

## **Workforce Race Equality Standard (WRES) 2021 Report**

### **Trust information**

**Name of organisation:**

County Durham & Darlington NHS Trust

**Date of report:**

Month: September

Year: 2021

**Name and title of the Board lead for the Workforce Disability Equality Standard:**

Morven Smith Director of Workforce & OD

**Name and contact details of the lead compiling this report:**

Pat Winter

Workforce Experience Officer, [pat.winter@nhs.net](mailto:pat.winter@nhs.net)

**Names of commissioners this report has been sent to:**

Dr S Finlay, NHS County Durham CCG

**This report has been signed off by on behalf of the board on**

25<sup>th</sup> August 2021

### **Background**

**Total number of staff employed within this organisation at the date of the report:**

7342

**Proportion of BAME staff employed within this organisation at the date of the report:**

7.9%

**The proportion of total staff who have self-reported their ethnicity:**

97.2%

**Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity?**

Yes

**Are any steps planned during the current reporting period to improve the level of self-reporting by ethnicity?**

Yes

## Workforce Race Equality Indicators

### *Indicator 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.

Organisations should undertake this calculation separately for non-clinical and for clinical staff:

Pay Band	Non clinical		Clinical	
	% BAME	% White	% BAME	% White
Under Band 1	0.0%	0.0%	0.0%	0.0%
Band 1	0.04%	0.93%	0.01%	0.38%
Band 2	0.11%	8.9%	0.5%	11.63%
Band 3	0.08%	6.2%	0.09%	5.2%
Band 4	0.05%	2.55%	0.9%	2.78%
Band 5	0.01%	1.2%	2%	19%
Band 6	0.01%	0.9%	0.55%	13.8%
Band 7	0.01%	0.75%	0.17%	7.5%
Band 8a	0.0%	0.56%	0.05%	1.63%
Band 8b	0.0%	0.5%	0.0%	0.2%
Band 8c	0.0%	0.15%	0.0%	0.05%
Band 8d	0.0%	0.08%	0.0%	0.01%
Band 9	0.0%	0.0%	0.0%	0.0%
VSM	0.0%	0.32%	0.01%	0.09%
Other	0.0%	0.0%	0.25%	0.16%
Consultants	0.0%	0.0%	1.83%	2.28%
Senior Medical Managers (Consultants)	0.0%	0.0%	0.0%	0.0%
Non-consultant Career Grades	0.0%	0.0%	0.78%	0.62%
Trainee Grades	0.0%	0.0%	0.57%	0.8%
<b>Total</b>	<b>0.31%</b>	<b>23.04%</b>	<b>7.71%</b>	<b>66.13%</b>

### *Indicators 2 to 4*

Relative likelihood of BAME staff being appointed from shortlisting across all posts Compared to that of white staff:

Descriptor	BAME	White
Number of shortlisted applicants	272	4114
Number appointed from shortlisting	57	513
% Results	20.96%	12.47%
Ratio	0.60	

Relative likelihood of BAME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation compared to that of White staff:

Descriptor	BAME	White
Number of staff in workforce	577	6557
Number of staff entering the formal disciplinary process	0	10
% Results	0.0%	0.15%
Ratio	0.0%	

Relative likelihood of BAME staff accessing non-mandatory training and CPD compared with White staff:

Descriptor	BAME	White
Number of staff in workforce	577	6557
Number of staff accessing non-mandatory training & CPD	537	5683
% Results	93.07%	4.81%
Ratio	0.93	

### *Indicators 5 to 8*

Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months (the lower the score the better)

Descriptor	Staff % 2019	Staff % 2020
BAME	33%	38%
White	33%	30%

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months (the lower the score the better)

Descriptor	Staff % 2019	Staff % 2020
BAME	24%	32%
White	23%	26%

Percentage believing that Trust provides equal opportunities for career progression or promotion (the higher the score the better)

Descriptor	Staff % 2019	Staff % 2020
BAME	86%	68%
White	90%	89%

In last 12 months have you personally experienced discrimination at work from any of the following?

b) Manager/team leader or other colleagues (the lower the score the better)

Descriptor	Staff % 2019	Staff % 2020
BAME	15%	25%
White	6%	5%

#### *Indicator 9*

Percentage difference between the organisations' Board membership and its overall workforce disaggregated: by voting membership of the Board and Executive membership of the Board:

By voting membership of the Board

Descriptor	BAME	White	Ethnicity Unknown	Total
Total Board Members	1	12	0	13
How many are voting members?	1	10	0	11
Number of Non-voting members	0	2	0	2

By executive membership of the Board

Descriptor	BAME	White	Ethnicity Unknown	Total
How many are Exec Board Members?	0	7	0	7
Number of Non-Exec members	1	5	0	6

The data for this indicator should be a snapshot as of 31st March 2021.