**Workforce Race Equality Standard**

**Leicestershire Partnership NHS Trust**

**March 2023**

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# Summary: at LPT in 2022/23, colleagues from a Black, Asian or minority ethnic (BAME) background made up 26.9% of our workforce, and were…

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| --- | --- |
| **Metric 1**Under-represented at non-clinical Bands 7, and 8b and above.Under-represented at clinical Bands 3 and 4, and 6 and above.Over-represented at Band 2 and in medical roles.**The percentage of BAME staff across the trust has improved. The percentage of BAME staff at bands 8A and above is still lower than the overall figure, but this has improved since last year.**  |  |
| **Metric 2**Less likely to be offered a role when shortlisted than White applicants. White applicants were 1.32 times more likely than BAME applicants to be made an offer from shortlisting.**Recruitment data has been calculated differently to last year, so results between years cannot be directly compared.**  |  |
| **Metric 3**Almost twice as likely (1.90 times) to enter a formal disciplinary process as White colleagues.**This is worse than last year.** |

|  |  |  |  |
| --- | --- | --- | --- |
| **Formal disciplinary process** | **2020/21** | **2021/22** | **2022/23** |
| Relative likelihood (BAME/White) | 1.24 | 1.64 | **1.90** |

 |
| **Metric 4**BAME and White colleagues were similarly likely to access non-mandatory training.**This is similar to last year.** |

|  |  |  |  |
| --- | --- | --- | --- |
| **Non-mandatory training** | **2020/21** | **2021/22** | **2022/23** |
| Relative likelihood of accessing training (White/BAME) | 1.06 | 1.07 | **0.97** |

 |
| **Metric 5**Similarly likely to experience bullying, harassment or abuse from the public (20.6% BAME, 21.6% White).Black and Mixed colleagues were more likely to experience this (31.3% Black, 29.6% Mixed).**This is an improvement on last year.** |  |
| **Metric 6** More likely to experience bullying, harassment or abuse from colleagues or managers (19.6% BAME, 17.7% White).**This is an improvement on last year.** |  |
| **Metric 7** Less likely to feel that career progression processes are fair (54.1% BAME, 68.1% White).Black and Other colleagues were least likely to respond positively to this question (39.6% Black, 35.3% Other).**This is similar to last year.**  |  |
| **Metric 8** More likely to experience discrimination (13.1% BAME, 4.8% White).Black colleagues were more likely to experience discrimination in particular (18.1% Black, 10.5% Asian).**This is a slight improvement on last year.** |  |
| **Metric 9**Underrepresented among total and executive Board members (-5.8%, -10.2% compared to workforce), but overrepresented among voting Board members (+6.4%). **This is similar to last year.** |

# Full Analysis

# Introduction to the Workforce Race Equality Standard

The Workforce Race Equality Standard (WRES) includes nine metrics comparing experiences and outcomes for White and BAME staff. This data is used to develop action plans for improvement.

All NHS Trusts are required to submit WRES data to NHS England and NHS Improvement, by May 31st 2023. An action plan must be agreed by the Trust Board and published on the Trust’s website by October 31st 2023.

**Note on data:**

The “four-fifths” rule is used to identify significant differences between groups. If the relative likelihood of an outcome for one group compared to another is less than 0.80 or higher than 1.25, then the difference can be considered significant.

Headcounts of 10 or below have been redacted from this report. Bank staff are be considered separately in the Bank WRES report.

Chinese colleagues are now included within the category “Asian” rather than “Other”, in line with Census 2021 and Staff Survey data.

**Note on terminology:**

The term “BAME” is used throughout this report to mirror the wording of the WRES. However, this term is becoming less used in favour of more inclusive language which does not combine all minority ethnic groups together. Therefore, as well as comparing colleagues from White and BAME backgrounds, further analysis is provided where possible which analyses the differences in outcomes for White, Asian, Black, Mixed and Other minority ethnicities.

**Benchmarking of last year’s data**

National **2021/22** WRES data broken down by organisation was made available in March 2023, allowing comparisons to be made.

* LPT performed better than, or the same as, other Trusts in the Midlands as a whole. As with the previous year, the exception was in Indicator 1. LPT has a race disparity when comparing the ethnic profile of colleagues at lower bands to the ethnic profile of colleagues at higher bands. BAME colleagues were under-represented from Band 7 upwards (non-clinical) and Band 6 upwards (clinical), with the exception of medical colleagues.
* With regards to Staff Survey responses from BAME colleagues, LPT performed better than Trusts nationally, and in the Midlands, across all indicators. For example, LPT was in the best 9% of Trusts when looking at how many BAME colleagues feel the Trusts provides equal opportunities for career progression.
* Board representation of the ethnic profile of the entire workforce at LPT was about average, better than 58% of Trusts. LPT scored better than 87% of Trusts when looking specifically at voting Board member representation.

# The WRES metrics

## Metric 1. Pay Bands

Percentage of BAME colleagues in each of the Agenda for Change Pay Bands 1 to 9 and VSM (including executive Board members) compared with the percentage of BAME colleagues in the overall workforce, calculated separately for non-clinical and for clinical colleagues.

**Narrative for metric 1:**

* At March 2023, BAME colleagues made up 26.9% (1618/6007) of LPT’s substantive workforce of known ethnicity, up from 25.6% (1409/5511) in March 2022.
* 220 colleagues had no ethnicity recorded on ESR, or had declined to disclose this information. Ethnicity was known for 96.5% (6007/6227) of the substantive workforce, similar to last year (96.8%, 5511/5691).
* Trends are similar to those seen in previous years.
* Model Employer: our target is to have the same level of BAME representation at Bands 8a and above as the workforce overall. In March 2023, our BAME representation at Bands 8a and above (including senior medical managers) was **17.4%** in contrast to the overall workforce at **26.9%.**
* Non-clinical:
	+ Colleagues from BAME backgrounds were overrepresented at Bands 2, 3 and 5. This over-representation is primarily due to the proportion of Asian colleagues at this level, as Black colleagues remain under-represented, particularly at bands 5 and over.
	+ Colleagues from BAME backgrounds are proportionately represented at Band 8a.
	+ BAME representation drops at Band 7, then also at Band 8b and above.
* Clinical:
	+ Bands 2 to 4 (mostly Additional Clinical Services):
		- BAME colleagues are overrepresented at Band 2, but representation worsens at Bands 3 and 4. This trend can particularly be seen when looking specifically at Black colleagues.
	+ Bands 5 and above (mostly Registered Nurses and Allied Health Professionals):
		- BAME colleagues are proportionately represented at Band 5, but representation drops for Bands 6 and up. This drop in representation seen at higher bands is more stark for Black colleagues.
	+ Medical:
		- Colleagues from BAME backgrounds are overrepresented in Medical roles (69.9%), an increase since last year (67.4%). Black colleagues are also over-represented in medical roles (11.9%), although not to the extent of Asian colleagues (49.8%).

Table 1: Metric 1: The ethnicity profile of substantive colleagues (of known ethnicity)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Pay Band** | **Percentage BAME colleagues March 2021** | **Percentage BAME colleagues March 2022** | **Percentage BAME colleagues March 2023** | **Number of BAME colleagues****March****2021** | **Number of BAME colleagues****March****2022** | **Number of BAME colleagues****March****2023** |
| Substantive Colleagues Overall | 24.4% | 25.6% | **26.9%** | 1287 out of 5278 | 1409 out of 5511 | **1618 out of 6007** |
| Non-clin Bnd 1 & below | R | R | **38.7%** | R | R | **195 out of 504** |
| Non-clinical Band 2 | 37.3% | 39.2% | 98 out of 263 | 104 out of 265 |
| Non-clinical Band 3 | 33.2% | 35.1% | **35.7%** | 93 out of 280 | 105 out of 299 | **119 out of 333** |
| Non-clinical Band 4 | 29.3% | 26.9% | **29.6%** | 55 out of 188 | 52 out of 193 | **66 out of 223** |
| Non-clinical Band 5 | 30.3% | 31.2% | **34.6%** | 46 out of 152 | 49 out of 157 | **71 out of 205** |
| Non-clinical Band 6 | 28.4% | 32.8% | **31.4%** | 31 out of 109 | 40 out of 122 | **38 out of 121** |
| Non-clinical Band 7 | 28.7% | 23.4% | **18.6%** | 29 out of 101 | 25 out of 107 | **22 out of 118** |
| Non-clinical Band 8a | 26.6% | 25.8% | **26.5%** | 17 out of 64 | 16 out of 62 | **18 out of 68** |
| Non-clinical Band 8b | R | R | R | R | R | R |
| Non-clinical Band 8c | R | R | R | R | R | R |
| Non-clinical Band 8d | R | R | R | R | R | R |
| Non-clinical Band 9 | R | R |  | R | R |  |
| Non-clinical VSM | R | R | R | R | R | R |
| Clinical Bnd 1 & below | R | R | **38.3%** | R | R | **175 out of 457** |
| Clinical Band 2 | 37.0% | 38.1% | 194 out of 524 | 175 out of 459 |
| Clinical Band 3 | 19.1% | 20.9% | **21.4%** | 93 out of 487 | 115 out of 550 | **119 out of 555** |
| Clinical Band 4 | 12.1% | 15.8% | **17.4%** | 34 out of 280 | 53 out of 336 | **64 out of 367** |
| Clinical Band 5 | 24.2% | 25.0% | **27.7%** | 171 out of 707 | 179 out of 717 | **201 out of 725** |
| Clinical Band 6 | 16.5% | 18.2% | **19.6%** | 190 out of 1149 | 215 out of 1181 | **232 out of 1183** |
| Clinical Band 7 | 16.0% | 17.9% | **16.5%** | 71 out of 443 | 91 out of 508 | **92 out of 556** |
| Clinical Band 8a | 9.4% | 10.2% | **11.4%** | 16 out of 170 | 17 out of 166 | **21 out of 184** |
| Clinical Band 8b | R | 20.0% | **20.5%** | R | 12 out of 60 | **15 out of 73** |
| Clinical Band 8c | R | R | R | R | R | R |
| Clinical Band 8d | R | R | R | R | R | R |
| Clinical Band 9 |  |  | R | R |  | R |
| Clinical VSM | R | R | R | R | R | R |
| Medical Trainee Grade | 66.1% | 70.7% | **71.6%** | 41 out of 62 | 53 out of 75 | **58 out of 81** |
| Medical Career Grade | 57.1% | 55.2% | **64.3%** | 16 out of 28 | 16 out of 29 | **18 out of 28** |
| Medical Consultants & | 61.9% | 66.7% | **70.0%** | 66 out of 105 | 72 out of 108 | **77 out of 110** |
| Senior Med. Managers | R | R | R | R |

Graph A: The ethnicity profile of substantive colleagues (of known ethnicity) of each band compared to overall

**Table 2: Metric 1: The ethnic groups of substantive colleagues (of known ethnicity)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|   | **Asian** | **Black** | **Mixed & Other** | **White** |
| Overall | **17.6%** | **6.3%** | **3.0%** | **73.1%** |
| Non Clinical - Band 4 and below | 29.0% | 5.0% | 1.9% | 64.2% |
| Non Clinical - Band 5 and up  | 23.5% | 1.9% | 2.0% | 72.6% |
| Clinical - up to Band 2 | 20.1% | 12.9% | 5.3% | 61.7% |
| Clinical - Bands 3 and 4 | 12.5% | 3.9% | 3.5% | 80.2% |
| Clinical - Band 5 | 14.6% | 9.8% | 3.3% | 72.3% |
| Clinical - Band 6 | 9.3% | 8.2% | 2.1% | 80.4% |
| Clinical - Bands 7 to VSM | 9.5% | 3.2% | 2.8% | 84.5% |
| Medics (all grades) | 49.8% | 11.9% | 8.2% | 30.1% |

**Graph B: The ethnic groups of substantive colleagues (of known ethnicity) of each group of bands compared to overall**

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## Metric 2. Recruitment

Relative likelihood of White people compared to BAME people being made an offer across all posts.

* In 2022/23 White people were 1.32 times more likely than BAME people to be made an offer from amongst those shortlisted.
* In 2022/23, some changes have been made to the calculations due to the functionality of our new recruitment system, NHS Jobs 3:
	+ Data for the number of people **recruited** is not available for 2022/23 in NHS Jobs 3. Therefore, the number of people **made offers** is used here, in contrast with previous years. Internal candidates will appear in the number of shortlisted candidates, but as their offers are not currently recorded on NHS Jobs 3, they will not appear in the number of candidates offered roles. Therefore, the number of people offered roles is underestimated.
	+ Only vacancies which had reached the point of offer are included in the figures. Vacancies are earlier stages are excluded because outcomes were unknown for these applicants. Applicants who withdrew from the process prior to offers being made have also been excluded. This improves our data quality.
	+ Had 2021/22 data been calculated in the same way, data shows White candidates were 1.49 times more likely to be made offers than BAME candidates, suggesting improvement has been made since last year.

Table 3: Metric 2: The relative likelihood of White people and BAME people being appointed from amongst those shortlisted

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Recruitment** | **2019/20** | **2020/21** | **2021/22** | **2022/23\*** |
|  | **RECRUITED** | **MADE OFFERS** |
| Relative likelihood of appointment from shortlisting (White/BAME) | 1.14 | 1.46 | 1.79 | **1.32** |
| % White people appointed from shortlisting | 11.3% | 12.0% | 15.5% | **39.9%** |
| % BAME people appointed from shortlisting | 10.0% | 8.2% | 8.7% | **30.3%** |
| Number of White people appointed/made offers from shortlisting | 341 out of 3005 | 400 out of 3327 | 596 out of 3842 | **783 out of 1961** |
| Number of BAME people appointed/made offers from shortlisting | 186 out of 1861 | 171 out of 2082 | 207 out of 2386 | **429 out of 1415** |

\*It is not possible to make comparisons with previous years, as 2022/23 data has been calculated differently.

Graph C: The percentage of shortlisted applicants of each ethnic group offered roles

## Metric 3. Formal disciplinary process

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

* In 2022/23, BAME colleagues were almost twice as likely (1.90 times) to enter a formal disciplinary process as White colleagues. Due to small figures, a more detailed breakdown by ethnic group is not possible.
* This trend is seen across just under half of NHS trusts, where in 2021/22 BAME staff were significantly more likely than white staff to enter the formal disciplinary process.

Table 4: Metric 3: The relative likelihood of BAME colleagues and White colleagues entering the formal disciplinary process

|  |  |  |  |
| --- | --- | --- | --- |
| **Formal disciplinary process** | **2020/21** | **2021/22** | **2022/23** |
| Relative likelihood (BAME/White) | 1.24 | 1.64 | **1.90** |
| % BAME colleagues entering formal disciplinary  | R | R | **0.9%** |
| % White colleagues entering formal disciplinary  | R | R | **0.5%** |
| n. BAME colleagues entering formal disciplinary  | R out of 1287 | R out of 1409 | **14 out of 1618** |
| n. White colleagues entering formal disciplinary  | R out of 3991 | R out of 4102 | **20 out of 4389** |

## Metric 4. Non-mandatory training

Relative likelihood of White colleagues compared to BAME colleagues accessing non-mandatory training and CPD. The percentage of White colleagues accessing non-mandatory training divided by the percentage of BAME colleagues accessing non-mandatory training.

* In 2022/23 White colleagues were similarly likely to BAME colleagues to access non-mandatory training (0.97 times), defined as any training recorded on ULearn which is not listed on the mandatory or role essential training registers.
* This is similar to the positions observed in previous years.

Table 5: Metric 4: The relative likelihood of White colleagues and BAME colleagues accessing non-mandatory training during 2018/19, 2019/20, 2020/21, and 2021/22

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Non-mandatory training** | **2019/20** | **2020/21** | **2021/22** | **2022/23** |
| Relative likelihood of accessing training (White/BAME) | 1.10 | 1.06 | 1.07 | **0.97** |
| % White colleagues accessing training | 80.4% | 88.3% | 71.6% | **53.1%** |
| % BAME colleagues accessing training | 73.2% | 83.5% | 66.6% | **54.8%** |
| n. White colleagues accessing training | 3203 out of 3982 | 3526 out of 3991 | 2936 out of 4102 | **2330 out of 4389** |
| n. BAME colleagues accessing training | 894 out of 1221 | 1075 out of 1287 | 939 out of 1409 | **886 out of 1618** |

Graph D: The percentage of colleagues of each ethnic group undertaking non-mandatory training

## Metric 5. Harassment, bullying or abuse from patients, relatives or the public

The percentages of White colleagues and BAME colleagues experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months, derived from the NHS Staff Survey.

* White colleagues and BAME colleagues were similarly likely to suffer harassment, bullying or abuse from patients, service users, their relatives or other members of the public (20.6%, 124/601 BAME colleagues and 21.6%, 488/2262 White colleagues). There was a decrease in this abuse experienced by BAME colleagues since last year.
* LPT’s results for this metric were better than Trusts of a similar type in the benchmark group (31.5% BAME colleagues and 25.4% White colleagues).
* Black colleagues in particular were more likely than any other ethnic group to suffer this type of harassment, bullying or abuse (31.3%). This reflects a long-term trend and may be due in part to the higher proportion of Black colleagues in clinical patient-facing roles. However, there has been an improvement since last year.

Table 6: Metric 5: Percentages of White & BAME colleagues who experienced harassment, bullying or abuse from patients/service users, their relatives or other members of the public, according to the Staff Survey

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Harassment, bullying or abuse from patients, relatives or the public** | **2019** | **2020** | **2021** | **2022** |
| **% White colleagues** | **22.9%** | **22.3%** | **21.8%** | **21.6%** |
| **% BAME colleagues** | **23.4%** | **24.4%** | **24.3%** | **20.6%** |
| *Asian* |  | 18.2% | 16.9% | 16.8% |
| *Black* |  | 39.6% | 43.7% | 31.3% |
| *Mixed* |  | 33.3% | 38.0% | 29.6% |
| *Other* |  | 45.0% | 38.1% | 23.5% |
| **n. White colleagues** | **429 out of 1876** | **487 out of 2183** | **488 out of 2237** | **488 out of 2262** |
| **n. BAME colleagues** | **102 out of 435** | **126 out of 516** | **139 out of 571** | **124 out of 601** |
| *Asian* |  | R | R | R |
| *Black* |  | R | R | R |
| *Mixed* |  | R | R | R |
| *Other* |  | R | R | R |

Graph E: Metric 5: The percentages of colleagues from each ethnic group who experienced harassment, bullying or abuse from patients / service users, their relatives or other members of the public

Graph F: Metric 5: The percentage of colleagues who experienced harassment, bullying or abuse from patients / service users, their relatives or other members of the public

## Metric 6. Harassment, bullying or abuse from other colleagues

The percentages of White colleagues and BAME colleagues experiencing harassment, bullying or abuse from other colleagues in last 12 months, derived from the NHS Staff Survey.

* This metric is based on a combined figure of responses from 2 questions:
	+ 14b. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from managers?
	+ 14c. In the last 12 months how many times have you personally experienced harassment, bullying or abuse at work from other colleagues?

A breakdown by ethnic group is possible for each question individually (Tables 9 and 10) but not the overall metric (Table 8).

* BAME colleagues were similarly likely to White colleagues to suffer harassment, bullying or abuse from other colleagues (19.6%, 118/601 BAME colleagues and 17.7%, 402/2268 White colleagues). The discrepancy between White and BAME responses is similar to last year, and the percentages have reduced for both BAME and White colleagues.
* LPT’s results for this metric were slightly better for BAME colleagues than Trusts in the benchmark group, and similar for White colleagues (22.8% BAME colleagues and 17.3% White colleagues).
* **Bullying, harassment and abuse from managers:** Black (18.1%) colleagues report more bullying, harassment and abuse from managers than White (8.2%) or Asian (7.3%) colleagues do. These trends follow a similar pattern to 2021 responses. The position has worsened for Black colleagues since last year.
* **Bullying, harassment and abuse from colleagues (not managers):** White colleagues report less bullying, harassment and abuse from other colleagues than other ethnic groups. There has been an improved position since last year for all BAME groups with the exception of people from Other backgrounds.

Table 7: Metric 6: The percentages of White colleagues and BAME colleagues who experienced harassment, bullying or abuse from other colleagues (including managers), Staff Survey

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Harassment, bullying or abuse from other colleagues** | **2019** | **2020** | **2021** | **2022** |
| % White colleagues | 19.9% | 19.8% | 18.8% | **17.7%** |
| % BAME colleagues | 24.4% | 24.8% | 20.9% | **19.6%** |
| n. White colleagues | 373 out of 1879 | 432 out of 2187 | 420 out of 2233 | **402 out of 2268** |
| n. BAME colleagues | 107 out of 438 | 128 out of 516 | 120 out of 574 | **118 out of 601** |

Graph G: Metric 6: The percentage of colleagues who experienced harassment, bullying or abuse from other colleagues (including managers)

Table 8: Staff Survey Question 14b: The percentage of colleagues who experienced harassment, bullying or abuse from managers

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Harassment, bullying or abuse from managers | **2019** | **2020** | **2021** | **2022** |
| **% White colleagues** | **10.3%** | **10.6%** | **9.4%** | **8.2%** |
| **% BAME colleagues** | **14.3%** | **12.7%** | **9.8%** | **9.2%** |
| *Asian* |  | 9.9% | 8.1% | 7.3% |
| *Black* |  | 18.0% | 11.7% | 18.1% |
| *Mixed* |  | 12.5% | 18.0% | 7.4% |
| *Other* |  | 38.1% | 14.3% | 11.8% |
| **n. White colleagues** | **194 out of 1891** | **230 out of 2181** | **208 out of 2216** | **185 out of 2253** |
| **n. BAME colleagues** | **63 out of 442** | **65 out of 513** | **56 out of 570** | **55 out of 595** |
| *Asian* |  | R | R | R |
| *Black* |  | R | R | R |
| *Mixed* |  | R | R | R |
| *Other* |  | R | R | R |

Graph H: Metric 6: Percentage of colleagues who experienced harassment/bullying/abuse from managers, by ethnic group

Table 9: Staff Survey Question 14c: The percentage of colleagues who experienced harassment, bullying or abuse from colleagues (not managers)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Harassment, bullying or abuse from colleagues (not managers) | **2019** | **2020** | **2021** | **2022** |
| **% White colleagues** | **14.7%** | **13.9%** | **14.3%** | **13.4%** |
| **% BAME colleagues** | **20.1%** | **20.6%** | **16.4%** | **15.3%** |
| *Asian* |  | 19.3% | 14.8% | 13.0% |
| *Black* |  | 25.6% | 19.8% | 16.8% |
| *Mixed* |  | 17.8% | 21.6% | 20.8% |
| *Other* |  | 26.3% | 19.0% | 29.4% |
| **n. White colleagues** | **274 out of 1858** | **300 out of 2152** | **315 out of 2207** | **300 out of 2247** |
| **n. BAME colleagues** | **87 out of 433** | **104 out of 506** | **93 out of 566** | **91 out of 596** |
| *Asian* |  | R | R | R |
| *Black* |  | R | R | R |
| *Mixed* |  | R | R | R |
| *Other* |  | R | R | R |

Graph I: Metric 6: Percentage of colleagues who experienced harassment/bullying/abuse from colleagues (not managers)

## Metric 7. Equal opportunities for career progression or promotion

The percentages of White colleagues and BAME colleagues believing that the Trust provides equal opportunities for career progression or promotion, derived from the NHS Staff Survey.

* BAME colleagues, and especially Black colleagues, were less likely than White colleagues to believe that the Trust provides equal opportunities for career progression or promotion (54.1% BAME colleagues, 39.6% Black colleagues, and 68.1% White colleagues). However, there have been improvements to the overall figures for BAME colleagues responding positively to this question.
* LPT’s results for this metric were better than Trusts in the benchmark group (49.6% BAME colleagues and 62.3% White colleagues).

Table 10: Metric 7. The percentages of White colleagues and BAME colleagues who felt that the organisation provides equal opportunities for career progression or promotion, Staff Survey

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Equal opportunities for career progression or promotion** | **2019** | **2020** | **2021** | **2022** |
| **% White colleagues** | **61.2%** | **65.2%** | **67.1%** | **68.1%** |
| **% BAME colleagues** | **43.8%** | **48.2%** | **52.8%** | **54.1%** |
| *Asian* |  | 52.9% | 56.0% | 58.4% |
| *Black* |  | 34.8% | 41.2% | 39.6% |
| *Mixed* |  | 46.9% | 52.0% | 58.2% |
| *Other* |  | 28.6% | 47.6% | 35.3% |
| **n. White colleagues** | **1145 out of 1871** | **1428 out of 2191** | **1495 out of 2228** | **1546 out of 2270** |
| **n. BAME colleagues** | **193 out of 441** | **250 out of 519** | **302 out of 572** | **325 out of 601** |
| *Asian* |  | R | R | R |
| *Black* |  | R | R | R |
| *Mixed* |  | R | R | R |
| *Other* |  | R | R | R |

Graph J: Metric 7: The percentages of colleagues from each ethnic group who feel the Trust offers equal opportunities for career progression

Graph K: Metric 7: The percentage of colleagues feeling the Trust provides equal opportunities for career progression

## Metric 8. Discrimination at work from a manager, team leader or other colleagues

The percentages of White colleagues and BAME colleagues experiencing discrimination at work from their manager / team leader or other colleagues in last 12 months, derived from the NHS Staff Survey.

* BAME colleagues were more likely than White colleagues to have experienced discrimination at work from their manager / team leader or other colleagues (13.1%, 78/595 BAME colleagues, and 4.8%, 109/2251 White colleagues). However, this does represent a slight improvement on last year for Black colleagues. Mixed ethnicity and Other ethnicity colleagues have reported more discrimination, but small numbers make these percentages variable year on year.
* LPT’s results for this metric in 2022 were slightly better for BAME colleagues than Trusts in the benchmark group (13.6% BAME colleagues and 5.7% White colleagues).

Table 11: Metric 8: The percentages of White colleagues and BAME colleagues who experienced discrimination at work from their manager / team leader or other colleagues in last 12 months, Staff Survey

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Discrimination at work from a manager / team leader or other colleagues** | **2019** | **2020** | **2021** | **2022** |
| **% White colleagues** | **5.8%** | **5.9%** | **6.4%** | **4.8%** |
| **% BAME colleagues** | **13.1%** | **14.5%** | **13.5%** | **13.1%** |
| *Asian* |  | 11.6% | 10.6% | 10.5% |
| *Black* |  | 26.1% | 23.3% | 18.1% |
| *Mixed* |  | 12.2% | 15.7% | 17.3% |
| *Other* |  | 20.0% | 15.0% | 25.8% |
| **n. White colleagues** | **108 out of 1863** | **129 out of 2175** | **142 out of 2228** | **109 out of 2251** |
| **n. BAME colleagues** | **57 out of 434** | **74 out of 511** | **77 out of 569** | **78 out of 595** |
| *Asian* |  | R | R | R |
| *Black* |  | R | R | R |
| *Mixed* |  | R | R | R |
| *Other* |  | R | R | R |

Graph L: Metric 8: The percentages of colleagues from each ethnic group who experienced discrimination from managers or colleagues

Graph M: Metric 8: The percentage of colleagues who experienced discrimination

## Metric 9. Board representation

**Description of metric 9:**

* Percentage difference between BAME representation in the organisation’s Board membership and the organisation’s overall workforce, disaggregated by the Board’s voting membership and executive membership.

**Narrative for metric 9:**

* In March 2023, compared to the level of representation in the workforce overall, BAME people were underrepresented:
	+ amongst board members overall (-5.8% difference in representation),
	+ and amongst executive board members (-10.2% difference in representation);
* However, BAME people were over-represented
	+ amongst voting board members (+6.4% difference in representation).
* This represents a year-on-year improvement since March 2020 for overall and voting Board members. Please refer to Table 13.

Table 12: Metric 9. Differences in the levels of representation of BAME people amongst board members (overall, voting members, and executives), relative to the level of representation of BAME people in the workforce overall, at March 2019, at March 2020, at March 2021, and at March 2022

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Board representation** | **March 2020** | **March 2021** | **March 2022** | **March 2023** |
| Percentage BAME in the substantive workforce overall | 23.5% | 24.4% | 25.6% | **26.9%** |
| Difference between **all board members** and the substantive workforce overall (%BAME) | -17.6% | -12.6% | -8.9% | **-5.8%** |
| Difference between **voting board members** and the substantive workforce overall (%BAME) | -14.4% | -6.2% | 1.7% | **6.4%** |
| Difference between **executive board members** and the substantive workforce overall (%BAME) | -23.5% | -14.4% | -8.9% | **-10.2%** |

## Appendix 1: Directorate Data

**INDICATOR 1**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **CHS** | **BAME** | **White** | **%BAME (of known status)** | **%White (of known status)** |
| Band 2 and below | 47 | 193 | 19.6% | 80.4% |
| Band 3 | 84 | 239 | 26.0% | 74.0% |
| Band 4 | 16 | 125 | 11.3% | 88.7% |
| Band 5 | 84 | 281 | 23.0% | 77.0% |
| Band 6 | 59 | 282 | 17.3% | 82.7% |
| Band 7 and above, including Medical | 37 | 217 | 17.1% | 82.9% |
| **total** | 327 | 1337 | 19.7% | 80.3% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **DMH** | **BAME** | **White** | **%BAME (of known status)** | **%White (of known status)** |
| Band 2 and below | 139 | 141 | 49.6% | 50.4% |
| Band 3 | 75 | 198 | 27.5% | 72.5% |
| Band 4 | 29 | 89 | 24.6% | 75.4% |
| Band 5 | 91 | 130 | 41.2% | 58.8% |
| Band 6 | 116 | 282 | 29.1% | 70.9% |
| Band 7 | 34 | 152 | 18.3% | 81.7% |
| Band 8a and above | 24 | 107 | 18.3% | 81.7% |
| Medical | 59 | 24 | 71.1% | 28.9% |
| **total** | 567 | 1123 | 33.6% | 66.4% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **FYPCLDA** | **BAME** | **White** | **%BAME (of known status)** | **%White (of known status)** |
| Band 2 and below | 66 | 87 | 43.1% | 56.9% |
| Band 3 | 47 | 158 | 22.9% | 77.1% |
| Band 4 | 51 | 190 | 21.2% | 78.8% |
| Band 5 | 50 | 173 | 22.4% | 77.6% |
| Band 6 | 57 | 357 | 13.8% | 86.2% |
| Band 7 | 27 | 154 | 14.9% | 85.1% |
| Band 8a and above | 11 | 105 | 9.5% | 90.5% |
| Medical | 37 | 22 | 62.7% | 37.3% |
| **total** | 346 | 1246 | 21.7% | 78.3% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Enabling, Hosted, and WB** | **BAME** | **White** | **%BAME (of known status)** | **%White (of known status)** |
| Band 2 and below | 118 | 170 | 41.0% | 59.0% |
| Band 3 | 32 | 55 | 36.8% | 63.2% |
| Band 4 | 34 | 56 | 37.8% | 62.2% |
| Band 5 | 47 | 74 | 38.8% | 61.2% |
| Band 6 | 38 | 113 | 25.2% | 74.8% |
| Band 7 | 24 | 102 | 19.0% | 81.0% |
| Band 8a and above | 31 | 94 | 24.8% | 75.2% |
| Medical | 54 | 19 | 74.0% | 26.0% |
| **total** | 378 | 683 | 35.6% | 64.4% |

|  |  |  |
| --- | --- | --- |
| Directorate | Not Stated (n) | Not Stated (% of directorate) |
| CHS | 31 | 1.8% |
| DMH | 69 | 3.9% |
| FYPCLDA | 36 | 2.2% |
| Enabling, Hosted, Workforce Bureau | 84 | 7.3% |

**INDICATOR 2**

|  |  |  |  |
| --- | --- | --- | --- |
| Directorate | % White Offered roles of those shortlisted (offered/shortlisted) | % BAME Offered roles of those shortlisted (offered/shortlisted) | Likelihood ratio (White/BAME) |
| CHS | 43.2% (244/565) | 27.8% (83/299) | 1.56 |
| DMH | 41.5% (233/561) | 36.0% (200/555) | 1.15 |
| FYPCLDA | 38.1% (234/614) | 26.7% (92/345) | 1.43 |
| Enabling, Hosted, Workforce Bureau | 31.9% (61/191) | 25.0% (49/196) | 1.28 |

**STAFF SURVEY**

**Indicator 5:** Percentage of BME staff and White staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months

|  |  |  |  |
| --- | --- | --- | --- |
| **CHS** | **Yes** | **Total** | **%Yes** |
| White | 187 | 765 | 24.4% |
| BAME | 31 | 141 | 22.0% |
|  |  |  |  |
| **DMH** | **Yes** | **Total** | **%Yes** |
| White | 157 | 481 | 32.6% |
| BAME | 63 | 167 | 37.7% |
|  |  |  |  |
| **FYPCLDA** | **Yes** | **Total** | **%Yes** |
| White | 125 | 693 | 18.0% |
| BAME | 23 | 146 | 15.8% |

**Indicator 6 part 1:** Percentage of BME staff and White staff experiencing harassment, bullying or abuse from staff in the last 12 months (managers)

|  |  |  |  |
| --- | --- | --- | --- |
| **DMH** | **Yes** | **Total** | **%Yes** |
| White | 66 | 479 | 13.8% |
| BAME | 21 | 165 | 12.7% |
|  |  |  |  |
| **FYPCLDA** | **Yes** | **Total** | **%Yes** |
| White | 49 | 690 | 7.1% |
| BAME | 12 | 147 | 8.2% |
|  |  |  |  |
| **Enabling, Hosted, and Workforce Bureau** | **Yes** | **Total** | **%Yes** |
| White | 25 | 322 | 7.8% |
| BAME | 14 | 146 | 9.6% |

**Indicator 6 part 2:** Percentage of BME staff and White staff experiencing harassment, bullying or abuse from staff in the last 12 months (colleagues, not managers)

|  |  |  |  |
| --- | --- | --- | --- |
| **CHS** | **Yes** | **Total** | **%Yes** |
| White | 94 | 764 | 12.3% |
| BAME | 25 | 138 | 18.1% |
|  |  |  |  |
| **DMH** | **Yes** | **Total** | **%Yes** |
| White | 91 | 479 | 19.0% |
| BAME | 33 | 166 | 19.9% |
|  |  |  |  |
| **FYPCLDA** | **Yes** | **Total** | **%Yes** |
| White | 80 | 684 | 11.7% |
| BAME | 17 | 146 | 11.6% |
|  |  |  |  |
| **Enabling, Hosted, and Workforce Bureau** | **Yes** | **Total** | **%Yes** |
| White | 35 | 320 | 10.9% |
| BAME | 16 | 146 | 11.0% |

**Indicator 7:** Percentage of BME staff and White staff believing that trust provides equal opportunities for career progression or promotion

|  |  |  |  |
| --- | --- | --- | --- |
| **CHS** | **Yes** | **Total** | **%Yes** |
| White | 561 | 771 | 72.8% |
| BAME | 81 | 140 | 57.9% |
|  |  |  |  |
| **DMH** | **Yes** | **Total** | **%Yes** |
| White | 296 | 482 | 61.4% |
| BAME | 78 | 167 | 46.7% |
|  |  |  |  |
| **FYPCLDA** | **Yes** | **Total** | **%Yes** |
| White | 475 | 693 | 68.5% |
| BAME | 81 | 148 | 54.7% |
|  |  |  |  |
| **Enabling, Hosted, and Workforce Bureau** | **Yes** | **Total** | **%Yes** |
| White | 214 | 324 | 66.0% |
| BAME | 85 | 146 | 58.2% |

**Indicator 8:** Percentage of BME staff and White staff experiencing discrimination at work from their manager / team leader or other colleagues in the last 12 months

|  |  |  |  |
| --- | --- | --- | --- |
| **CHS** | **Yes** | **Total** | **%Yes** |
| White | 33 | 764 | 4.3% |
| BAME | 13 | 138 | 9.4% |
|  |  |  |  |
| **DMH** | **Yes** | **Total** | **%Yes** |
| White | 44 | 475 | 9.3% |
| BAME | 36 | 166 | 21.7% |
|  |  |  |  |
| **FYPCLDA** | **Yes** | **Total** | **%Yes** |
| White | 25 | 691 | 3.6% |
| BAME | 15 | 144 | 10.4% |

## Appendix 2: Professional Group Data

Please note: Students (e.g. Student Health Visitors, Student Physiotherapists) are included in their relevant Staff Group for Indicator 1, but not for the Staff Survey results.

**INDICATOR 1**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Additional Clinical Services** | **BAME** | **White** | **%BAME (of known status)** | **%White (of known status)** |
| Band 2 and below | 175 | 282 | 38.3% | 61.7% |
| Band 3 | 119 | 435 | 21.5% | 78.5% |
| Band 4 | 62 | 302 | 17.0% | 83.0% |
| Band 5 and above | 13 | 45 | 22.4% | 77.6% |
| **total** | 369 | 1064 | 25.8% | 74.2% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Admin & Clerical** | **BAME** | **White** | **%BAME (of known status)** | **%White (of known status)** |
| Band 2 and below | 99 | 148 | 40.1% | 59.9% |
| Band 3 | 116 | 195 | 37.3% | 62.7% |
| Band 4 | 65 | 154 | 29.7% | 70.3% |
| Band 5 | 71 | 126 | 36.0% | 64.0% |
| Band 6 | 38 | 83 | 31.4% | 68.6% |
| Band 7 and above | 55 | 221 | 19.9% | 80.1% |
| **total** | 444 | 927 | 32.4% | 67.6% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **AHPs** | **BAME** | **White** | **%BAME (of known status)** | **%White (of known status)** |
| Band 5 | 32 | 84 | 27.6% | 72.4% |
| Band 6 | 64 | 313 | 17.0% | 83.0% |
| Band 7 and above | 31 | 177 | 14.9% | 85.1% |
| **total** | 127 | 574 | 18.1% | 81.9% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Ancillary** | **BAME** | **White** | **%BAME (of known status)** | **%White (of known status)** |
| **total** | 100 | 191 | 34.4% | 65.6% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Medical** | **BAME** | **White** | **%BAME (of known status)** | **%White (of known status)** |
| **total** | 153 | 66 | 69.9% | 30.1% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Nursing** | **BAME** | **White** | **%BAME (of known status)** | **%White (of known status)** |
| Band 5 | 148 | 384 | 27.8% | 72.2% |
| Band 6 | 148 | 579 | 20.4% | 79.6% |
| Band 7 | 47 | 282 | 14.3% | 85.7% |
| Band 8a and above | 12 | 109 | 9.9% | 90.1% |
| **total** | 355 | 1354 | 20.8% | 79.2% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Scientific & Technical** | **BAME** | **White** | **%BAME (of known status)** | **%White (of known status)** |
| Band 5 and below | 11 | 20 | 35.5% | 64.5% |
| Band 6 | 19 | 53 | 26.4% | 73.6% |
| Band 7 | 17 | 39 | 30.4% | 69.6% |
| Band 8a and above | 23 | 101 | 22.8% | 77.2% |
| **total** | 70 | 213 | 24.7% | 75.3% |

**INDICATOR 2**

|  |  |  |  |
| --- | --- | --- | --- |
| Staff Group | % White Offered roles of those shortlisted (offered/shortlisted) | % BAME Offered roles of those shortlisted (offered/shortlisted) | Likelihood ratio (White/BAME) |
| Additional Clinical Services | 37.8% (232/613) | 31.1% (153/492) | 1.22 |
| Admin and Clerical | 32.6% (196/602) | 22.5% (126/561) | 1.45 |
| AHPs | 54.9% (130/237) | 39.3% (46/117) | 1.40 |
| Nursing | 43.9% (181/412) | 39.2% (74/189) | 1.12 |
| Scientific and Technical | 43.8% (28/64) | 62.5% (20/32) | 0.70 |

**STAFF SURVEY**

**Indicator 5:** Percentage of BME staff and White staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months

|  |  |  |  |
| --- | --- | --- | --- |
| **Additional Clinical Services** | **Yes** | **Total** | **%Yes** |
| White | 99 | 484 | 20.5% |
| BAME | 28 | 118 | 23.7% |
|  |  |  |  |
| **Admin & Clerical** | **Yes** | **Total** | **%Yes** |
| White | 76 | 613 | 12.4% |
| BAME | 14 | 239 | 5.9% |
|  |  |  |  |
| **AHPs** | **Yes** | **Total** | **%Yes** |
| White | 67 | 339 | 19.8% |
| BAME | 19 | 62 | 30.6% |
|  |  |  |  |
| **Medical** | **Yes** | **Total** | **%Yes** |
| White | 17 | 35 | 48.6% |
| BAME | 16 | 44 | 36.4% |
|  |  |  |  |
| **Nursing** | **Yes** | **Total** | **%Yes** |
| White | 210 | 670 | 31.3% |
| BAME | 42 | 114 | 36.8% |

**Indicator 6 part 1:** Percentage of BME staff and White staff experiencing harassment, bullying or abuse from staff in the last 12 months (managers)

|  |  |  |  |
| --- | --- | --- | --- |
| **Admin & Clerical** | **Yes** | **Total** | **%Yes** |
| White | 54 | 611 | 8.8% |
| BAME | 20 | 239 | 8.4% |
|  |  |  |  |
| **Nursing** | **Yes** | **Total** | **%Yes** |
| White | 69 | 669 | 10.3% |
| BAME | 16 | 109 | 14.7% |

**Indicator 6 part 2:** Percentage of BME staff and White staff experiencing harassment, bullying or abuse from staff in the last 12 months (colleagues, not managers)

|  |  |  |  |
| --- | --- | --- | --- |
| **Additional Clinical Services** | **Yes** | **Total** | **%Yes** |
| White | 64 | 482 | 13.3% |
| BAME | 27 | 116 | 23.3% |
|  |  |  |  |
| **Admin & Clerical** | **Yes** | **Total** | **%Yes** |
| White | 79 | 608 | 13.0% |
| BAME | 26 | 239 | 10.9% |
|  |  |  |  |
| **Nursing** | **Yes** | **Total** | **%Yes** |
| White | 118 | 664 | 17.8% |
| BAME | 27 | 113 | 23.9% |

**Indicator 7:** Percentage of BME staff and White staff believing that trust provides equal opportunities for career progression or promotion

|  |  |  |  |
| --- | --- | --- | --- |
| **Additional Clinical Services** | **Yes** | **Total** | **%Yes** |
| White | 335 | 486 | 68.9% |
| BAME | 63 | 118 | 53.4% |
|  |  |  |  |
| **Admin & Clerical** | **Yes** | **Total** | **%Yes** |
| White | 424 | 616 | 68.8% |
| BAME | 141 | 240 | 58.8% |
|  |  |  |  |
| **AHPs** | **Yes** | **Total** | **%Yes** |
| White | 228 | 339 | 67.3% |
| BAME | 36 | 60 | 60.0% |
|  |  |  |  |
| **Medical** | **Yes** | **Total** | **%Yes** |
| White | 17 | 35 | 48.6% |
| BAME | 25 | 44 | 56.8% |
|  |  |  |  |
| **Nursing** | **Yes** | **Total** | **%Yes** |
| White | 469 | 672 | 69.8% |
| BAME | 48 | 115 | 41.7% |

**Indicator 8:** Percentage of BME staff and White staff experiencing discrimination at work from their manager / team leader or other colleagues in the last 12 months

|  |  |  |  |
| --- | --- | --- | --- |
| **Additional Clinical Services** | **Yes** | **Total** | **%Yes** |
| White | 26 | 481 | 5.4% |
| BAME | 15 | 113 | 13.3% |
|  |  |  |  |
| **Admin & Clerical** | **Yes** | **Total** | **%Yes** |
| White | 25 | 609 | 4.1% |
| BAME | 24 | 240 | 10.0% |
|  |  |  |  |
| **Nursing** | **Yes** | **Total** | **%Yes** |
| White | 41 | 667 | 6.1% |
| BAME | 28 | 114 | 24.6% |