



**NHS**  
The Royal  
Orthopaedic Hospital  
NHS Foundation Trust



# Workforce Race Equality Standards 2020/21

## The Royal Orthopaedic Hospital

## **ROH Workforce Race Equality Standard (WRES)**

### **Workforce Race Equality Standard (WRES)**

#### **Background**

The WRES was introduced in 2015 to enable employees from black and minority ethnic (BME) backgrounds to have equal access to career opportunities and receive fair treatment in the workplace. The data and information collated for WRES should be used to prioritise how staff are motivated, included and feel valued.

#### **WRES Data**

Staff data was collected and submitted to NHS England in August 2021. The data period is 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021 and is formulating into nine WRES Indicators. All NHS Trusts are required to collate and publish this information on their website. This information will be published following sign off from the Staff Experience and OD Trust Board committee.

Table One below shows ROH WRES Performance Data for all indicators comparing 2016, 2017, 2018, 2019 and 2020. National data is currently not available as a comparison. This information with national comparisons will be presented at a future Staff Experience and OD (SE&OD) meeting.

Data for Indicators 5 – 8 is collated from the National Staff Survey (NSS) results which staff completed between 4<sup>th</sup> October and 27<sup>th</sup> November 2020.

The WRES action plan and approach forms part of the work completed under the Multi Minority Ethnicity staff network and Equality and Diversity network. The key actions achieved over the last twelve months have included:

- Listening sessions to hear the views of different diverse groups
- Celebration to recognise Windrush Day
- Black History Month
- Completion of recruitment report by the Freedom to Speak up Guardian
- Participation in regional and national BAME events (including events external to the NHS)
- Appointment of Multi Minority Ethnic Group (MMEG) chair
- Marie Peplow, Chief Operating Officer appointed as Executive lead for MMEG network
- Participation in the annual Inclusion event to celebrate Diversity and Inclusion at the Trust
- Pilot programme underway for MMEG mentoring programme (part of a wider Trust mentoring programme)

**Table One: Summary of ROH Trust WRES for each of the nine WRES Indicators (2016 -2020)**

WRES Indicator	Indicator Definition	ROH NHS Trust						
		2015	2016	2017	2018	2019	2020	Comments
1	% of staff BME	22.1	24.2	24.4	23.7	24.5	<div>↑</div> 27%	Gradual increase. Work continues to address diversity in some areas at higher bands
2	Relative likelihood of White staff being appointed from shortlisted candidates compared to BME staff	1.99	1.45	1.64	1.70	1.36	<div>↓</div> 1.55	The Recruitment Project completed in January identified additional work is needed to attract interest from diverse groups
3	Relative likelihood of BME staff entering formal disciplinary	1.17	1.01	1.33	1.83	2.48	<div>↑</div> 1.44	Small number of cases:  8 in 2020 15 in 2021
4	Relative likelihood of BME staff accessing non-mandatory CPD	1.05	1.0	1.22	1.12	1.08	<div>↑</div> 1.13	

5	% of BME staff experiencing harassment, bullying or abuse from patients or public in last 12 months	19.2	15.9	15.63 (22.6)	13.7 (22.0)	16.5 (21.9)	15.6 (15.6) ↑	Listening sessions have provided a forum for staff to feedback in a safe environment
6	% of BME staff experiencing harassment, bullying or abuse from staff in last 12 months	30.4	26.6	45.31 (22.9)	31.5 (26.7)	25.0 (22.9)	24.8 (22.1) ↑	
7	% of BME staff believing the trust provides equal opportunities for Career progression or promotion	62.0	71.4	65.9 (86.5)	72.0 (89.6)	83.1 (92.2)	72 (91.7) ↓	Mentoring programme is starting to identify support needed. New MMEG chair appointed
8	% of BME staff personally experienced discrimination at work from a manager/team leader of other colleague member of staff	18.4	6.25	12.50 (6.3)	18.3 (7.0)	16.7 (7.6)	14.5 (6.3) ↑	
9	% of the full Board identifying as BME	0	0	0	0	11	↑ 28.6	

## WRES Action Plan

<b>Status key:</b>	<b>5</b> Complete	<b>4</b> On track	<b>3</b> Some delay – expect to completed as planned	<b>2</b> Significant delay – unlikely to be completed as planned	<b>1</b> Not yet commenced	<b>0</b> Objective Revised
--------------------	-------------------	-------------------	--	--	----------------------------	----------------------------

Action	Relates to Indicators	Completion date	Comments	Lead	Progress
Trust Board Inclusion updates and awareness sessions	9	Ongoing	Extend current work including Staff walkabouts	Sharon Malhi Clare Mair	4
MMEG participation at Health and Wellbeing Week	1-9	April 2022		Clare Mair MMEG Network Laura Tilley-Hood	1
Anti-racist pilot workshop sessions	4	Ongoing	Content reviewed and delivered by MMEG network members. Dates to be reviewed in 2022	Harriet Norman Clare Mair	4
Actions reviewed and added to Inclusion Plan for 2021-2023	1-9	November 2021		Clare Mair and action leads	4
Recruitment project to analyse shortlisting to appointment difference for BAME staff and recommend best practice	2	June 2022	First action linked to interview panels.	Clare Mair MMEG Network	3
Recruitment of MMEG committee members, including Chair	1-9	January 2022	Ongoing	Clare Mair Chair, MMEG	4
Development of MMEG network with formal structure	1-9	January 2022	Starting following listening sessions in July 2020	Clare Mair MMEG network	4
Development of mentoring programme	2 & 4	December 2021	Delays due to facilitator availability	MMEG project group	3
Black History Month celebrations all throughout October in collaboration with MMEG	1-9	October 2021	The Trust celebrated Black History all throughout October, with numerous activities taking place.	Clare Mair Falon Paris-Caines	4
Inclusion calendar	1-9	ongoing	Regular review of upcoming events and awareness days to be recognised by the MMEG Network.	MMEG network	4

Review impact of Black History Month	1-9	January 2022	To complete evaluation of the Black History Month one, including photography and videos.	CM MMEG network	1
Support new approach to equality impact assessments (EQIA)	1-9	TBC	To support project team in reviewing the current EQIA approach.	CM MMEG network	4