

Workforce Race Equality Standard 2020 Data Analysis Report East of England

NHS England and NHS Improvement



WRES Indicators National Headlines 2020



This year's figures show 21.0% (273,359) of staff working in the NHS are from a black and minority ethnic (BME) backgrounds. This an increase of 2.9% from 2019 figures.



2020

21%



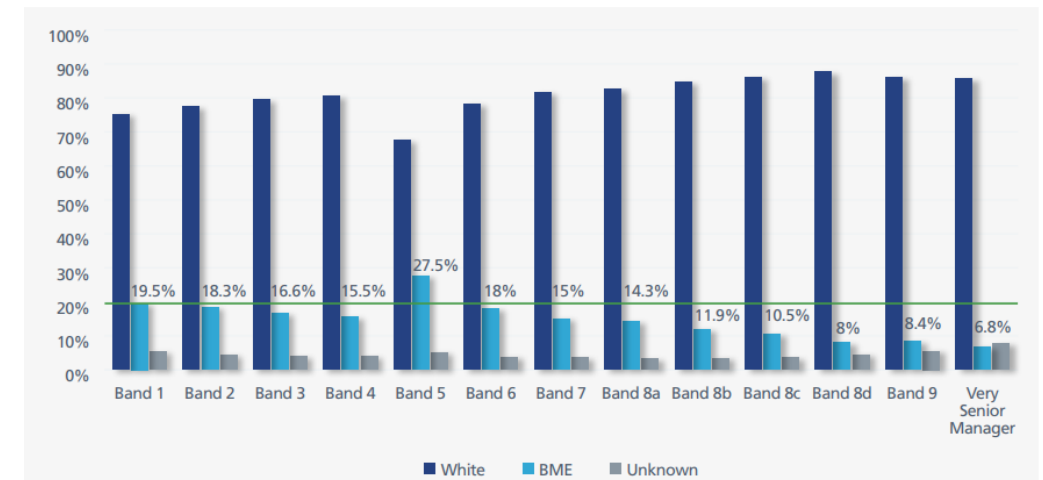
2019

19.7%

Figure 1

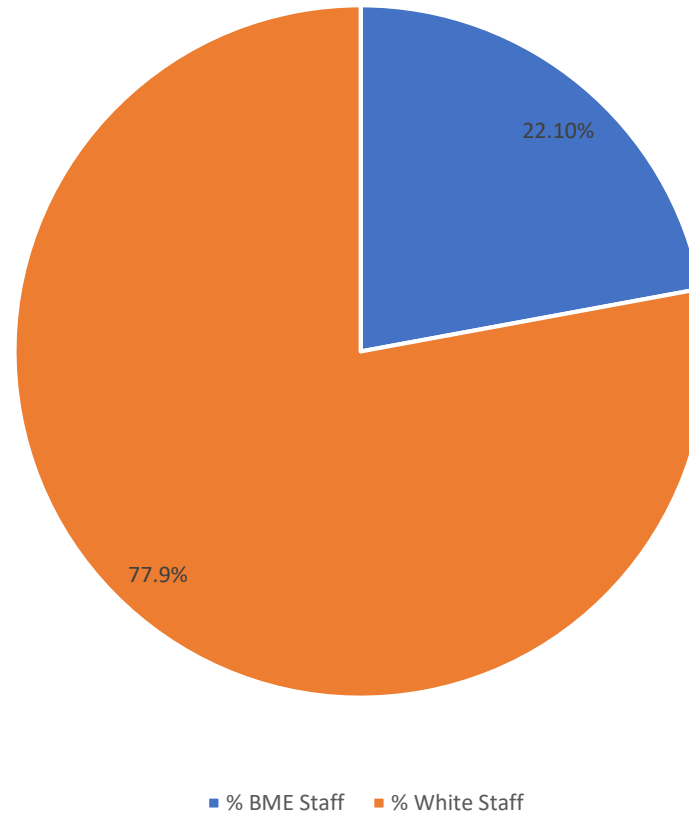
Percentage staff by AfC pay band and ethnicity for all NHS trusts and CCGs: 2020.

The green line represents the target of 19% representation at every pay band.



Workforce diversity by ethnicity

Workforce Ethnicity in the East of England



Executive Summary



	Indicator	National		Regional
	1. Percentage of staff in each of the AfC Bands 1-9 and VSM	21.0%		22.1%
	2. Relative likelihood of staff being appointed from shortlisting	1.61		1.28
	3. Relative likelihood of staff entering the formal disciplinary process.	1.41		1.53
	4. Relative likelihood of staff accessing non-mandatory training and CPD	1.04		1.05
	5. Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	BME	30.6%	32%
		White	28.1%	29%
	6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	BME	27.2%	28.5%
		White	23.5%	25.2%
	7. Percentage believing that trust provides equal opportunities for career progression or promotion	BME	73.3%	73.3%
		White	86.7%	85.9%
	8. Discrimination at work from b) Manager/team leader or other colleagues	BME	13.9%	14.7%
		White	6%	6.3%
	9. BME board membership % Difference of BME board members to % BME staff	10%		5.9%
		10.1%		16.2%

System WRES results



WRES Indicator	National	Bedfordshire, Luton Milton Keynes	Leicestershire and Peterborough	Hertfordshire and West Essex	Suffolk and North East Essex	Norfolk and Waveney Health and Care Partnership	Mid and South Essex	East of England Ambulance
% BME staff								
Relative likelihood of BME staff being appointed								
3. Relative likelihood of BME staff entering disciplinary								
4. Relative likelihood of staff accessing training								
5. % BME staff experiencing B& H from patients	B							
	W							
6. % BME staff experiencing B&H from staff	B							
	W							
	B							
	W							
7.% Staff believing that trust provides equal opportunities	B							
	W							
	B							
	W							
8.Discrimination at work from b) Manager/team leader or other colleagues								
9. BME board membership								



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WRES Indicators National Headlines 2020



- BME Staff were x16 times more likely to enter the disciplinary process.



- 30.3% of BME Staff in comparison to 27.7% of white staff reported experiencing harassment, bullying or abuse from patients, relatives or the public. This is an increase for both groups. In 2016 it was 28.4% for BME staff and 27.5% for white staff.
- For CCG's only 40.7% of BME staff believed that their organisation provides equal opportunities for career progression or promotion compared to 88.3% for white staff.



- The number of BME board members in trusts increased by 61 (22.2%) between 2019 and 2020.
- The total number of BME staff at very senior manager (VSM) pay band has increased by 45 (41.7%), from 108 in 2017 to 153 in 2020.



- White applicants were 1.61 times more likely to be appointed from shortlisting compared to BME applicants; this is worse than in 2019 (1.46). There has been year on year fluctuation but no overall improvement over the past five years.

We now have five years of WRES data and there has been very limited progress across all indicators. There is not a NHS single organisation that has high results for all 9 indicators.

WRES Indicators: East of England (EOE)



- BME Staff are 1.53 times more likely to enter the disciplinary process than white counterparts.
- White and BME relatively accessing non-mandatory at proportionate level at a ratio of 1.05



- 32.0% of BME Staff in comparison to 29% of white staff reported experiencing harassment, bullying or abuse from patients, relatives or the public. This is higher than the national average of 30% for BME staff.
- 28.5% of BME staff have experienced harassment & bullying from staff which is 3.4% higher than for white staff (25.2%). Both higher than the national averages for Bullying and Harassment.



- 22.1% of staff in East of England come from BME backgrounds, higher than the national average.
- EOE region has the second highest BME staff population after London.

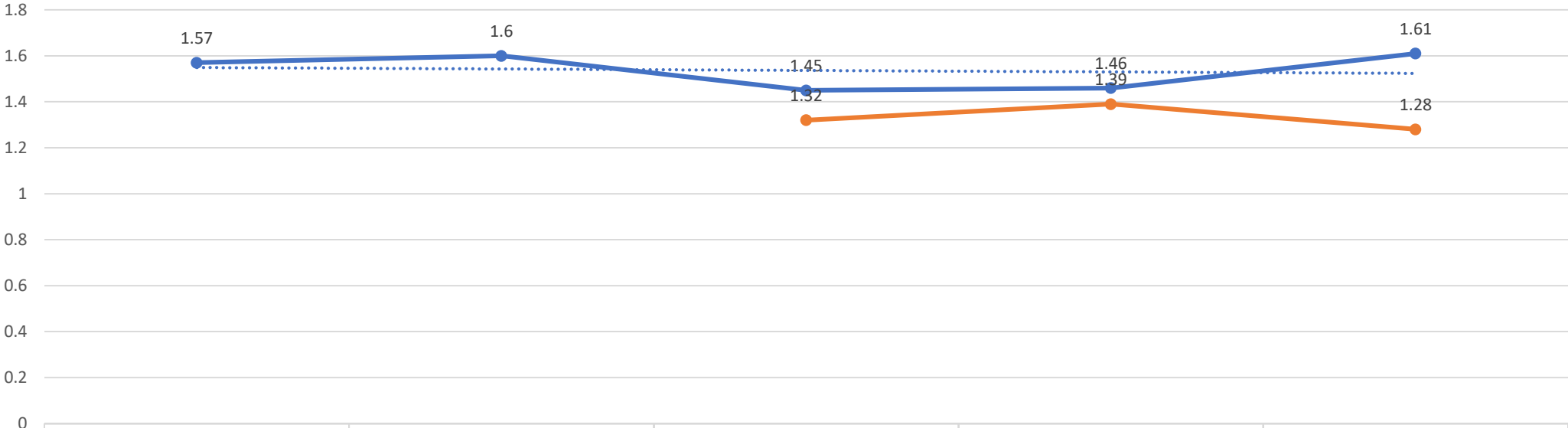


- White applicants were 1.28 times more likely to be appointed from shortlisting compared to BME applicants.
- 73.3% of BME staff in comparison to 85.9% of White staff believe staff believing trust provides equal opportunities for career progression. There is a difference of 12.7%
- 14% of BME staff experienced discrimination at work from a Manager/team leader, this is 8.4% higher than white staff (6.3%) and higher than the national average.
- Only 5.9% of Board membership come from BME backgrounds, that is 16.2% difference between BME staff represented in the region and those represented at Board.

Indicator 2: Relative likelihood of White staff being appointed from shortlisting



Relative likelihood of White staff being appointed from shortlisting

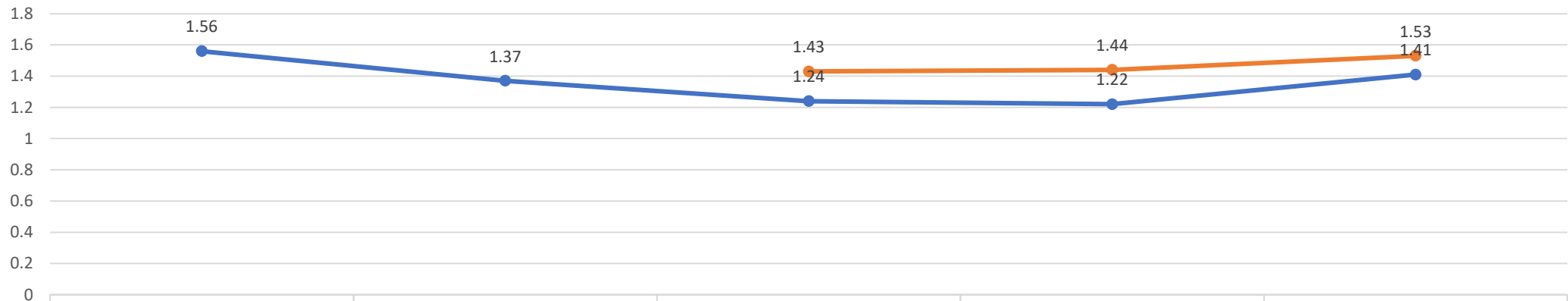


	2016	2017	2018	2019	2020
Relative likelihood of White staff being appointed from shortlisting					
● National	1.57	1.6	1.45	1.46	1.61
● East of England			1.32	1.39	1.28

● National ● East of England ● Expon. (National)

Indicator 3: Relative likelihood of BME staff entering the formal disciplinary process compared to white staff

Relative likelihood of BME staff entering the formal disciplinary process compared to white staff

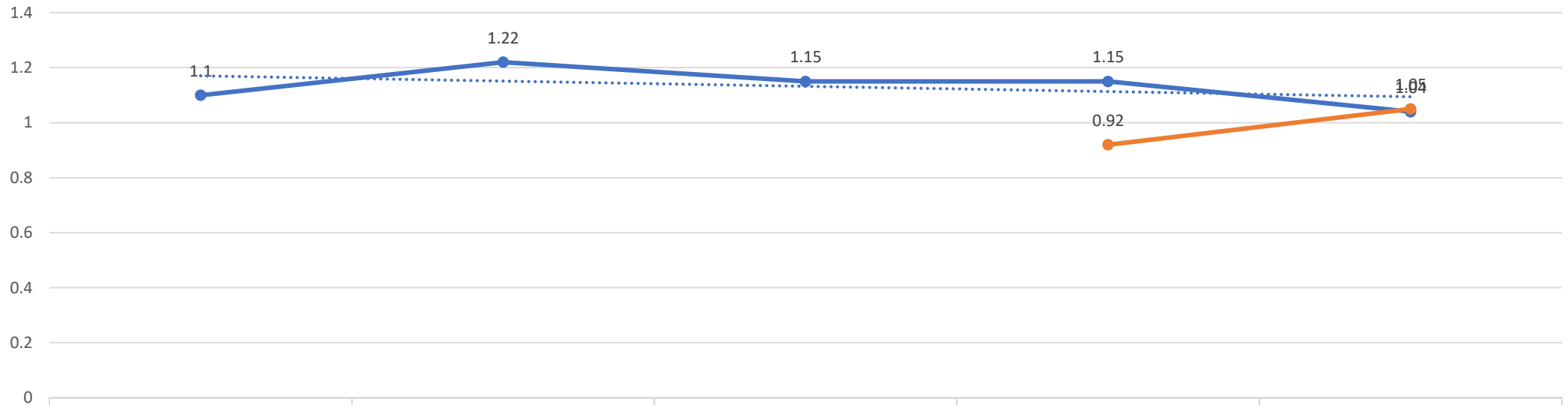


	2016	2017	2018	2019	2020
Relative likelihood of BME staff entering the formal disciplinary process compared to white staff					
● National	1.56	1.37	1.24	1.22	1.41
● East of England			1.43	1.44	1.53

● National ● East of England

Indicator 4: Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME

Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME



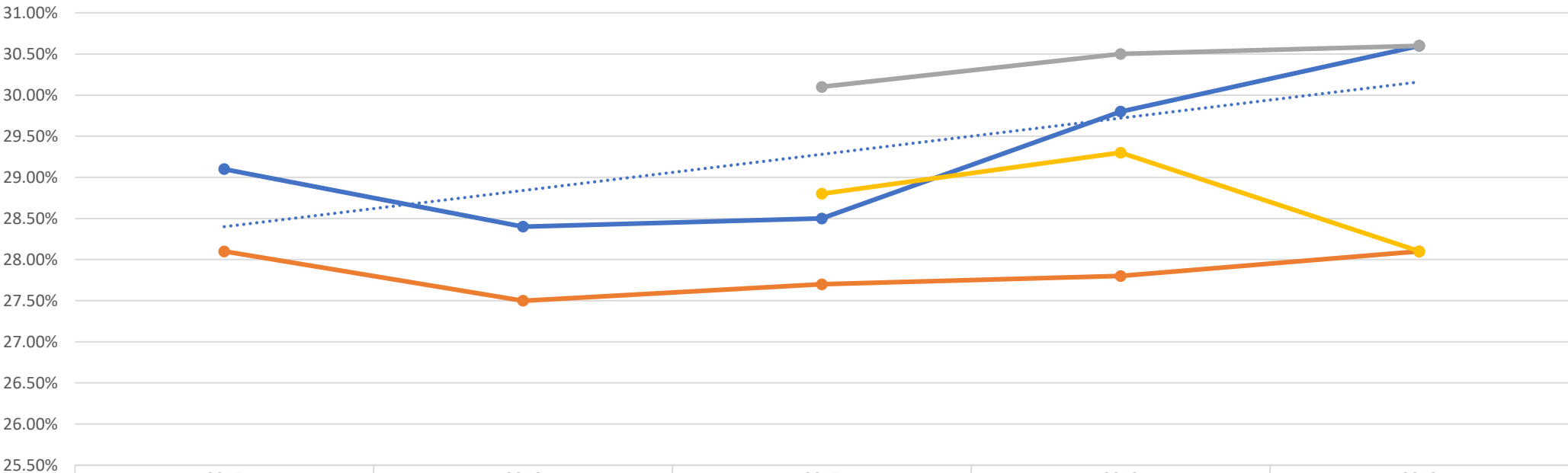
	2016	2017	2018	2019	2020
Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME					
● National	1.1	1.22	1.15	1.15	1.04
● East of England				0.92	1.05

● National ● East of England Linear (National)

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



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



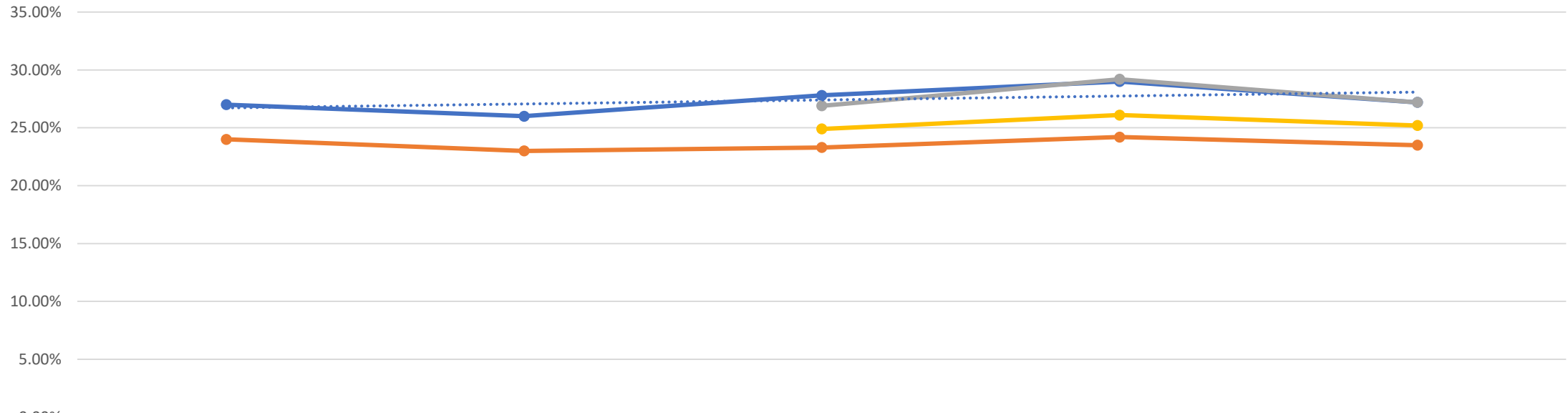
	2015	2016	2017	2018	2019
● National BME	29.10%	28.40%	28.50%	29.80%	30.60%
● National White	28.10%	27.50%	27.70%	27.80%	28.10%
● East of England BME			30.10%	30.50%	30.60%
● East of England White			28.80%	29.30%	28.10%

● National BME ● National White ● East of England BME ● East of England White Linear (National BME)

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



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



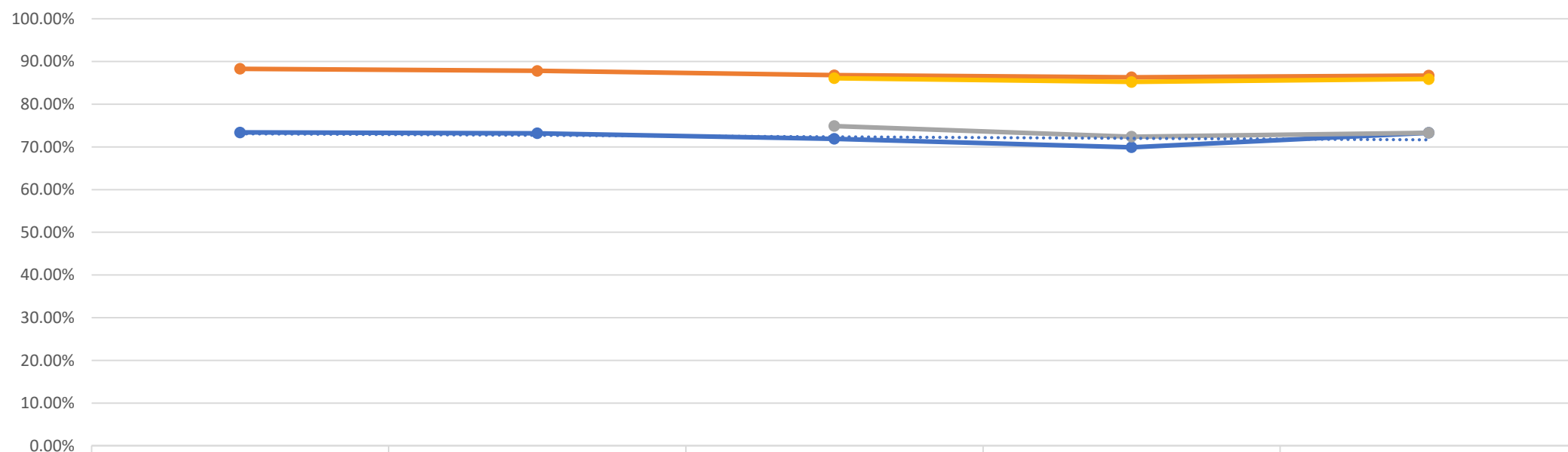
	2015	2016	2017	2018	2019
National BME	27.00%	26.00%	27.80%	29.00%	27.20%
National White	24.00%	23.00%	23.30%	24.20%	23.50%
East of England BME			26.90%	29.20%	27.20%
East of England White			24.90%	26.10%	25.20%

● National BME
 ● National White
 ● East of England BME
 ● East of England White
 ⋯ Linear (National BME)

Indicator 7: Percentage of staff believing that their trust provides equal opportunities for career progression or promotion



Percentage of staff believing that their trust provides equal opportunities for career progression or promotion



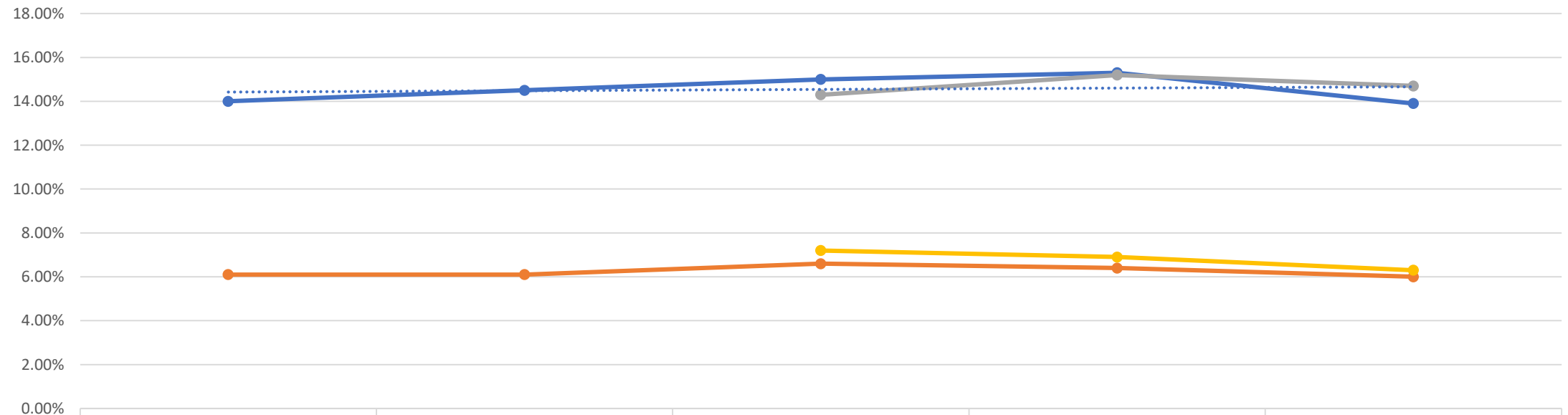
	2015	2016	2017	2018	2019
● National BME	73.40%	73.20%	71.90%	69.90%	73.30%
● National White	88.30%	87.80%	86.80%	86.30%	86.70%
● East of England BME			74.90%	72.40%	73.30%
● East of England White			86.10%	85.20%	85.90%

● National BME ● National White ● East of England BME ● East of England White Linear (National BME)

Indicator 8: Percentage of staff that personally experienced discrimination at work from a manager, team leader or other colleagues



Percentage of staff that personally experienced discrimination at work from a manager, team leader or other colleagues



	2015	2016	2017	2018	2019
● National BME	14.00%	14.50%	15.00%	15.30%	13.90%
● National White	6.10%	6.10%	6.60%	6.40%	6.00%
● East of England BME			14.30%	15.20%	14.70%
● East of England White			7.20%	6.90%	6.30%

● National BME
 ● National White
 ● East of England BME
 ● East of England White
 ⋯ Linear (National BME)

Indicator 9: Leadership by ethnicity

Percentage of board members by ethnicity compared to BME workforce within NHS trusts by region

		2015	2016	2017	2018	2019	2020
National	% BME Staff national		17.7	18.10%	18.90%	19.70%	21.00%
	%White staff on the Board					91.60%	90%
	% BME VSM		5.40%	5.30%	5.80%	7%	6.80%
	% BME staff on the Board		7.10%	7.00%	7.40%	8%	10%
East of England	% BME Staff in Region					20.10%	22.10%
	%White staff on the Board					91.20%	94.1%
	% BME staff on the Board					5.5%	5.90%