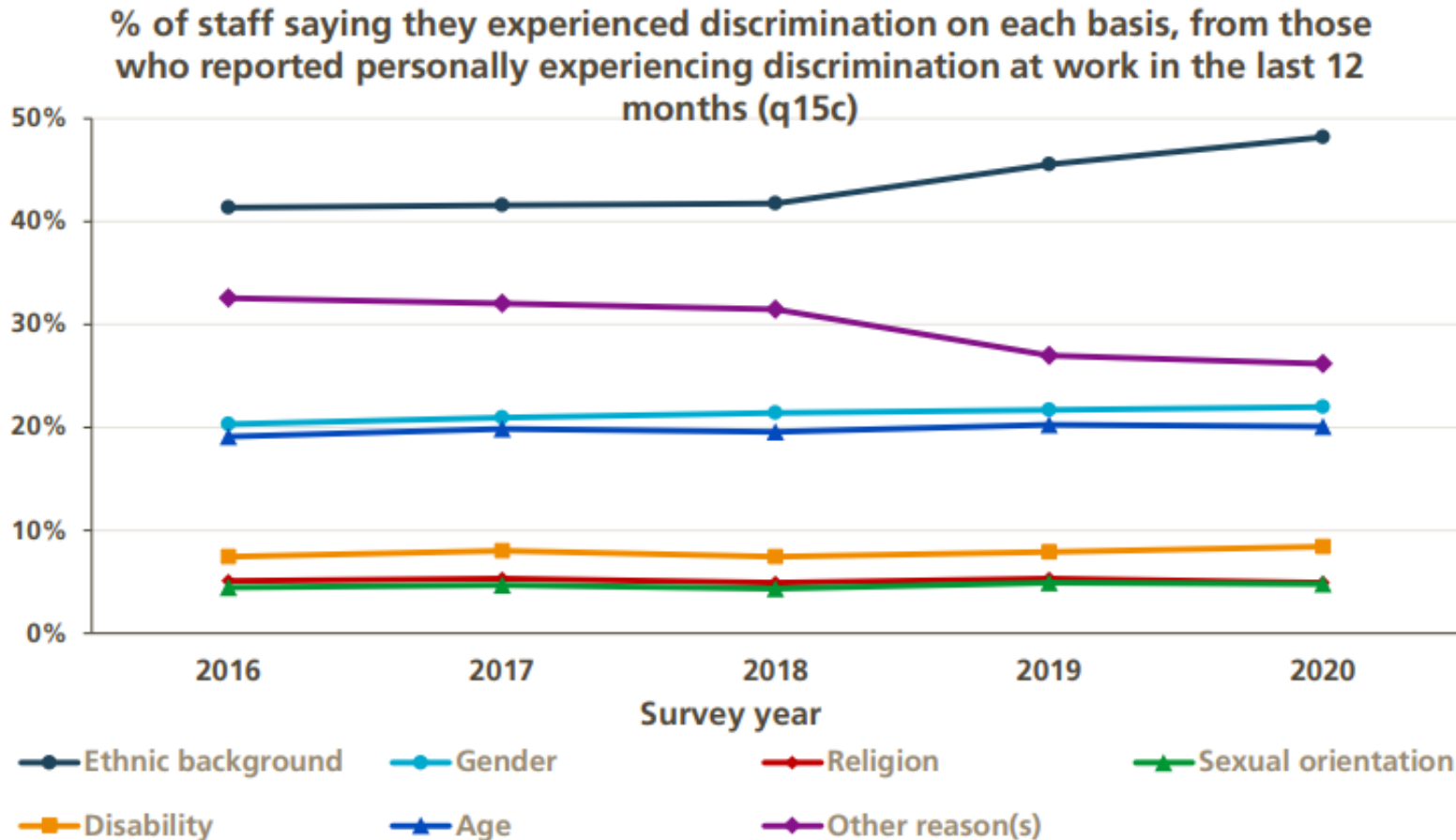
Top 5 Nationalities –
All pay bands



Top 5 Nationalities –
Senior pay bands (8a+)

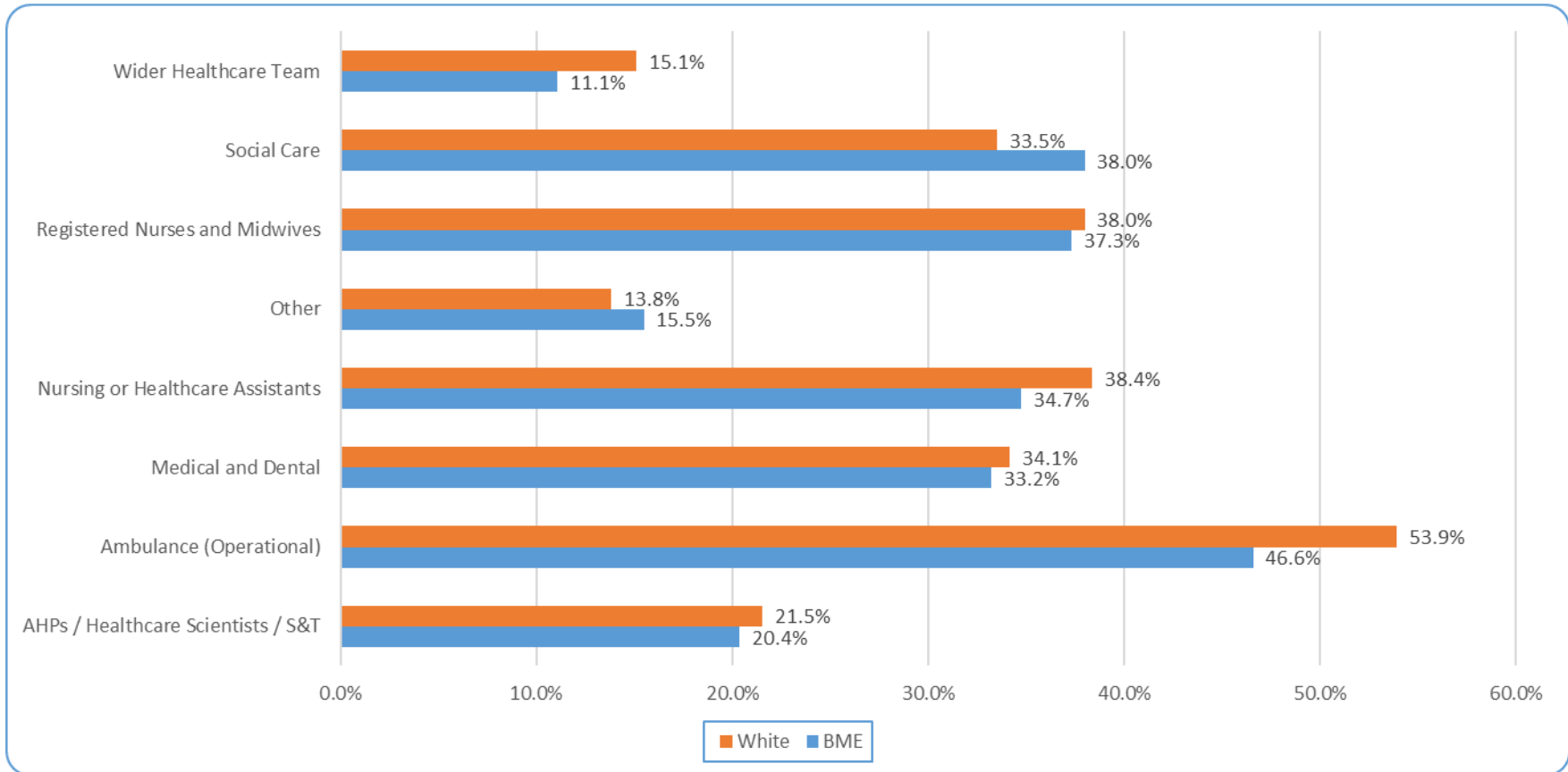


On what grounds is discrimination experienced? – National Level



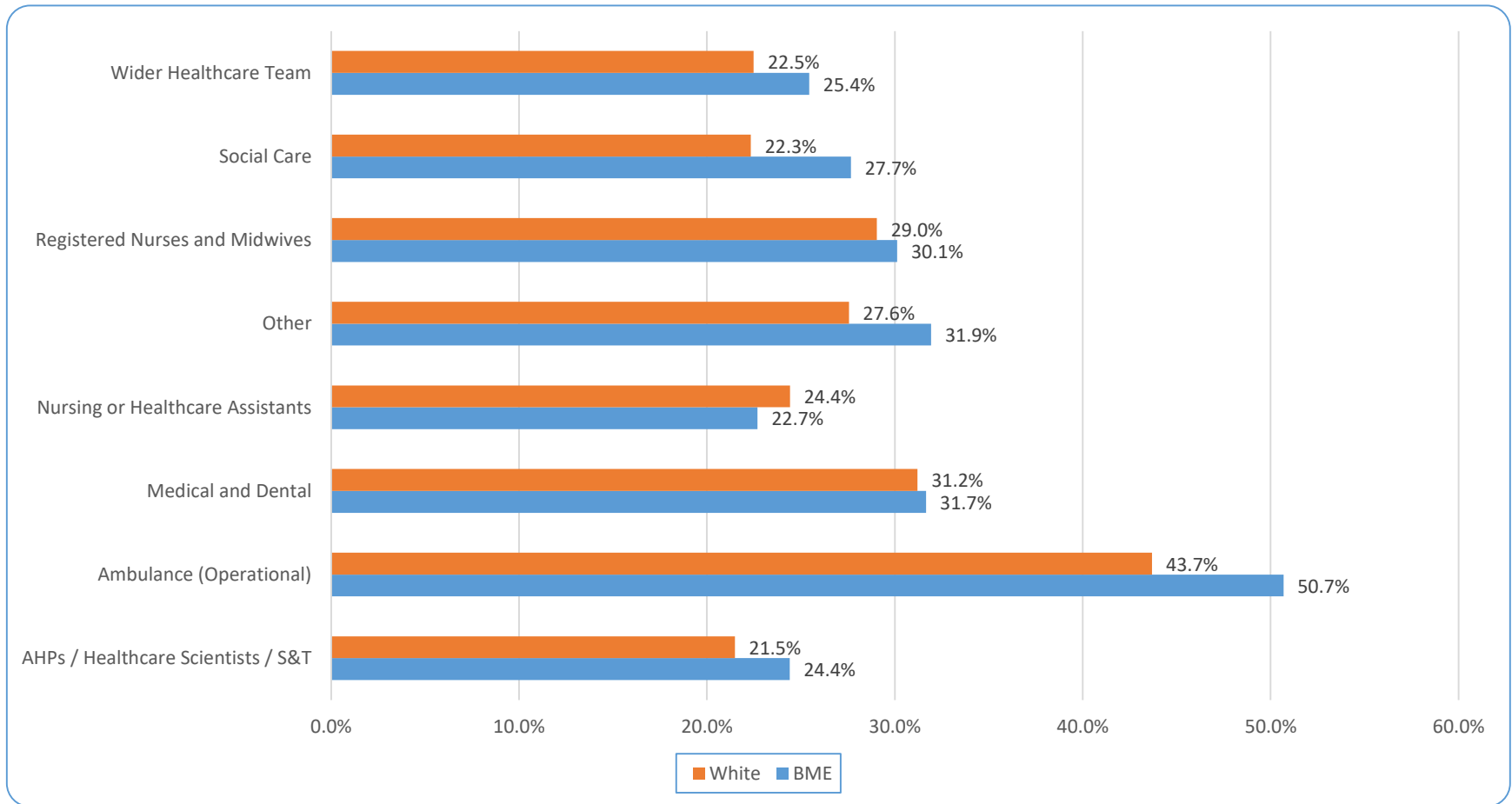
Ethnic background continues to be the most common reason cited and was mentioned by 48.2% of staff who claimed to have experienced discrimination at work.

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



BME Registered Nurses and Midwives reported the third highest proportion of staff having experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

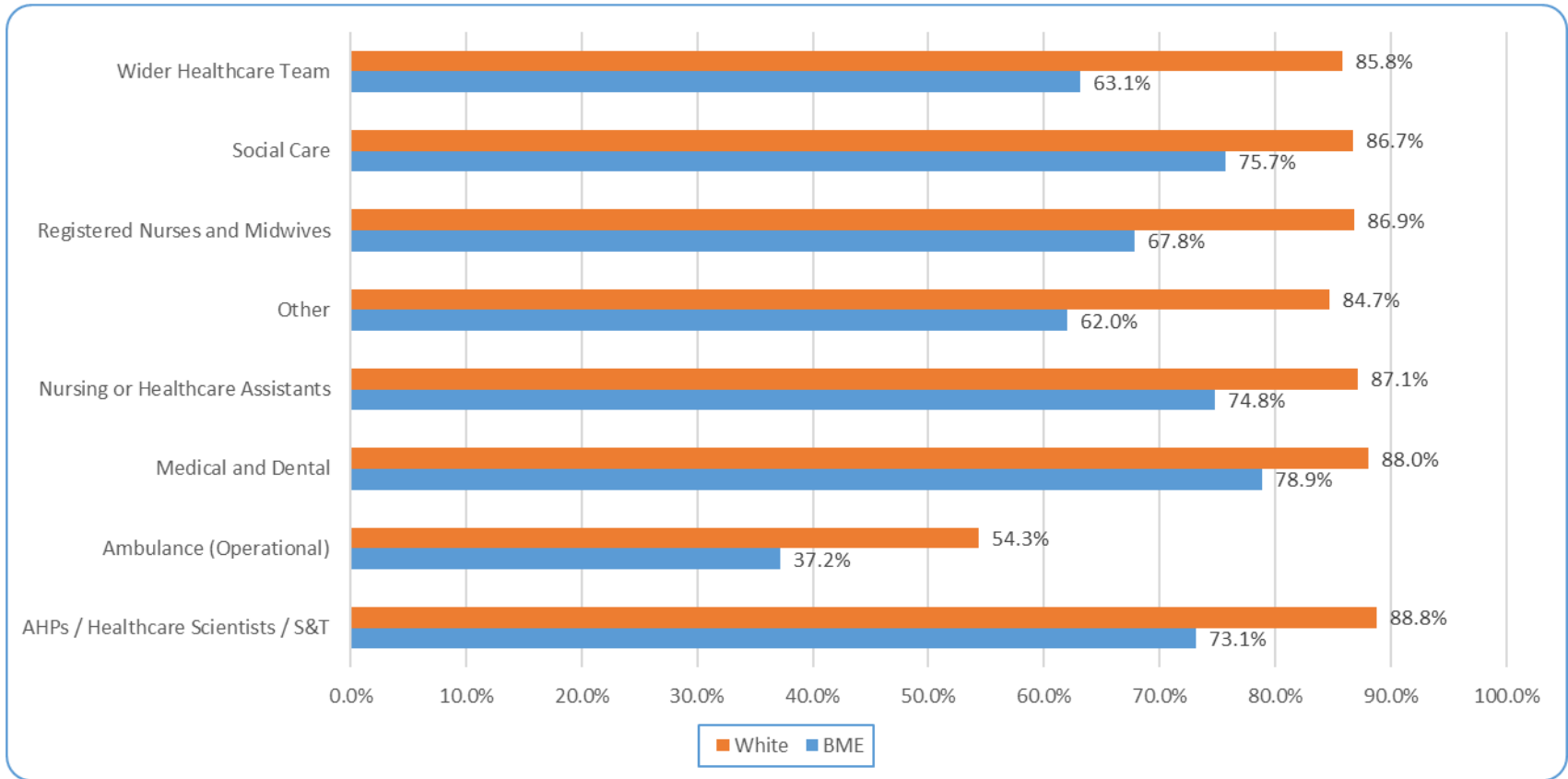
Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months - East of England



BME Registered Nurses and Midwives reported the fourth highest proportion of staff having experiencing harassment, bullying or abuse from staff in last 12 months.

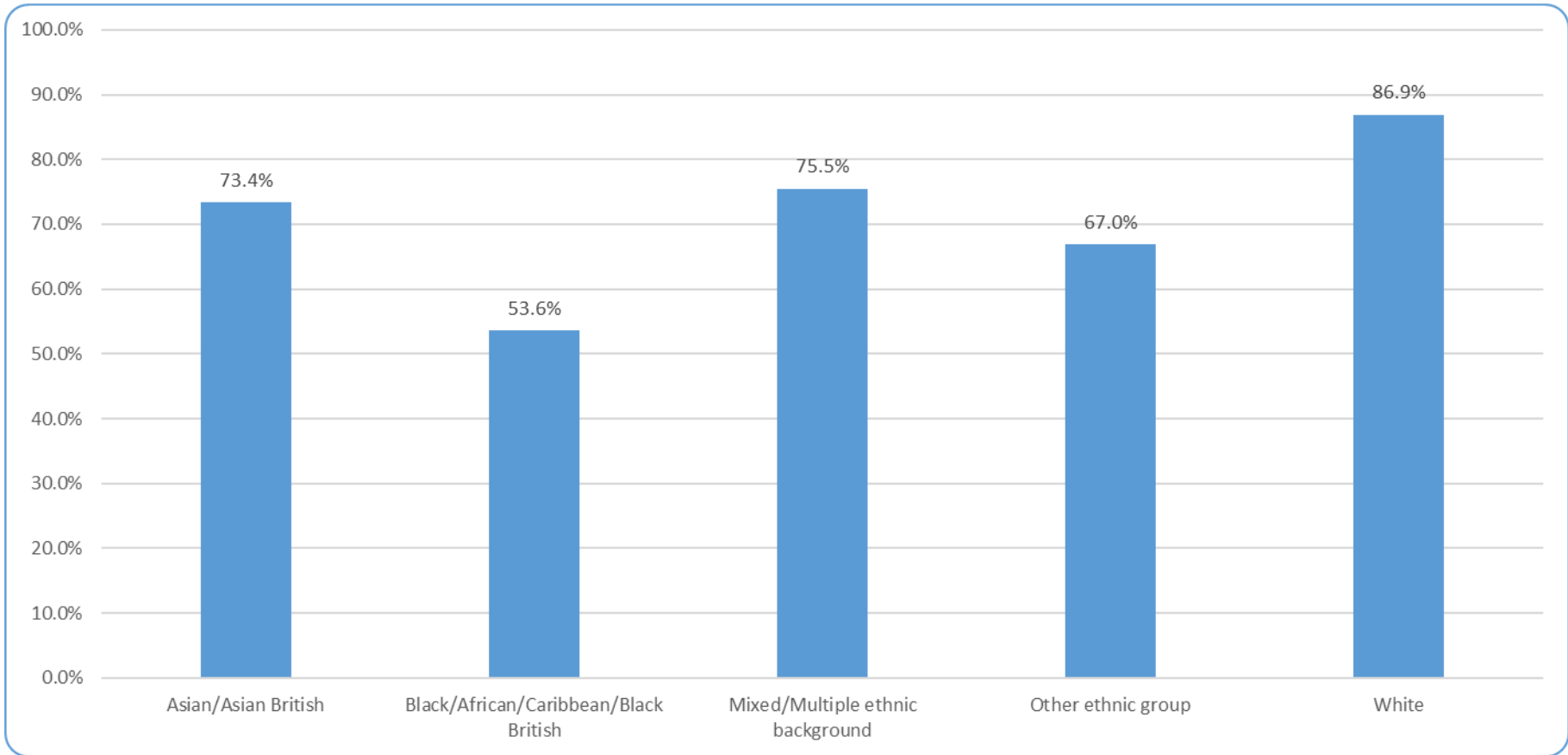
Percentage believing that trust provides equal opportunities for career progression or promotion -

East of England



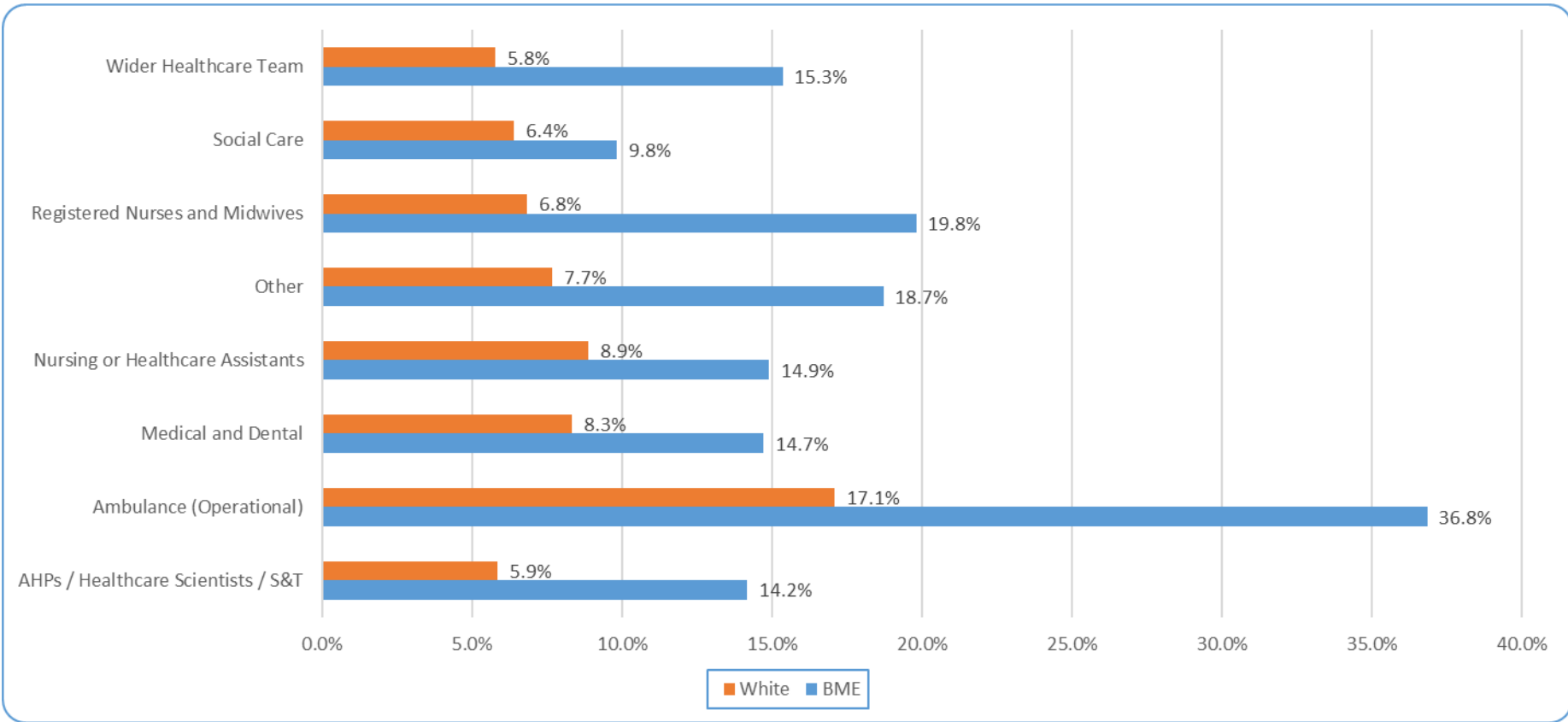
- BME staff in Ambulance roles reported the lowest proportion of staff believing that their trust provides equal opportunities for career progression or promotion.
- Registered nurses and midwives had a 19% difference between white and BME staff.

Percentage believing that trust provides equal opportunities for career progression or promotion - East of England



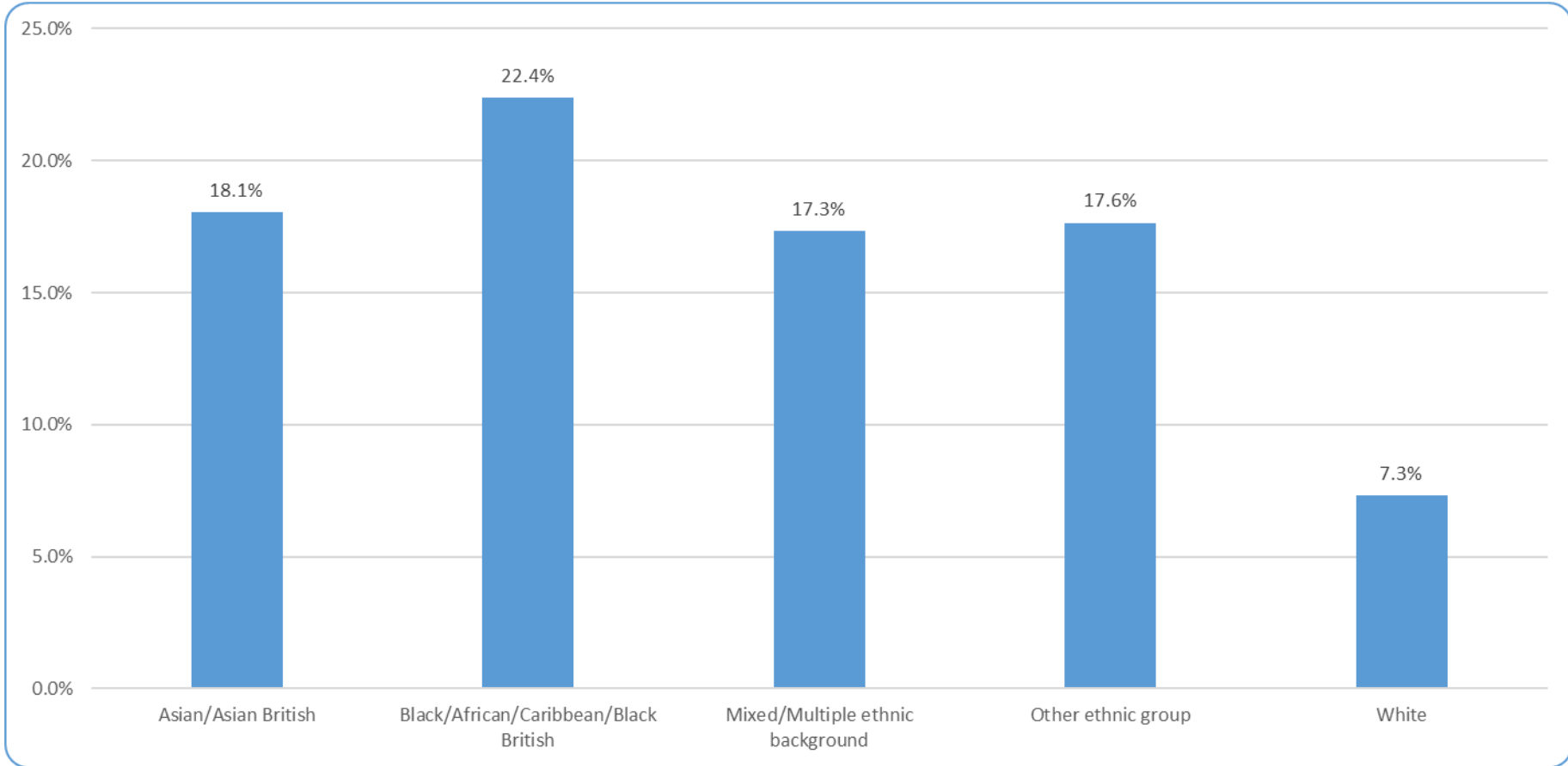
- Only 53.6% of Black/African/Caribbean/Black British staff believe that their trust provides equal opportunities for career progression or promotion.

In the last 12 months have you personally experienced discrimination at work? - East of England



- BME Nurses reported the second highest proportion of staff having personally experienced discrimination.
- There is a 13% gap between BME and white nurses personally experiencing discrimination.

In the last 12 months have you personally experienced discrimination at work? - East of England



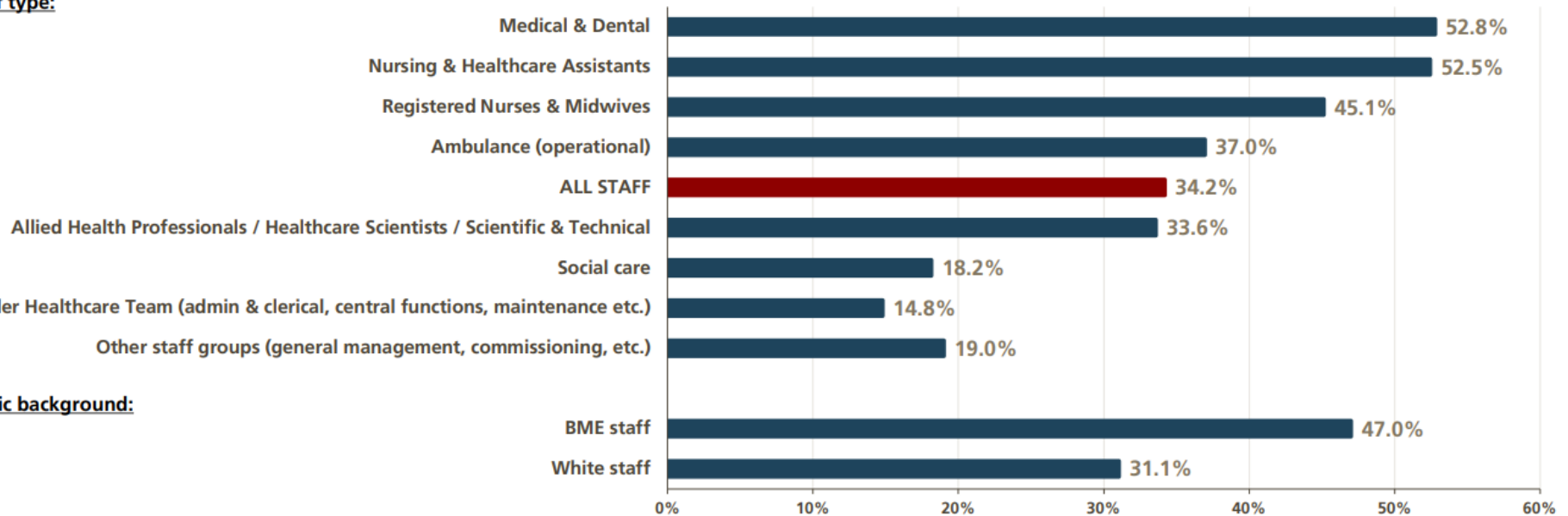
- Black/African/Caribbean/Black British Nurses reported the highest proportion of staff having personally experienced discrimination.

Who worked on a Covid-19 specific ward or area during the pandemic? - National



% of staff who worked on a Covid-19 specific ward or area (q20a)

Staff type:



34.2% of staff reported having worked on a Covid-19 specific ward or area.

45.1% Registered nurses and midwives reported working on a Covid-19 specific ward or area.

Resources and further information



Website:

www.england.nhs.uk/wres/
www.workplaceedi.com

Email:

england.wres@nhs.net

Twitter (#WRES):

[@WRES_team](https://twitter.com/WRES_team)

Data Sources

- Workforce numbers – ESR data download as at the 9th of April 2021.
- 2021 data is at the end of Jan 2021.
- 2020 data is at the end of Jan 2020.
- Staff survey indicators – data taken from the latest NHS staff survey.
- Staff completed the survey in September 2020.
- Workforce data includes the occupational groups - Health Visitors, Midwives & Registered Nurses
- Staff survey data includes Nursing or Healthcare Assistants & Registered Nurses and Midwives