



North Tees and Hartlepool
NHS Foundation Trust

NHS Workforce Race Equality Standard (WRES)

Annual Report 2024

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Introduction

The Workforce Race Equality Standard (WRES) was launched in 2016 and aims to improve the workplace and career experiences of ethnically diverse colleagues across the NHS.

Research shows a strong association between staff experience and patient outcomes. Staff who feel valued are more likely to be engaged with their work, and senior-level diversity increases productivity and efficiency in the workplace. A more inclusive environment for ethnic minority people working and seeking employment in the NHS is better for our people, for teams and for patients.

The WRES consists of nine specific measures (metrics), which compare the experiences of ethnically diverse staff as compared to White colleagues and examines the disparities that exist between both groups. This report provides an overview of the key metrics and supports the Trust to identify meaningful actions to demonstrate progress against the indicators of Race equality.

The findings within this report illustrate the need for equality and inclusion to be intrinsic to everything we do at North Tees and Hartlepool NHS Foundation Trust and we are committed to identifying robust actions to support our journey to continuous improvement.

Executive Summary (1/3)

This WRES report represents the ninth report since the Workforce Race Equality Standard (WRES) was established.

Within North Tees and Hartlepool NHS Foundation Trust, we have a workforce of 5,151 staff. Our Electronic Staff Record (ESR) data shows that 14.33% of our workforce have declared an ethnicity that is other than white. A total of 0.9% of our workforce have not declared their ethnicity.

The Key findings for 2024 are summarised as:

Metrics 1 to 4:

The data for Metrics for 1 to 4 is obtained from the Trust's Electronic Staff Record (ESR), Trac Recruitment System and People Services Databases.

- Our Black & Minority Ethnic (BME) representation is 14.3%, this is a 1.5% improvement on our 2023 data (12.8%).
- The relative likelihood of white candidates being appointed from shortlisting compared to BME applicants, the rate for 2024 is 2.40. This is an increase from 2023 when this was reported as 2.12.
- The relative likelihood of BME staff entering the formal disciplinary process compared to white staff - The Trust's latest rate is 0.99. This is an increase from 2023 when this was reported as 0.78 and Remains a positive indicator as 1.00 would indicate equal experience between white and ethnic minority staff.
- The relative likelihood of white staff accessing non-mandatory training and continuing professional development (CPD) compared to BME staff - The Trust's latest rate is 0.9. The variance has decreased by 0.8 when compared to 2023 (1.1).

Executive Summary (2/3)

Metrics 5-8:

The data for metrics 5 to 8 is obtained from the annual staff survey report, therefore for the WRES 2024 report, the information relates to the 2023 staff survey.

As a Trust, we facilitate a full census from all staff; the 2023 staff survey had 50% staff participation across the Trust, which is above the median response rate of 45%. Surveys completed by ethnically diverse staff account for 9.5% of completed surveys for 2023 and in 2022 this rate was 9.4%.

- The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months has continued to improve. Percentage rates for BME are now 28.3% (30.7% in 2022) and white are now 21.8% (24.8% in 2022).
- The percentage of BME staff experiencing harassment, bullying or abuse from staff in the last 12 months - Percentage rates for BME are 22.8% (a reduction from 26.9% in 2022), and white are 16.1% (a reduction from 18.6% in 2022),
- The percentage of staff believing that their trust provides equal opportunities for career progression or promotion - The percentage rate for BME are now 50.6 % (compared to 48.1% in 2022) and white are now 63.7% (a slight reduction from 64.9% in 2022). There continues to be a variance between the experience of BME and White staff (BME 50.6%, White 63.7%).
- The percentage of staff who personally experienced discrimination at work from a manager, team leader or other colleagues. Percentage rates for BME are now 13.7% (12.6% in 2022) and white are now 5.2% (4.7% in 2022). There continues to be a variance between the experience of BME and White staff.

Executive Summary (3/3)

Metric 9:

- Board Membership - Representation at Board level is under represented at 0%, as compared to the Trust's overall ethnic minority workforce of 14.3%. This has decreased since the 2023 report.

Annual Submission Measures

The Workforce Race Equality Standard is a set of nine specific measures, which enable NHS organisations to compare the workplace and career experiences of ethnically diverse staff (Black and Minority Ethnic- BME) and White staff.

The Measures provide high-level overview; therefore we have completed a more detailed analysis to inform our conclusions and actions plans.

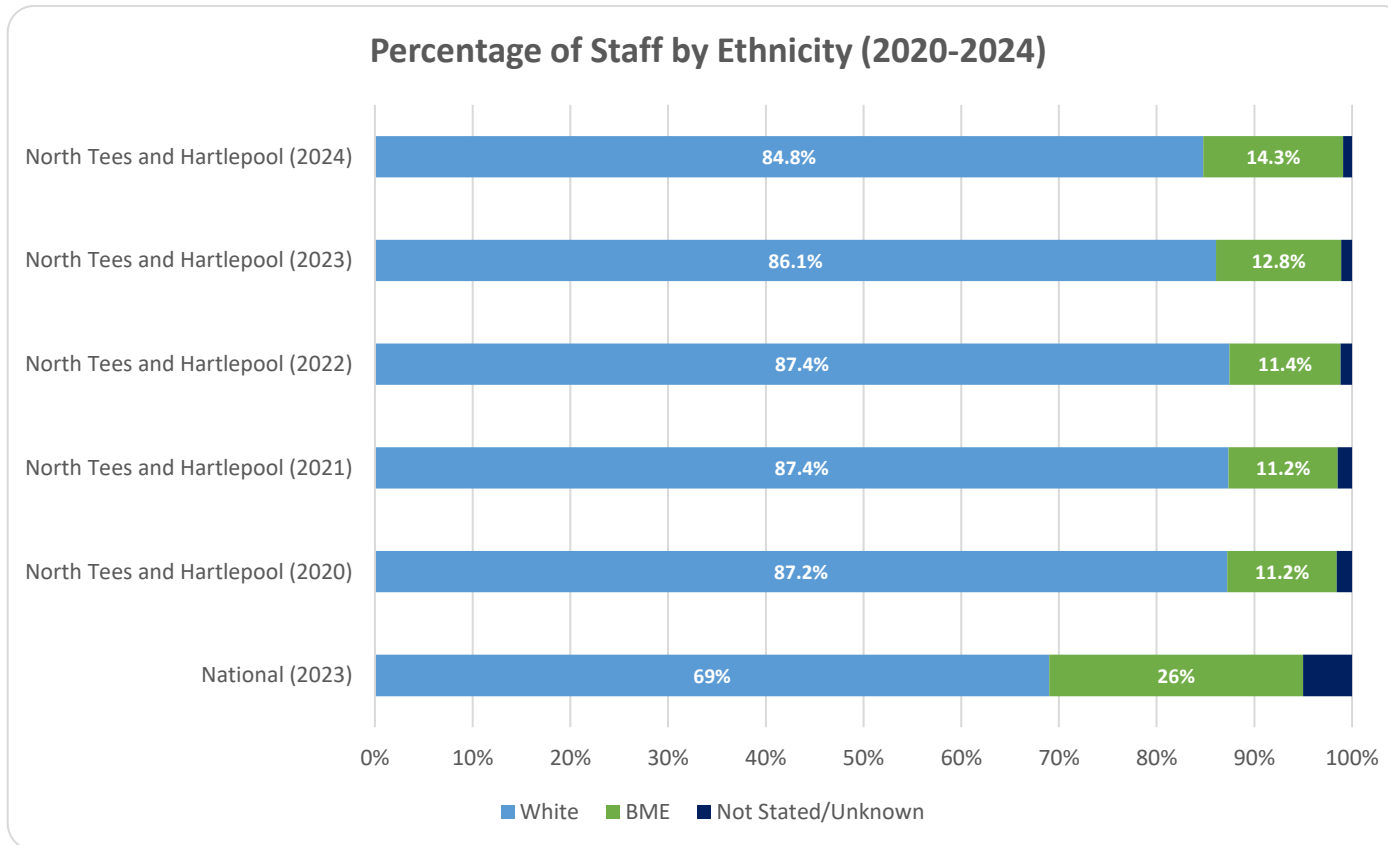
Workforce Race Equality Standard Metrics:

1. Workforce Representation
2. Recruitment
3. Disciplinary
4. Training and Continuing Professional Development (CPD)
5. Harassment, Bullying and Abuse from Patients / Public
6. Harassment, Bullying and Abuse from staff
7. Career Progression
8. Discrimination
9. Board Representation

Workforce Race Equality Standard (WRES) Overview

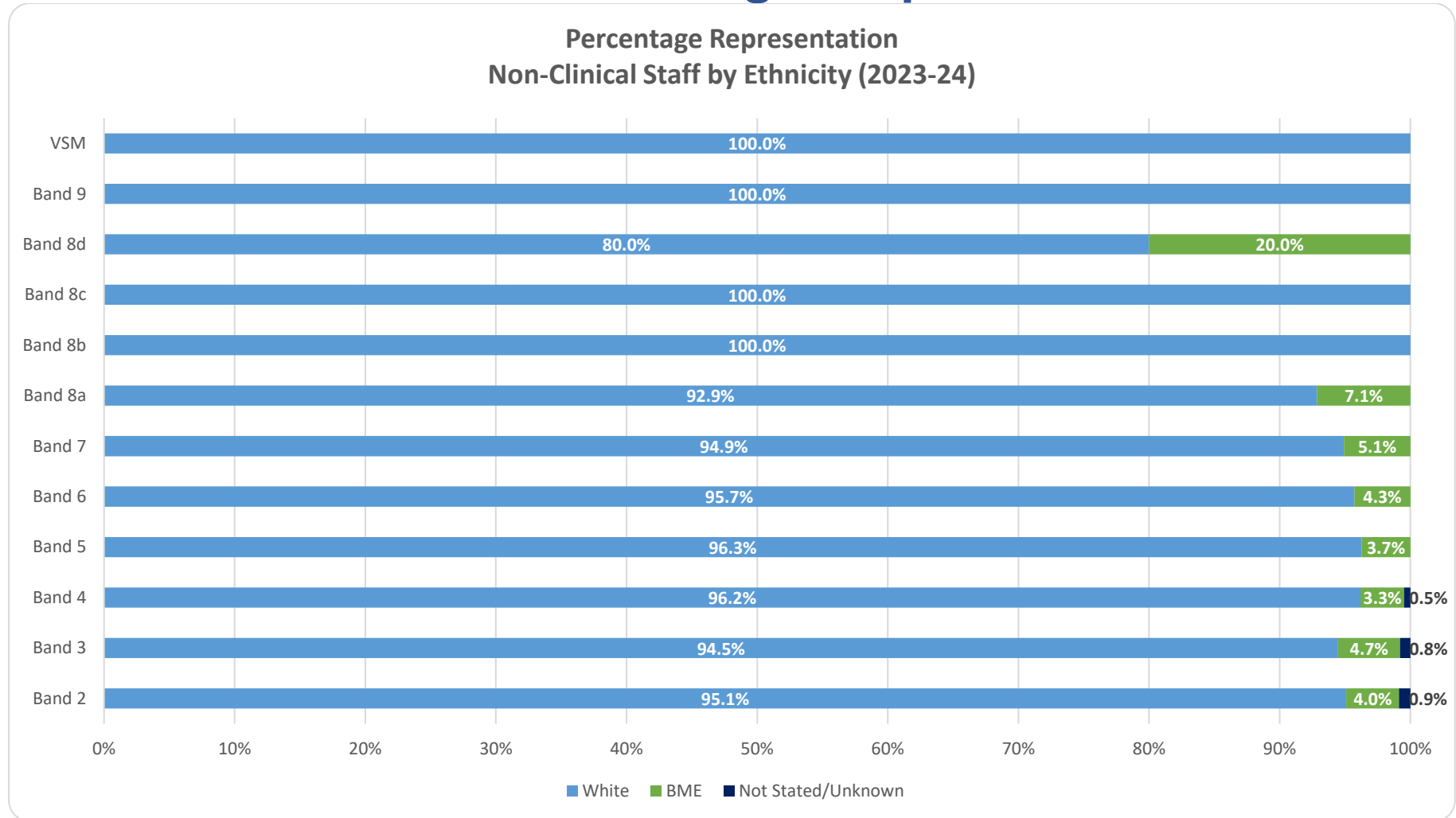
WRES Indicators 2024			2017	2018	2019	2020	2021	2022	2023	2024	Trend
1	Percentage of BME staff	Overall	9.0%	10.0%	11.0%	11.0%	11.0%	11.4%	12.80%	14.33%	
		VSM	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.00%	0.00%	
2	Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants		0.74	0.58	0.86	0.99	3.24	1.43	2.12	2.4	
3	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff		0.33	0.9	0.76	0.69	0.93	0.88	0.78	0.99	
4	Relative likelihood of white staff accessing non-mandatory training and continuous professional development (CPD) compared to BME staff		0.6	0.89	0.67	0.77	1.16	0.96	1.1	0.91	
			2016	2017	2018	2019	2020	2021	2022	2023	Trend
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	BME	39.1%	36.0%	37.5%	42.3%	28.1%	34.9%	30.7%	28.3%	
		White	26.6%	29.2%	26.9%	28.0%	24.8%	26.2%	24.8%	21.8%	
6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	BME	20.0%	38.0%	31.3%	33.8%	29.2%	30.1%	26.9%	22.8%	
		White	19.8%	22.5%	18.3%	18.4%	20.4%	18.7%	18.6%	16.1%	
7	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	BME		56.0%	62.5%	57.4%	55.7%	48.2%	48.1%	50.6%	
		White		65.6%	65.1%	63.6%	61.7%	64.8%	64.9%	63.7%	
8	Percentage of staff personally experiencing discrimination at work from a manager/team leader or other colleagues	BME	15.9%	14.0%	8.5%	11.7%	14.6%	16.8%	12.6%	13.7%	
		White	5.1%	5.0%	4.4%	4.3%	5.1%	5.2%	4.7%	5.2%	
			2017	2018	2019	2020	2021	2022	2023	2024	Trend
9	BME Board membership	BME	7.1%	6.7%	6.7%	5.3%	5.6%	7.1%	6.3%	0.0%	

Metrics 1 and 9 – Overall Ethnic Representation



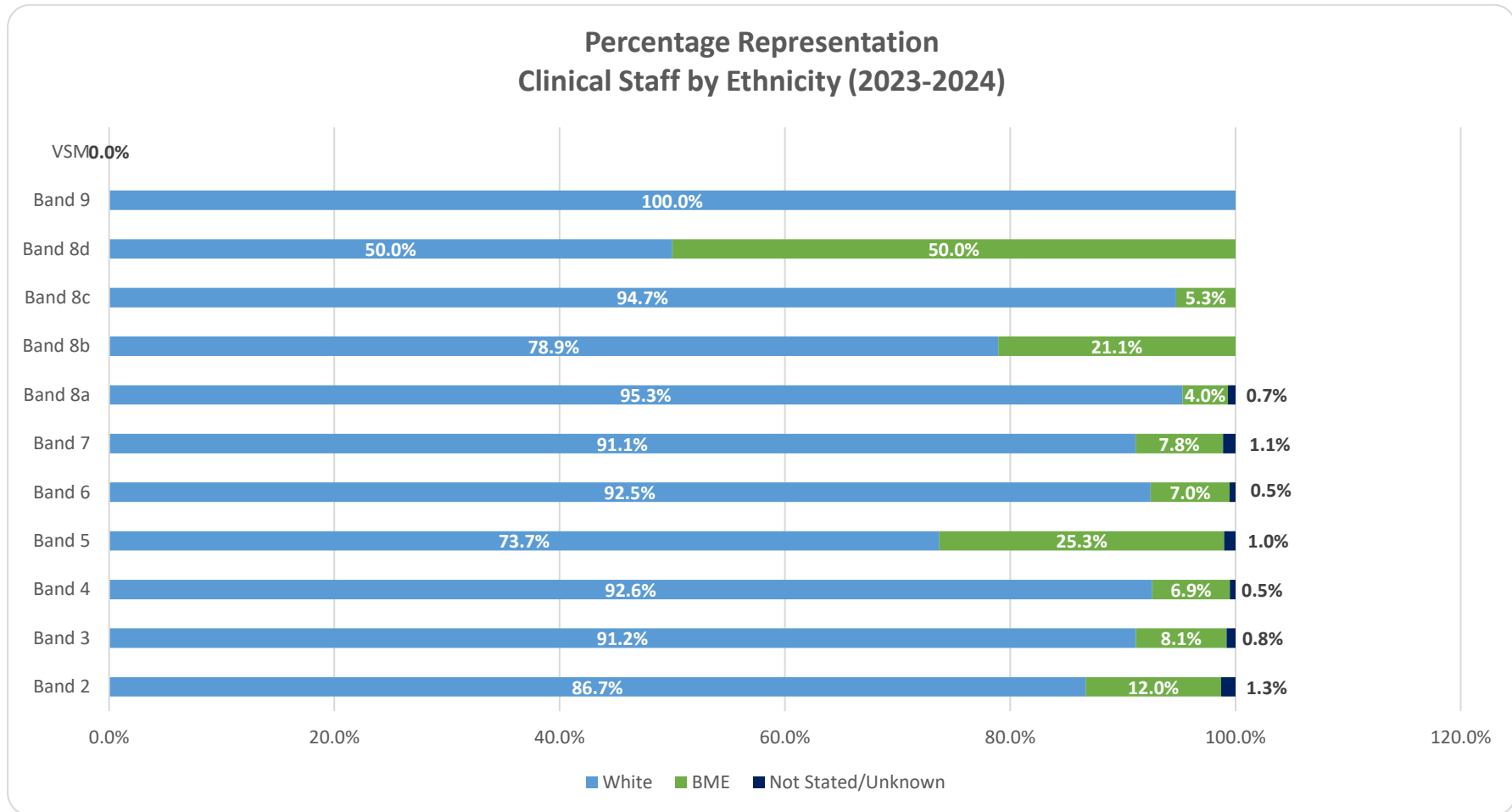
Trust Board Member representation is currently 0% BME. This compares against a total BME workforce representation of 14.3%.

Metric 1 – Non-Clinical Banding Comparison 2023-24



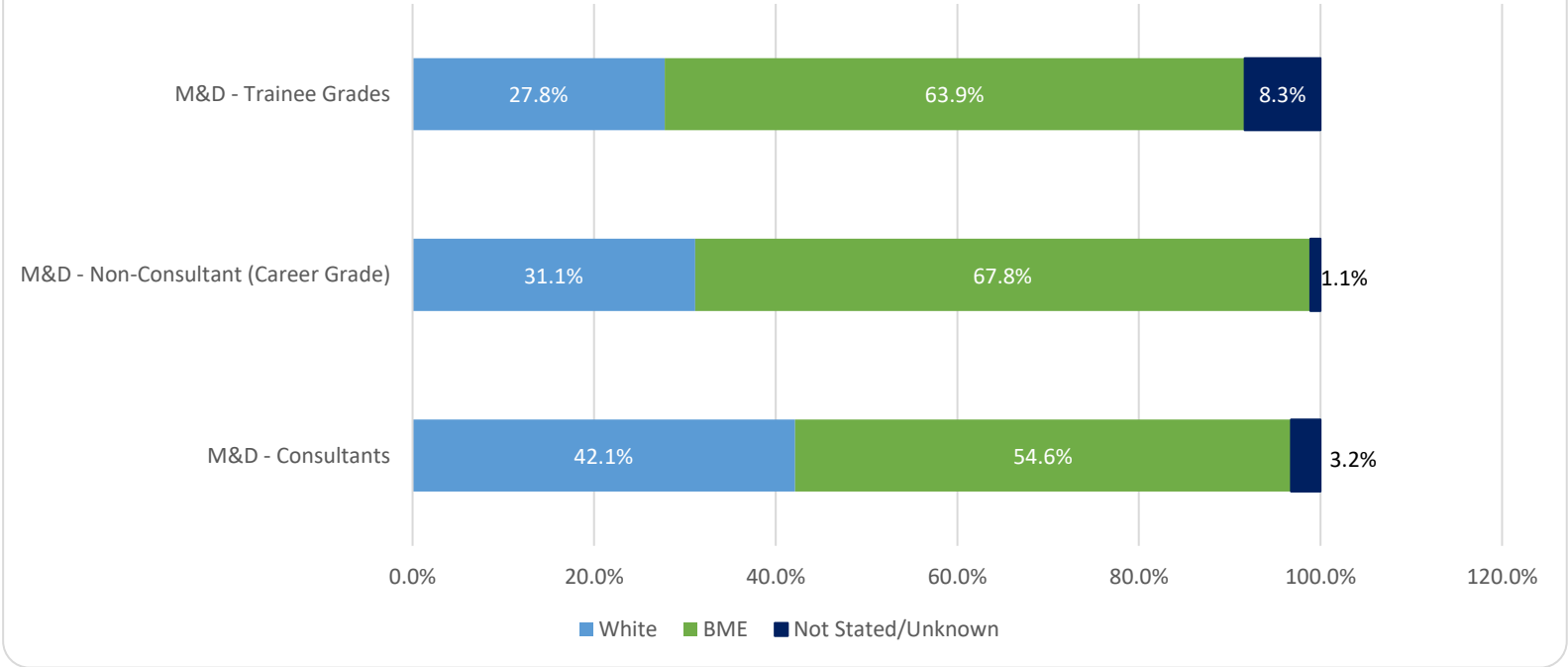
Very Senior Manager (VSM) excludes Non-Executive Directors/Chair

Metric 1 – Clinical Banding Comparison 2023-24



Very Senior Manager (VSM) excludes Non-Executive Directors/Chair

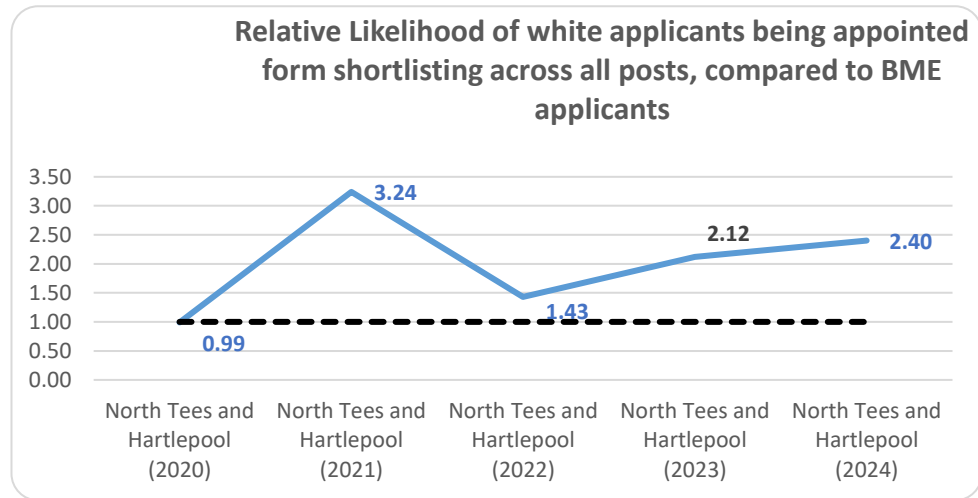
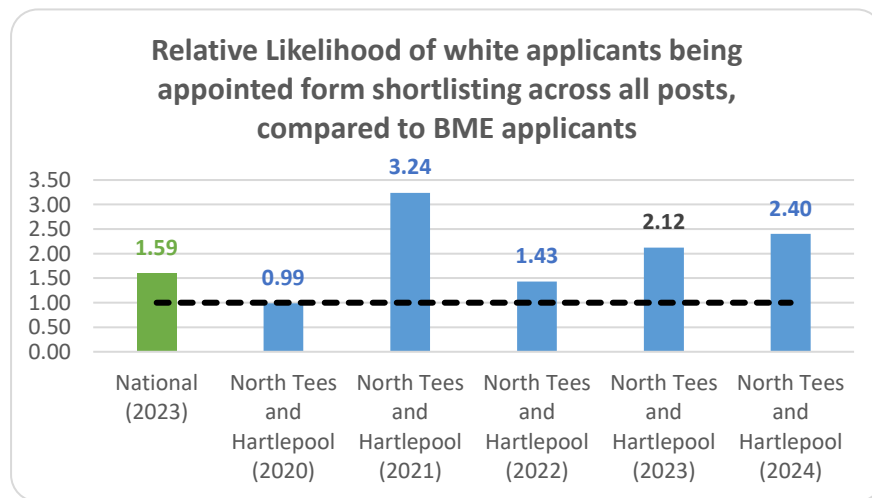
Percentage Representation Medical and Dental Staff by Ethnicity (2023-2024)



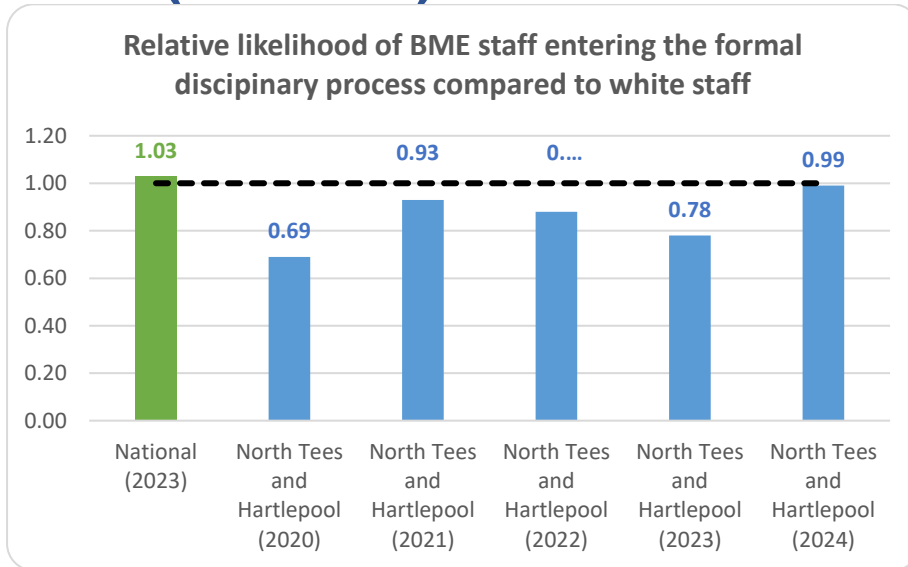
Metric 2 – Relative likelihood of white applicants being appointed from shortlisting across all posts compared to ethnically diverse applicants (2023-24)

Values	White	BME	Unknown
Number of Shortlisted Applicants	1730	1141	27
Number Appointed from Shortlisting	649	178	22
Relative Likelihood of appointment from shortlisting	10.86%	11.42%	32.14%
Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants	2.40		

The tables below show the differences from 2020 through to 2024 submissions for Metric 2. The Trust's most recent figure of 2.40 is higher when compared to the figure reported for 2023. It is also higher than the 2023 national average.

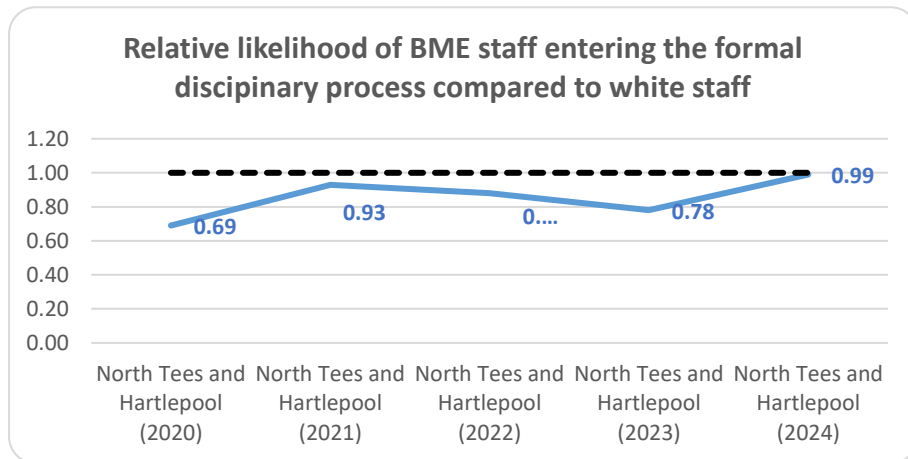


Metric 3 – Relative likelihood of ethnically diverse staff entering the formal disciplinary process compared to white staff (2023-24)

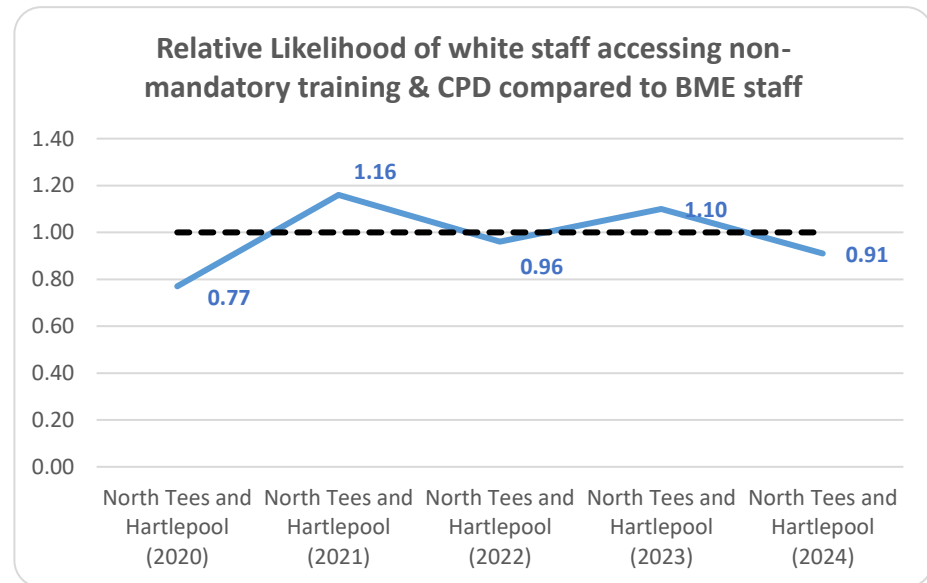
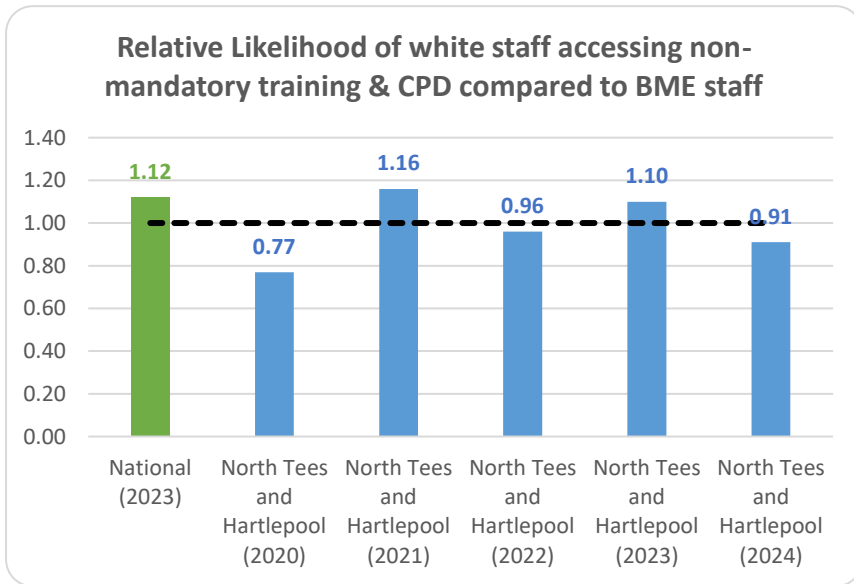


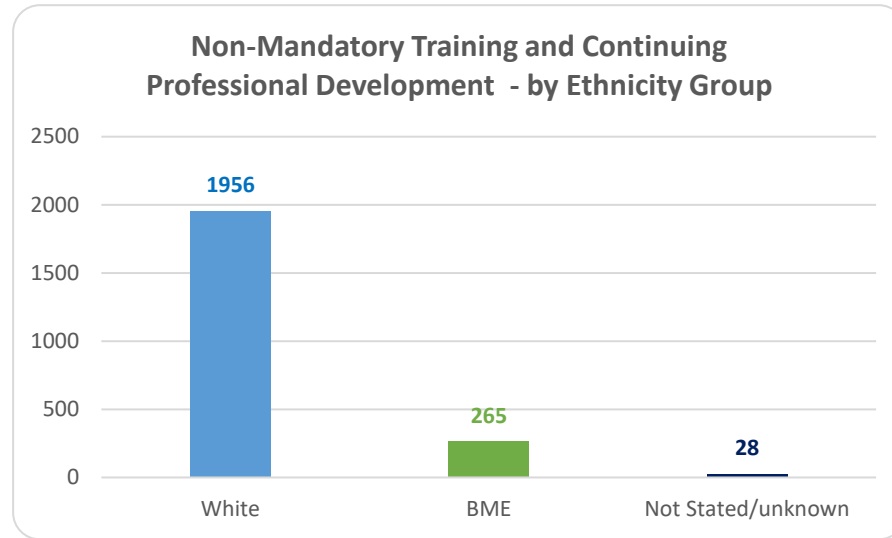
A figure above 1.0 indicates that ethnically diverse staff are more likely than White staff to enter the formal disciplinary process.

The likelihood of ethnically diverse staff entering the formal disciplinary process has increased to 0.99 from 0.78 in 2023. This still remains a positive indicator as a figure of 1.0 would indicate equal experience of both BME and White Staff.



Metric 4 – Relative likelihood of white staff accessing non-mandatory training and continuing professional development (CPD) compared to ethnically diverse staff (2023-24)



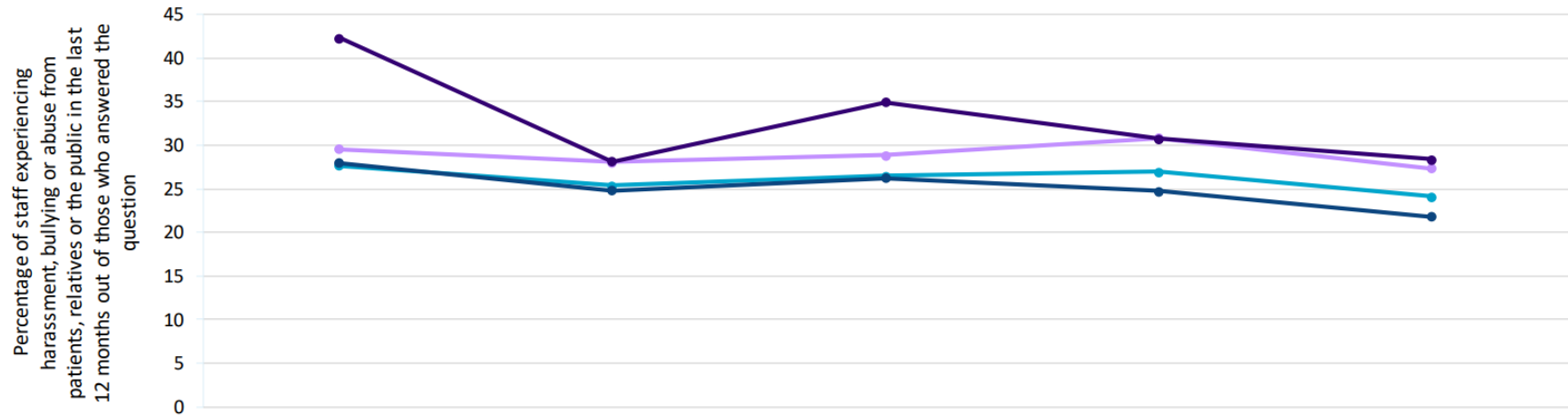


A value of 1.0 would indicate equal rates of opportunity. The Trust's most recent figure of 0.91 is an improvement of 0.6 from 2023 which was 0.96.

46.5% of White and 42.4% of ethnically diverse staff accessed non-mandatory training and CPD.

Metric 5 – The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months

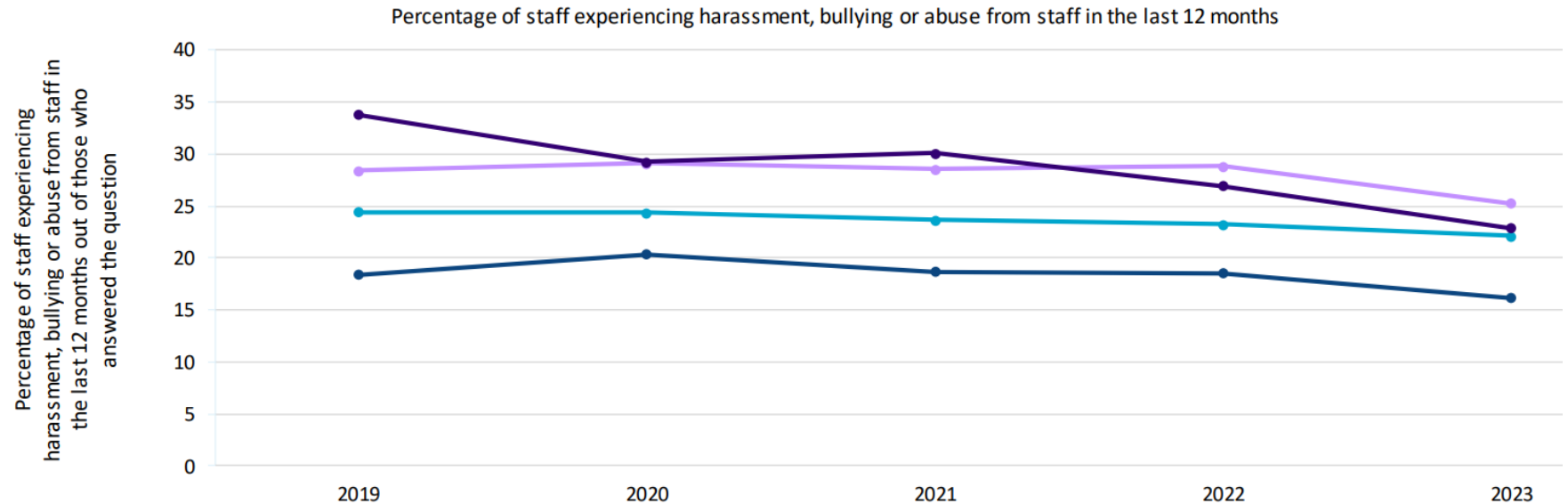
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months



	2019	2020	2021	2022	2023
White staff: Your org	27.98%	24.77%	26.25%	24.75%	21.81%
All other ethnic groups*: Your org	42.31%	28.09%	34.90%	30.73%	28.33%
White staff: Average	27.67%	25.36%	26.47%	26.91%	24.05%
All other ethnic groups*: Average	29.51%	28.01%	28.84%	30.82%	27.34%
White staff: Responses	2184	1877	2183	2105	2169
All other ethnic groups*: Responses	208	178	192	218	233

*Staff from all other ethnic groups combined

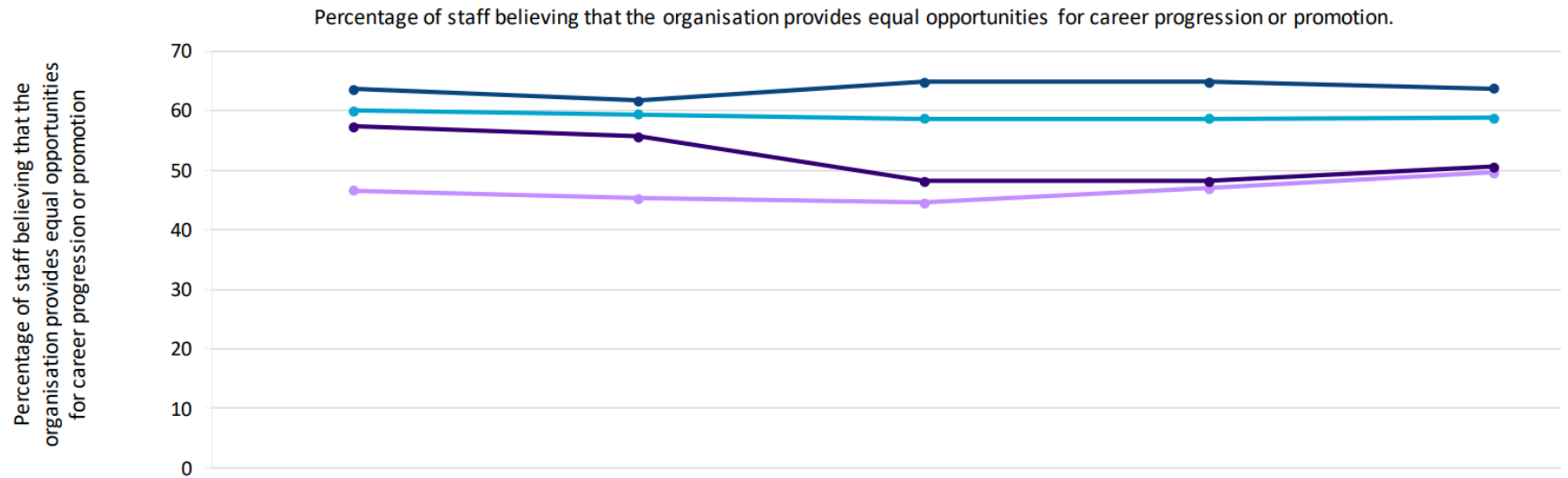
Metric 6 – The percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months



	2019	2020	2021	2022	2023
White staff: Your org	18.42%	20.35%	18.72%	18.58%	16.19%
All other ethnic groups*: Your org	33.82%	29.21%	30.05%	26.94%	22.84%
White staff: Average	24.44%	24.37%	23.65%	23.25%	22.12%
All other ethnic groups*: Average	28.39%	29.07%	28.53%	28.81%	25.25%
White staff: Responses	2182	1882	2185	2110	2168
All other ethnic groups*: Responses	207	178	193	219	232

*Staff from all other ethnic groups combined

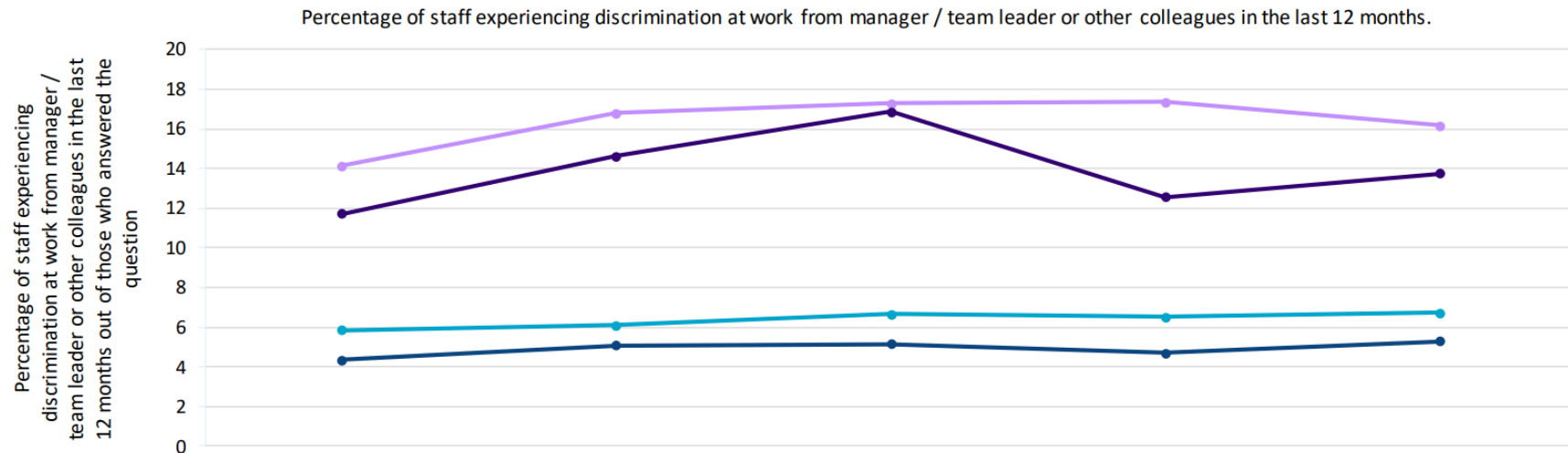
Metric 7 – The percentage of staff believing that the Trust provides equal opportunities for career progression or promotion



	2019	2020	2021	2022	2023
White staff: Your org	63.64%	61.73%	64.85%	64.85%	63.73%
All other ethnic groups*: Your org	57.42%	55.68%	48.19%	48.15%	50.65%
White staff: Average	60.00%	59.39%	58.64%	58.65%	58.84%
All other ethnic groups*: Average	46.62%	45.24%	44.56%	47.00%	49.64%
White staff: Responses	2170	1879	2182	2114	2170
All other ethnic groups*: Responses	209	176	193	216	231

*Staff from all other ethnic groups combined

Metric 8 – The percentage of staff experiencing discrimination at work from a manager, team leader or other colleagues in the last 12 months



	2019	2020	2021	2022	2023
White staff: Your org	4.34%	5.07%	5.15%	4.70%	5.27%
All other ethnic groups*: Your org	11.71%	14.61%	16.84%	12.56%	13.73%
White staff: Average	5.85%	6.09%	6.67%	6.52%	6.73%
All other ethnic groups*: Average	14.14%	16.77%	17.28%	17.33%	16.17%
White staff: Responses	2166	1872	2173	2108	2162
All other ethnic groups*: Responses	205	178	190	215	233

*Staff from all other ethnic groups combined

Conclusion and Action planning

Equality, Diversity and Inclusion is a fundamental part of who we are and our ambition is for each and every one of our colleagues to feel a sense of belonging and being valued by North Tees and Hartlepool NHS Foundation Trust.

We continue to work towards becoming a truly inclusive employer and service provider by creating an environment and culture that celebrates inclusion and diversity, dignity and respect, which values, nurtures, and harnesses difference for the benefit of patients and service users, their families and carers, and of course our colleagues.

Our plans for the year ahead are to continue to embed the priority actions resulting from the Trust-wide review of our EDI practices, whilst seeking to make further improvements which will enhance culture and leadership within the Trust.

It is important that all of our actions align to our ongoing commitment to improve staff experience as measured by:

- The Workforce Race Equality Standard (WRES)
- The Workforce Disability Equality Standard (WDES)
- Gender Pay Gap Reporting
- NHS Staff Survey
- National Education and Training Survey

Our WRES Action Plan for 2024/25 can be accessed here: <https://www.nth.nhs.uk/about/trust/equality/>