London WRES overview 2022

NHS England London

Performing Well

INDICATOR 4

Non-Mandatory Training **0.97%**

National 1.12%
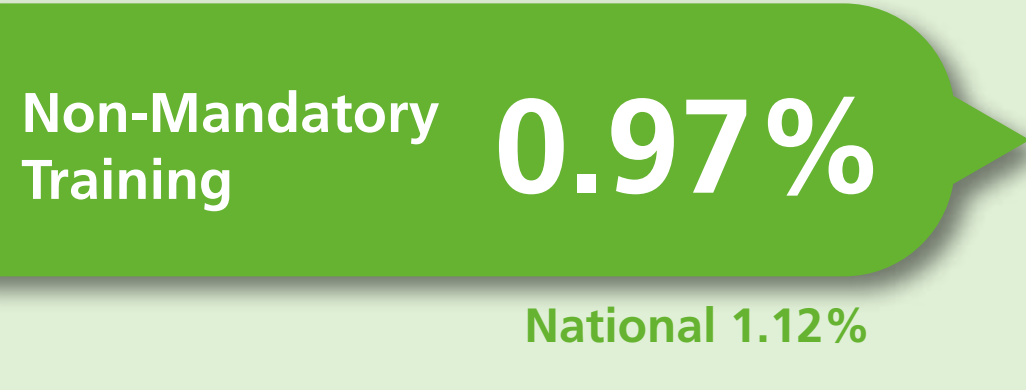
Equity
London within target range since 2018
Target range (0.8-1.25)

Further Work Required

INDICATOR 7

Equal Opportunities/progress
White: 56.4%   BME: 43.6%

National: White 59.1% BME 46.4%

INDICATOR 8

Discrimination from manager/colleague
White: 8.8%   BME: 16.7%

National: White 6.7% BME 16.6%
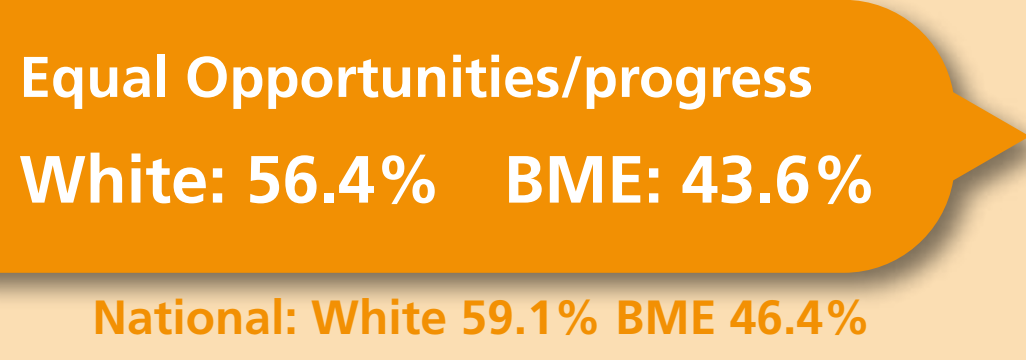
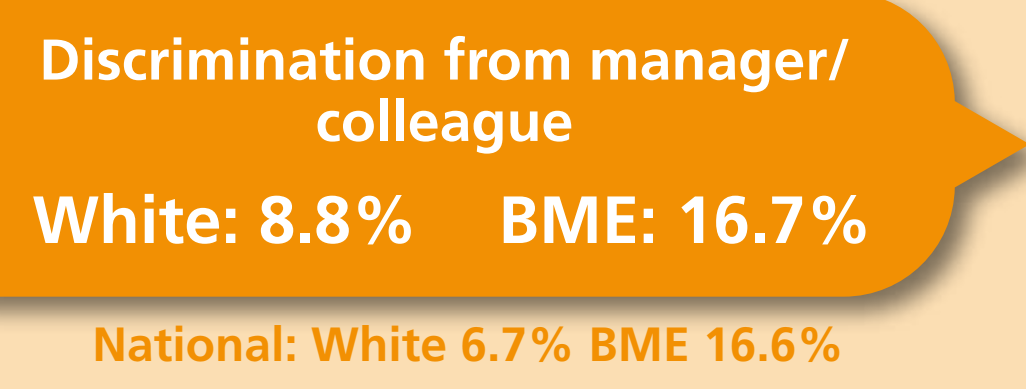**No improvement**
From 2018 with BME staff **12.8%** points less likely to think their trust provides equal progression opportunities

No improvement
From 2018 with BME staff experiencing a much higher rate of discrimination at work from other staff (although appears to be decreasing in recent year)

Making Clear Improvement but further work required

INDICATOR 2

Shortlisting **1.44%**

National 1.54%

Position Improved from 2018
but London above target range (0.8-1.25)
▼ from 1.63 in 2018

INDICATOR 3

Disciplinary **1.47%**

National 1.14%

Position Improved from 2018
but London above target range (0.8-1.25)
▼ from 1.77 in 2018

INDICATOR 5

Harassment from patients
White: 31.3%   BME: 30.2%

National: White 26.8% BME 30.4%

Position Improved from 2018
for both white and BME staff but London above national % for both groups
White: 31.3% (▼ from 32.8% in 2018)
BME: 30.2% (▼ from 31.7% in 2018)

INDICATOR 6

Harassment from staff
White: 24.6%   BME: 28.1%

National: White 22% BME 27.7%

Position Improved from 2018
for both white and BME staff but London above national % for both groups
White: 24.6% (▼ from 27.8% in 2018)
BME: 28.1% (▼ from 30.9% in 2018)

INDICATOR 9

BME representation at Board **23.7%**

National 13.2%

Position Improved from 2020
▲ from 19.6% in 2020 but BME executive board members have **decreased** (17.2% - 16.4%)

NHS London Race Strategy
A better NHS for us all

London WDES overview 2022

NHS England London

Performing Well

METRIC 1: Declaration   3.7%
National 4.2%

Position Improved
▲ 0.5% increase on previous year 3.2%, national improvement is 0.4% on previous year to 4.2%

METRIC 10: Board Representation 5.8%
National 4.6%

Position Improved
▲ by 2.2% on previous year 3.6%, and a 1.6% improvement compared to the national position at 4.6%

METRIC 9b: Disabled Staff Voice   100%
National 99.5%

Position Improved
▲ All London organisations have mechanism to allow Disabled staff to engage

Further Work Required

METRIC 2: Recruitment   1.14%
National 1.09

Deteriorated
▼ Deteriorated from historical of 1.04 (over 3 years) to current position

METRIC 3: Capability   Nil
Nil

Not in public domain
Local data indicates an improvement on previous year

METRIC 7: Valued   36%
National 35.1%

Deteriorated
▼ from previous years 39.6% rate which was increasing year on year (positive) till recent publication.

METRIC 8: Work Adjustments   67.8%
National 72.2%

Deteriorated
▼ from previous years 72.3% rate which was increasing year on year (positive) till recent publication. London remains an outlier

Making Clear Improvement but further work required

Metric 4a: Harassment Public   36.2%
National 33%

Position Deteriorated
▼ from previous year and is 3.2% above the national position

Metric 4b: Harassment manager   20.8%
National 17%

Position Improved
from 2017 and appears to be on a improvement trajectory over time. However London remains an outlier among regions. ▼ from 23.4% in 2017

Metric 4c: Harassment colleague 28.2%
National 25%

Position Improved
from 2018 but London above national position
▲ from 30.1% in 2018

Metric 4d: Harassment Reported? 48.8%
National 49.9%

Position Improved
from 2018 and is getting close to the national position of 49.9% ▲ from 45.7% in 2018

Metric 5: Career progression   44.7%
National 51.3%

Position Improved
from previous year but remains a challenge across regions and national. With virtually no real change observed over the last 5 years

Metric 6: Presenteeism   32.4%
National 29.9%

Position Improved
from 2017 but London remains an outlier among the regions. ▲ from 34.5% in 2017

Metric 9a: Staff Engagement   6.5%
National 6.47%

Position Deteriorated
from previous year and is tracking the same trajectory as the national position

NHS London Race Strategy
A better NHS for us all

Top priority areas to remain same 2023/24

NHS England
London

WRES

Representation

Indicator 1
Percentage of staff by AfC pay band and ethnicity

Indicator 2
Likelihood of white staff being appointed from shortlisting

Disciplinary

Indicator 3
Likelihood of BME staff entering formal disciplinary

Career Progression

Indicator 7
Equal Opportunities for career progression or promotion

WDES

Declaration

Indicator 1
Percentage of staff by AfC pay band or medical and dental sub groups

Harassment

Indicator 4a - Harassment Public
Indicator 4b - Harassment Manager
Indicator 4c - Harassment Other Colleagues

Career Progression

Indicator 5
Equal Opportunities for career progression or promotion

Indicator 8 - Reasonable adjustments

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