

Name of Meeting: PPF

**COVER SHEET**

<b>Agenda Item (Ref)</b>	<b>Secretary to complete</b>		<b>Date: 18/07/2022</b>	
<b>Report Title</b>	<b>WRES and WDES Report 2022</b>			
<b>Prepared by</b>	<b>Rachel Cowley, Head of Culture and Staff Experience</b>			
<b>Presented by</b>	<b>Rachel Cowley, Head of Culture and Staff Experience</b>			
<b>Key Issues / Messages</b>	<p>This paper:</p> <ul style="list-style-type: none"> <li>• Demonstrates the Trusts current position in relation to the ED&amp;I strategic ambitions outlined within the Trust Strategy</li> <li>• presents the annual data pertaining to the Workforce Race Equality Standard (WRES) and the Workforce Disability Standard (WDES)</li> <li>• Sets out the actions planned in the next 12 months to further strengthen the ED&amp;I position</li> </ul> <p>The committee is asked to note the contents of the report, be assured that appropriate actions are being taken, and support the ongoing work on the ED&amp;I agenda.</p>			
<b>Action required</b>	Approve <input type="checkbox"/>	Receive <input type="checkbox"/>	Note <input type="checkbox"/>	Take Assurance <input checked="" type="checkbox"/>
	<i>To formally receive and discuss a report and approve its recommendations or a particular course of action</i>	<i>To discuss, in depth, noting the implications for the Board / Committee or Trust without formally approving it</i>	<i>For the intelligence of the Board / Committee without in-depth discussion required</i>	<i>To assure the Board / Committee that effective systems of control are in place</i>
	<i>Funding Source (If applicable):</i>			
	<i>For Decisions - in line with Risk Appetite Statement – Y/N If no – please outline the reasons for deviation.</i>			
<b>Supporting Executive:</b>	Michelle Turner, Chief People Officer			

**Equality Impact Assessment** (if there is an impact on E,D & I, an Equality Impact Assessment **MUST** accompany the report)

Strategy <input checked="" type="checkbox"/>	Policy <input type="checkbox"/>	Service Change <input type="checkbox"/>	Not
Applicable <input type="checkbox"/>			

**Strategic Objective(s)**

To develop a well led, capable, motivated and entrepreneurial <b>workforce</b>	<input checked="" type="checkbox"/>	To participate in high quality research and to deliver the most <b>effective</b> Outcomes	<input type="checkbox"/>
To be ambitious and <b>efficient</b> and make the best use of available resource	<input checked="" type="checkbox"/>	To deliver the best possible <b>experience</b> for patients and staff	<input checked="" type="checkbox"/>
To deliver <b>safe</b> services	<input checked="" type="checkbox"/>		

**Link to the Board Assurance Framework (BAF) / Corporate Risk Register (CRR)**

<p>Link to the BAF (positive/negative assurance or identification of a control / gap in control) <i>Copy and paste drop down menu if report links to one or more BAF risks</i></p> <p>Choose an item.</p>	Comment:
<p>Link to the Corporate Risk Register (CRR) – CR Number:</p>	Comment:

**REPORT DEVELOPMENT:**

Committee or meeting report considered at:	Date	Lead	Outcome

## EXECUTIVE SUMMARY

This paper:

- Demonstrates the Trusts current position in relation to the ED&I strategic ambitions outlined within the Trust Strategy
- presents the annual data pertaining to the Workforce Race Equality Standard (WRES) and the Workforce Disability Standard (WDES)
- Sets out the actions planned in the next 12 months to further strengthen the ED&I position

## MAIN REPORT

### 1. Introduction

At Liverpool Women's we recognise that some positive work is undertaken in the area of ED&I. The WRES and WDES data referenced in this paper illustrate the progress over the past 12 months to strengthen ED&I within the organisation and strategic ambitions outlined in Our Strategy 2021-2025:

Be recognised as the most inclusive organisation in the NHS with Zero discrimination for staff and patients (zero complaints from patients, zero investigations)

The WRES data enables LWH to check current position in relation to the strategic ambitions:

- We have said in our Trust Strategy that we would Treble number of staff from ethnic minority backgrounds in leadership roles (Band 7 and above) by 2022, we have increased from 16 to 25 (band 7 and above; 2020-2022). We have previously commented to increasing by 10 leadership roles each year until we reach 25% of our leadership workforce being from an ethnic minority background.
- Our Trust Strategy states we will ensure our workforce matches the ward of Riverside in terms of % of staff from ethnic minority backgrounds by 2025. Riverside ethnicity as detailed in a CCG report 2018 is *estimated that 23.4% of the population are not white British/Irish, the fourth highest level in the city and 4.4% are 'other ethnic group (including Arab)' ethnicity*. We are currently at 9.5% of our workforce being from an ethnic minority background, therefore we will work in partnership with health, education, local authority and community partners to increase the number of employees from an ethnic minority background by 5% year on year to ensure we achieve Riverside representation by 2025.

Key achievements for ED&I have been outlined within the Annual ED&I report which is saved on the Trust Website.

The WRES and WDES data is collated at 31<sup>st</sup> March 2022 and this includes ESR, Employee Relations and Recruitment data, as well as staff survey data from 2021.

## **2. WRES Data 2022**

Band distribution has not changed with the majority of ethnic minority staff holding clinical Band 5 and Band 6 posts. The highest banded clinical role (excluding medics) has improved, there is now 1 individual at Band 8D and 9 staff at band 8A, previously there was only 1 individual at Band 8B.

The highest banded non-clinical role has also improved, there are 3 staff at VSM level declaring ethnic minority background, 1 individual at band 8C and 2 staff at Band 8A, previously this had been only 1 individual at Band 8A since 2019.

Medical staff figures remain relatively static, 35 staff disclosed ethnic minority background on ESR in 2022 (34 in both 2020 and 2021).

There are 21 staff from Agenda for Change pay scales who have not disclosed on ethnicity within ESR and 3 staff from medical grades who have not disclosed ethnicity within ESR.

Board member and non-Executive Director data for ethnic minority staff has increased to 3 individuals which is a positive progression from previous years where there was only 1 individual from an ethnic minority background in a non-Executive Director role. There is 1 individual who has not disclosed ethnicity within ESR.

Relative likelihood of being appointed from interview if an applicant is of ethnic minority background has reduced from 52.70% to 46.15% in 2022. This remains a higher likelihood than for white candidates being appointed following shortlisting, however with a staffing population of only 9.54% being from ethnic minority background it is clear this is below the local reported average for the Riverside and means we are not representative of our local population.

Rolling headcount, within year (1 April 2021 – 31 March 2022) there were 14 staff from ethnic minority background who left the organisation (9%) compared to 172 white staff (12%). This indicated there is a clear need for LWH to focus on how we engage with our local community and attract local population, particularly from ethnic minority backgrounds, to apply to work within our organisation.

In 2021/22 there was 1 individual from an ethnic minority background entering the formal disciplinary process, this is comparative with the number of white staff also entering the formal disciplinary process during the same period.

It is positive to see the continued reduction in the number of staff from an ethnic minority background stating they have experienced harassment, bullying or abuse from staff, this has reduced from 33.9% (2019) to 23.9% (2020) and currently reports at 21.5% (2021), compared to their white colleagues where reporting is 23.3% (2021).

Positively LWH reports a better experience than the average for our staff survey comparator group (27.8%), and LWH ranked as the 4<sup>th</sup> best NHS organisation for ethnic minority staff for this indicator in the National WRES report for the 2020 submissions. These data comparisons demonstrate that whilst it is positive that LWH continues to report a reduction in this year's data there is still more work to be progressed in this indicator as 21.5% remains a high percentage reporting bullying, harassment or abuse.

Interestingly LWH scored as the top NHS organisation in 2020 for the indicator relating to Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public. LWH reports a statistically significant negative increase in this indicator for the experience from ethnic minority staff increasing from 8.8% in 2020 to 16.7% in 2021, this also increased for white colleagues from 16.9% to 18.4%. This data indicates there is a need for work within this area to ensure a safe environment for all of our staff.

There has been an increase in the number of ethnic minority staff believing the Trust provides equal opportunities for career progression, from 48.5% (2020) to 52.3% (2021) compared to 59.6% of white staff this year. This remains lower than the national position for ethnic minority staff for this indicator in the National WRES report for the 2020 submissions, which reports a national average of 69.2% of ethnic minority background staff believe their trust provides equal opportunities for staff. The national report ranked LWH as 7<sup>th</sup> best NHS organisation from the 2020 data, this demonstrates an opportunity for LWH to continue to improve in this indicator.

### **3. WDES Data 2022**

There are 248 staff from Agenda for Change paycales who have not disclosed disability status on ESR (status unknown), which is an improvement from 2021 where there were 285 non-disclosures. The number of staff from Medical grades who have not disclosed on ESR remains static at 20.

In terms of band distribution, there are 4 disabled staff above band 8a in non-clinical roles (previously was 2), and 1 disabled staff above band 8a in clinical roles. There are no staff disclosing a disability in medical roles.

In terms of recruitment, non-disabled candidates are 0.96 times more likely to be appointed from shortlisting stage than disabled candidates which is a positive position compared to previous year where non-disabled candidates were 1.41 times more likely to be appointed. A figure below 1.00 indicates that disabled staff are more likely than non-disabled staff to be appointed from shortlisting, which is positive that the 2022 figure is below 1.00. The figure for appointment of candidates with a disability has doubled in year from 12 to 24.

None of the staff entering into formal capability process were declared on ESR as having a disability which is a reduction from previous year, which was 1 individual in 2021.

It is concerning that the number of disabled staff reporting they have experienced bullying, harassment or abuse in the workplace has statistically significantly increased to 26.5% (21.3% in 2020) compared to non-disabled colleagues (16.5% in 2021). Although there was a statistically significant increase in the number of disabled staff stated they would report bullying, harassment or abuse with 61.7% (55.8% in 2020) compared to 50.6% staff without a disability.

Positively for the third year LWH has seen an increase in the staff with a disability reporting that the Trust provides equal opportunities for career progression. This is reported at 55.8% (54.98% in 2020), however this remains lower than non-disabled staff (59.3%).

#### **4. WRES and WDES actions for 2022/23**

There are lots of planned actions over the next 12 months which will address concerns raised in WRES and WDES 2022 data, as well as strengthen the overall ED&I agenda. Some of these are continued or expanded actions from 2021 due to a resourcing gap for 7 months in 2021/22 to fully complete the work intended within year, however a supporting resource has now been identified in progressing with the following actions for 2022/3:

- Data cleanse campaign to be concluded by January 2023 for improvement of disclosure on ESR for all protected characteristics, with a focus on education on what is classed as a disability and long-term condition
- Embed reciprocal mentoring and coaching opportunities for disabled and ethnic minority staff
- Externally provided Inclusive leadership development for the Board and Senior Leaders, with a view to commence a race and culture review
- Implement a focused programme jointly with the Freedom to Speak Up Guardians to support staff from protected characteristic groups to feel safe in raising concerns and to
- Embed career conversations for disabled and ethnic minority staff, with a focus on developmental opportunities being considered for ring-fencing
- Ringfenced places on Liverpool Women's new Leadership Development Programme for staff from an ethnic minority background
- Continue to strengthen links with diverse community groups, working in partnership to improve positive relationship for staff and patients, as well as improved access for patient care
- Extension of e-learning package to design and deliver specific ED&I training and education to all staff – improved knowledge will result in benefits for better staff and patient experience

- Exploration of how the Trust attracts local population to work at Liverpool Women's, utilising widening participation programmes and alternative ways to advertise and promote our job opportunities
- Development of more diverse recruitment and selection processes, which includes:
  - Recruitment and selection training for members of inclusion staff networks, to ensure sufficiently skilled interview panel members from diverse backgrounds can support recruitment decisions
  - ED&I panel representative to clarify with appointing manager rationale if staff with disclosed disabilities and ethnicity are not chosen for appointment Recommendations

## **5. Closing the Loop of Feedback at LWH**

The committee is asked to note the contents of the report, be assured that appropriate actions are being taken, and support the ongoing work on the ED&I agenda.