



Workforce Race Equality Standard (WRES) Report

2024-25

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Welcome

to Sherwood Forest Hospitals, workforce Race Equality Standard (WRES) Report 2024-25
including Model Employer update

Our vision: Empowering and supporting our people to be the best they can be

The Workforce Race Equality Standard (WRES) is a set of nine specific measures (metrics) which enable NHS organisations to review the workplace and career experiences of our colleagues from ethnic minority backgrounds compared those who are White British. We use the data to review our performance and identify disparity in the experiences of colleagues and then use the findings to inform the actions we will take to reduce disparity. Our actions for 24/25 are contained within this report (page 5). Year on year comparison enables us to show the change against the indicators.

Unlike last year, we have not been required by NHSE to report separate data for our medical workforce so this data has not been collected and included in this year's report.

Model Employer Goals are set by the WRES team at NHS England. These outline the aspirational goals for Sherwood to achieve over a 10-year period to increase ethnic minority senior leadership in the Trust. As of the 31st of March 2024, Sherwood has achieved four of the 2024 Model Employer Goals. We continue to work towards the achievement of the organisational Model Employer Goals through utilisation of inclusive recruitment processes and talent management strategies.

The WRES is important, because research shows that individuals who feel a true sense of inclusion in the workplace will be motivated to perform their duties to the highest possible standard which supports us in the delivery of high-quality patient care and will contribute to increased patient satisfaction and patient safety.

The workforce information data contained within this report is from 31st March 2024 and the staff survey data is from the NHS Staff Survey results from the survey that was undertaken in 2023.



Our community

The 2021 Census data for Ethnicity for our local populations shows that across the populations of Mansfield, Ashfield and Newark and Sherwood, just 5.5% of our citizens identified as having an Ethnic Minority background. Here at Sherwood Forest Hospitals, just over 17.9% of our colleagues are from an Ethnic Minority background demonstrating that we continue to have far greater Ethnic diversity in our workforce than in our local communities.

WRES Report 2024-2025

WRES Indicator	2023	2024	Notes
1. Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. (Workforce Data)	16.2%	17.9%	Overall there has been an increase in the proportion and number of ethnic minority staff in most areas in the last year. Notably we have seen increases at Bands 7 (non-clinical) and Bands 5 and 6 (clinical).
2. Relative likelihood of staff being appointed from shortlisting across all posts. (Workforce Data)	0.82	0.86	We have maintained our positive performance for this indicator. The calculation of the likelihood means that a figure above 1.0 would indicate that White candidates are more likely to be appointed into roles; our figure is below one demonstrating that White candidates are not more likely to be offered roles after shortlisting; this is evidence that our recruitment processes provide equity of opportunity for ethnic minority applicants.
3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two-year rolling average of the current year and the previous year. (Workforce Data)	1.67	0.49	Our result for this indicator has decreased compared to last year. As with last year, only one member of staff from a ethnic minority background has entered the formal process during the reporting period so there hasn't been a decrease in the number of ethnic minority staff entering the process. The indicator has reduced due to an overall increase in the number of formal disciplinary cases and only one staff member being ethnic minority.
4. Relative likelihood of White staff accessing non-mandatory training and Continued Professional Development (CPD) compared to ethnic minority staff.	1.00	0.98	The data here has reduced again and for the first time, our figure has dropped below 1.00 (a figure above 1.00 indicates that White staff are more likely to access non-mandatory training and CPD). We are delighted to see this positive result for our ethnic minority colleagues which demonstrates that our staff are afforded equity of opportunity to access non mandatory training and CPD.
5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months. (Annual Staff Survey)	30.1%	27.9%	The proportion of ethnic minority staff experiencing bullying and harassment from patients and relatives has reduced compared to last year and there is a national downward trend with 27.8% of ethnic minority staff reporting their experience in the 2023 staff survey nationally. Whilst we know we still have work to do to improve experiences for colleagues, it is pleasing to see a reduction in this indicator.

WRES Report 2024-2025

WRES Indicator	2023	2024	Notes
6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months. (Annual Staff Survey)	25.5%	23.8%	The proportion of ethnic minority staff experiencing bullying and harassment from staff has seen a decrease from last year and we are seeing an annual trend in reduction for this indicator and our result sits below the national average of 24.9%. Whilst this is an encouraging result, there is still considerable disparity between ethnic minority and White British colleagues.
7. Percentage believing that trust provides equal opportunities for career progression or promotion. (Annual Staff Survey)	53.7%	56.5%	The proportion of ethnic minority staff percentage believing that trust provides equal opportunities for career progression or promotion has seen a good increase from last year which is great to see and our indicator outcome sits almost 8% above the national average of 48.9%.
8. In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues. (Annual Staff Survey)	12.7%	15.2%	Sadly, we have seen an increase in the proportion of ethnic minority staff reporting discrimination this year and the number of ethnic minority colleagues reporting this remains significantly higher than White British colleagues. Our result is comparable to the national average of 15.5%.
9. Percentage difference between the organisations' Board voting membership and its overall workforce. (Workforce Data)	-3.7%	-5.4%	There has been no change in ethnic minority representation on our board in the reporting period but an increase in our overall workforce and the ethnic minority representation increase has resulted in an increase in the percentage difference.

WRES Action Plan 2022-23 update

Annually, upon completion of our data reporting, we identify three key objectives to be taken forward from our WRES data to improve the experiences of ethnic minority colleagues. The following is an update on last years' action plan.

What we said we would do	What we did
Maintain performance against indicator 2 for Recruitment of ethnic minority.	<p>We have maintained our performance this year which is testament to our recruitment processes and the training we have in place for recruiting managers.</p> <p>Our recruitment and selection policy was reviewed in 2023 which included an updated Equality Impact Assessment outlining some of the potential risks of discrimination within recruitment processes and clearly outlining support and training available to prevent discrimination.</p> <p>We are in the process of finalising our offer to Staff Network Members to become Inclusive Recruitment Champions to support diversity on recruitment panels and this work will be carried forward into this year's action plan.</p>
Embed Anti-Racism message and reduce the percentage of colleagues reporting bullying, harassment, discrimination and violence and aggression.	<p>We have seen a reduction in indicators 5 and 6 which is positive but have seen an increase in indicator 8 so work is still needed to discrimination of ethnic minority colleagues from other colleagues.</p> <p>In the last year we have taken the following actions to embed our Anti-Racism approach;</p> <ul style="list-style-type: none"> •Created a safe space at our annual REACH OUT! event for colleagues to share their lived experiences. •Have undertaken ward/department visits to understand staff experience as part of our Trust work to reduce violence and aggression. •Included Staff Networks as a safe place for colleagues to receive support as part of our CARE Values refresh. •We have reviewed our Staff Survey results for ethnic minority colleagues to identify areas for improving ethnic minority colleague experience. •We continue to audit wards and departments to ensure they have a visible anti-racism poster and will provide them where they are not prominently displayed. •We have developed an Action Plan for our Internationally Educated Nurses in response to feedback to improve their experience. •Reviewed our Allyship in Sherwood training and run monthly sessions which focus on belonging, bias, recognising microaggression and calling out harmful behaviour. It is worth noting, we have seen increased attendance to the Allyship training after including it as part of the Exemplar Accreditation Scheme. To date, we have trained almost 100 colleagues and have a further 45 colleagues booked onto the training between July and December. •Updated our flag artwork across all three hospital sites and celebrated our ethnic diversity on Overseas NHS Workers Day on 1st March.
Ensure equity of opportunity for promotion and career progression for ethnic minority colleagues into senior roles.	<p>We have seen a good increase in this indicator this year.</p> <p>During the year, our appraisal documentation was reviewed and improved, and training was offered Trust-wide for all colleagues.</p> <p>We are continuing to develop our Talent Management Plan which will be launched during 2024 which will focus on ensuring ongoing equity of opportunity for ethnic minority colleagues and other minority groups.</p>

WRES Action Plan 2024-25

Objective	Action	Owner	Measure	Date for completion
1. Reduce the number of ethnic minority colleagues reporting discrimination from Manager/Team Leader and/or other colleagues	Utilise the new Staff Network Safe Spaces to better understand the experiences of our colleagues	EDI Team	Improvement in Indicators 5,6 and 8	Ongoing
	Develop Discrimination Awareness training for the Sherwood e-academy	EDI Team	Improvement in Indicators 5,6 and 8	Training to be live by Q4
2. Introduction of Inclusive Recruitment Champions (IRC)	Provide access to recruitment e-learning course to Ethnic Minority colleagues who wish to become an IRC and provide an IRC for all interviews/assessments for roles at Band 8a and above wherever possible	EDI Team Recruitment Team	Improvement in Indicator 1, 2 and 7	On-going but members wishing to be an IRC will be asked to complete the training during Q2 a view to trialling IRC's during Q3 and Q4.
3. Review Anti-Racism Strategy	Review strategic actions from the initial strategy that launched in 2022 and update our actions to continue our Anti-Racism approach Trust-wide	EDI Team	Improvement in Indicator 6	End of Q4

In addition to the above actions specific to our WRES results, our 6 High Impact Action Plan and on-going EDI work programme will support improvement in the experience of working at Sherwood for our ethnic minority colleagues.

Conclusion

It is encouraging to see improvements in our data which provides evidence that our continued commitment to improving the working lives of our ethnic minority colleagues is having an impact.

We acknowledge that we still have work to do to reduce the disparate experience for our ethnic minority colleagues and are hopeful that the focussed actions detailed herein will support further data improvements. Our 2024 WRES action plan will also be supported by our SFH EDI Improvement plan which is underpinned by the 6 high impact actions from the NHS EDI Improvement plan.

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Contact us



Sherwood Forest Hospitals
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