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Bolton
NHS Foundation Trust

Workforce Race Equality Standard

2023-2024 Report and
2024-2025 Action plan

Improving care,
transforming lives...for a **better** Bolton



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Workforce Race Equality Standard

2023-2024 Report

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Introduction

- Fostering a culture of inclusion remains a critical priority for our organisation. An inclusive work environment provides a place where everyone feels welcome and can be the best version of themselves. This in turn enables our staff to thrive and deliver the best possible services and care to the people of Bolton.
- Nationally, it is known that colleagues from a Black, Asian and Minority Ethnic (BAME) background have a poorer experience of working within the NHS. The past few years have further highlighted the health inequalities which exist and how COVID-19 has impacted people from these communities. Also the murder of George Floyd in 2020 continued to show that systemic racism continues to exist in today's society.
- The importance of inclusion is embedded in the NHS People Plan and our Trust's Strategy 2019-2024. In addition, the Trust has articulated its vision and priorities for improving EDI practice and health outcomes within its EDI Plan 2022-2026.
- Each year the Trust is required to publish Workforce Race Equality Standard (WRES).
- The WRES provides a framework for NHS organisations to report, demonstrate and monitor progress against a number of indicators of workforce equality, and to ensure that employees from BAME backgrounds receive fair treatment in the workplace and have equal access to career opportunities.
- The requirement to have signed up to the WRES has been included in the NHS standard contract since 2016. It focuses on meeting requirements around ethnicity equality and hinges on nine race equality indicators, as part of the Equality Delivery System. These indicators are a combination of workforce data and results from the NHS national staff survey.
- The following information in the report details key findings from the data collated for 2023/2024 and offers comparisons from the previous five years and the national 2023 Staff Survey results.
- This report is to be read in conjunction with the WRES action plan.

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Key findings – Comparison with previous year

Workforce Representation

2.6% increase of BAME staff employed at the Trust now at 20.6% - **New target required to reach 28%**

12% BAME representation at band 9 positions. 4% data unknown.

Recruitment

Reversal of trend this year as non BAME applicants are 1.6 time more likely to appointed from shortlisting.

In line with the national average (1.59).

Disciplinary Process

BAME staff now less likely to enter the disciplinary process at 0.78 - reduction of 0.43 points in the last year and lower than the national average at 1.03

Harassment & Bullying – patients

2.5% increase in BAME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months (25.7% vs 22.7% for White staff) But 2% lower than the national average at 27.7%

Harassment & Bullying – colleagues

1.14% decrease in reports of bullying, harassment and abuse from managers and colleagues staff now at 23.5% . 1.29% lower than the national average at 24.85%

Career Progression/promotion

8% less BAME staff agree equal opportunities exist (40% compared to higher 56% for White staff). 10 % worse than the national average.

CPD & non mandatory training

BAME staff now more likely to access at 0.99. 1.12 points better than national average.

Discrimination from manager/ team leader or colleague.

1.2% increase in reports of discrimination at work now at 18.9%. 13.9% more than reported from White staff and 3.42% higher than national average

BAME Board Representation

The percentage of BME board members has now increased by 4.4% at 17.7%. 2.1% higher than the national average.

WRES results a glance

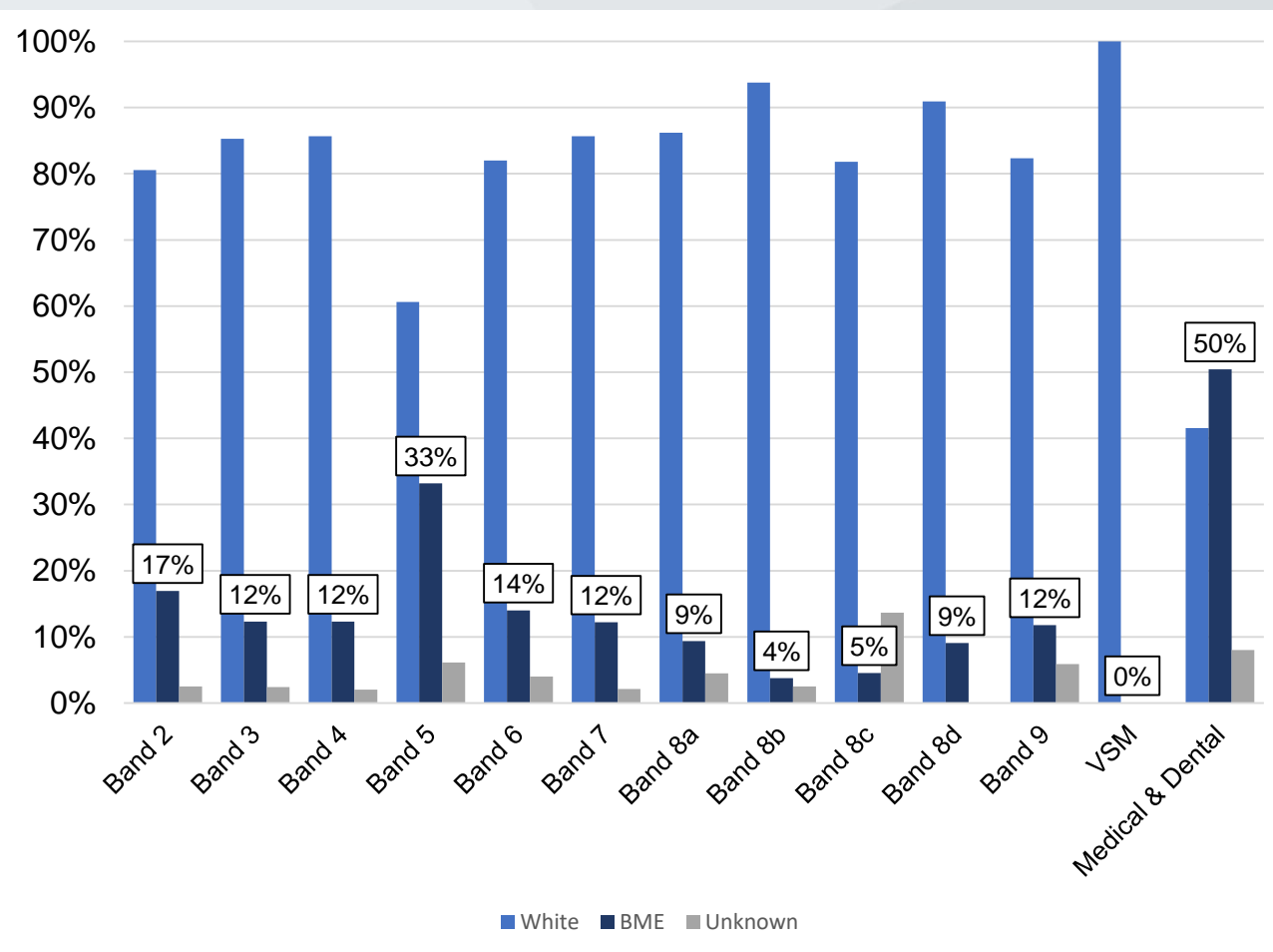
WRES indicator		2017	2018	2019	2020	2021	2022	2023	2024	Difference between 2023 & 2024	
1	Percentage of BME staff	Overall	11.00%	11.60%	12.40%	12.90%	14.10%	15.00%	17.97%	20.60%	2.63% ↑
		VSM	0.00%	4.80%	6.30%	8.30%	0.00%	0.00%	0.00%	0.00%	0.00%
2	Relative likelihood of white applicants being appointed from shortlisting compared to BME applicants	1.37	1.4	1.53	1.3	0.62	0.84	0.51	1.61	1.1 ↑	
3	Relative likelihood of BME staff entering the formal disciplinary process	2.34	1.87	1.59	1.64	0.93	1	1.21	0.78	-0.43 ↑	
4	Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff	0.97	0.95	0.91	0.9	0.99	0.99	1.02	0.99	-0.03 ↓	
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	BME	26.70%	20.00%	32.00%	28.80%	23.90%	27.70%	23.20%	25.70%	2.5% ↓
		White	26.80%	27.10%	31.00%	21.90%	25.70%	26.50%	25.90%	22.70%	-3.2% ↑
6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	BME	26.80%	20.00%	29.00%	25.00%	27.00%	26.70%	24.70%	23.56%	-1.14% ↑
		White	23.90%	27.10%	16.00%	23.60%	19.80%	20.50%	20.10%	18.12%	-1.98% ↑
7	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	BME	87.90%	79.20%	75.00%	67.50%	74.80%	47.40%	48.00%	40.00%	-8% ↓
		White	92.70%	90.00%	90.00%	86.50%	90.10%	62.30%	61.10%	56.40%	-4.7% ↓
8	Percentage of staff personally experienced discrimination at work from manager/team leader or other colleague	BME	14.00%	20.00%	18.00%	21.20%	15.30%	16.30%	17.70%	18.90%	1.2% ↓
		White	6.10%	4.53%	5.00%	5.30%	5.30%	4.60%	5.20%	5.00%	-0.2% ↑
9	BME board membership	0.00%	7.70%	6.70%	6.70%	8.30%	15.40%	13.33%	17.65%	4.32% ↑	

WRES indicator 1: Staff in Bolton FT by ethnicity 2020-2024

Year	Headcount			Percentage			Totals
	White	BME	Unknown	White	BME	Unknown	
2020	4554	723	334	81.2%	12.9%	6.0%	5611
2021	4686	820	317	80.5%	14.1%	5.4%	5823
2022	4730	889	291	80.0%	15.0%	4.9%	5910
2023	4685	1097	322	76.8%	18.0%	5.3%	6104
2024	4661	1277	250	75.3%	20.6%	4.0%	6188

- In 2024 the Trust employed 6188 staff. 20.6% of staff are of BAME descent, which has increased by 2.6% (180 individuals) over the past year.
- There has been a positive 1.3% reduction in the proportion of staff for whom ethnicity is unknown, leaving a 4% gap in ethnicity recording.
- However, the new Census 2021 data reveals the BAME Bolton population has increased from 18.2% in 2011 to **28% calling for a revision of the initial set target.**

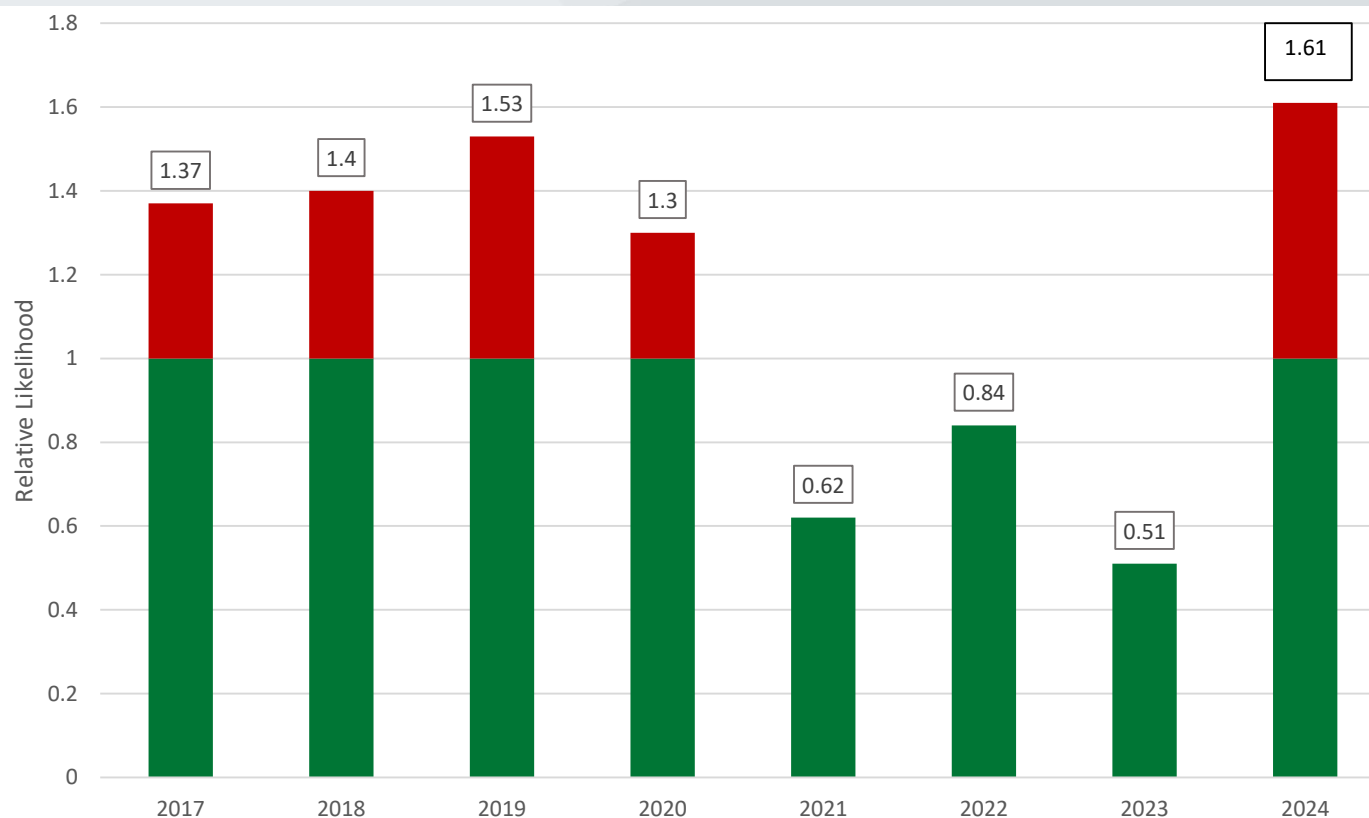
WRES indicator 1: Staff in Bolton FT by ethnicity and AfC pay band 2024



- The largest proportion of BME staff (33%) are still clustered at Band 5 as per last years results.
- 8% of BAME staff employed by the Trust (30 individuals) hold senior positions at band 8a and above.
- 50% of BAME staff are employed in Medical and Dental positions .

WRES indicator 2

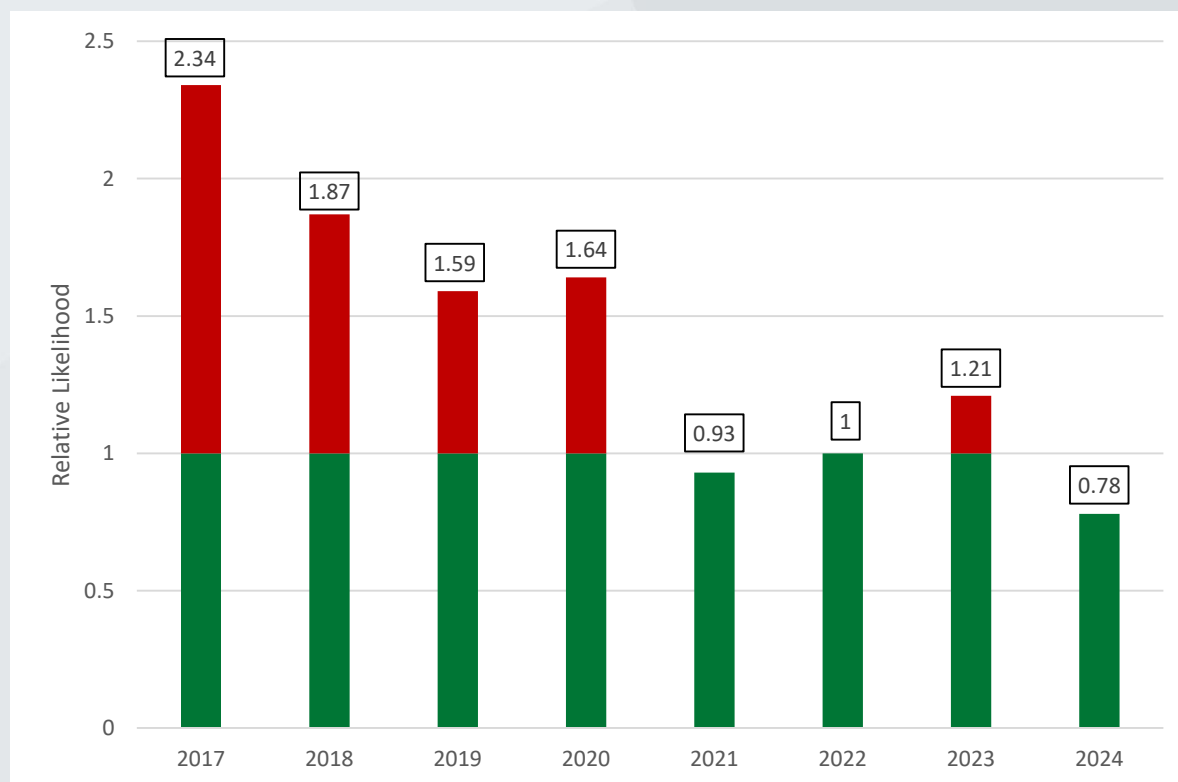
Relative likelihood of white applicants being appointed from shortlisting compared to BME applicants: 2020 – 2024



- **This year saw a trend reversal where White staff were 1.6 times more likely to be appointed from shortlisting.**
- This is in line with the national average at 1.59 but will still be a priority focus for the Trust to investigate reasons why and agree an improvement plan.

WRES indicator 3 Relative likelihood of BME staff entering the formal disciplinary process

* A figure below 1 indicates that BAME staff members are less likely than white staff to enter the formal disciplinary process whilst a score greater than 1 for BAME staff indicate they are more likely to be subject to formal process.



- A positive result has been noted in the last year where the relative likelihood of BAME staff entering the formal disciplinary process has decreased to 0.78 and are now less likely to enter the formal disciplinary process by 0.43 points. This is lower than the national average at 1.03
- The overall figure has largely improved over recent years when BAME staff were more likely to face disciplinary procedures at 2.34 in 2017

WRES indicator 4

Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff: 2020 – 2024

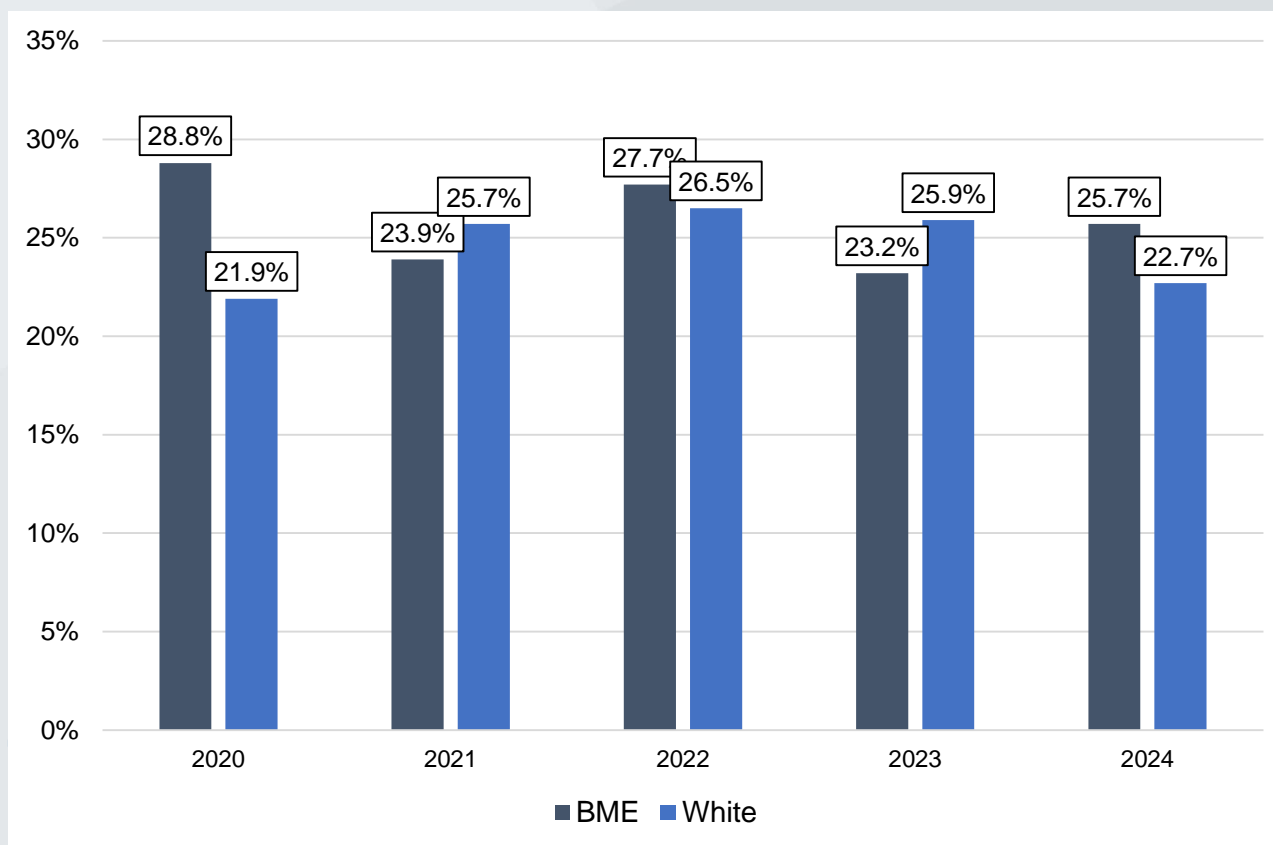
**A figure below “1” would indicate that white staff members are less likely to access non-mandatory training and CPD than BME staff.*

Year	Relative Likelihood
2020	0.90
2021	0.99
2022	0.99
2023	1.02
2024	0.99

- The relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff has reduced to 0.99 and improved by 0.3 points. This shows a trend reversal where BAME staff are slightly more likely to access non-mandatory or statutory training than BAME staff which supports career progression. This figure remains within the non-adverse range of 0.80 to 1.25.
- The Trust’s score is better than the national average at 1.12 and over the past 5 years has remained positive.

WRES indicator 5

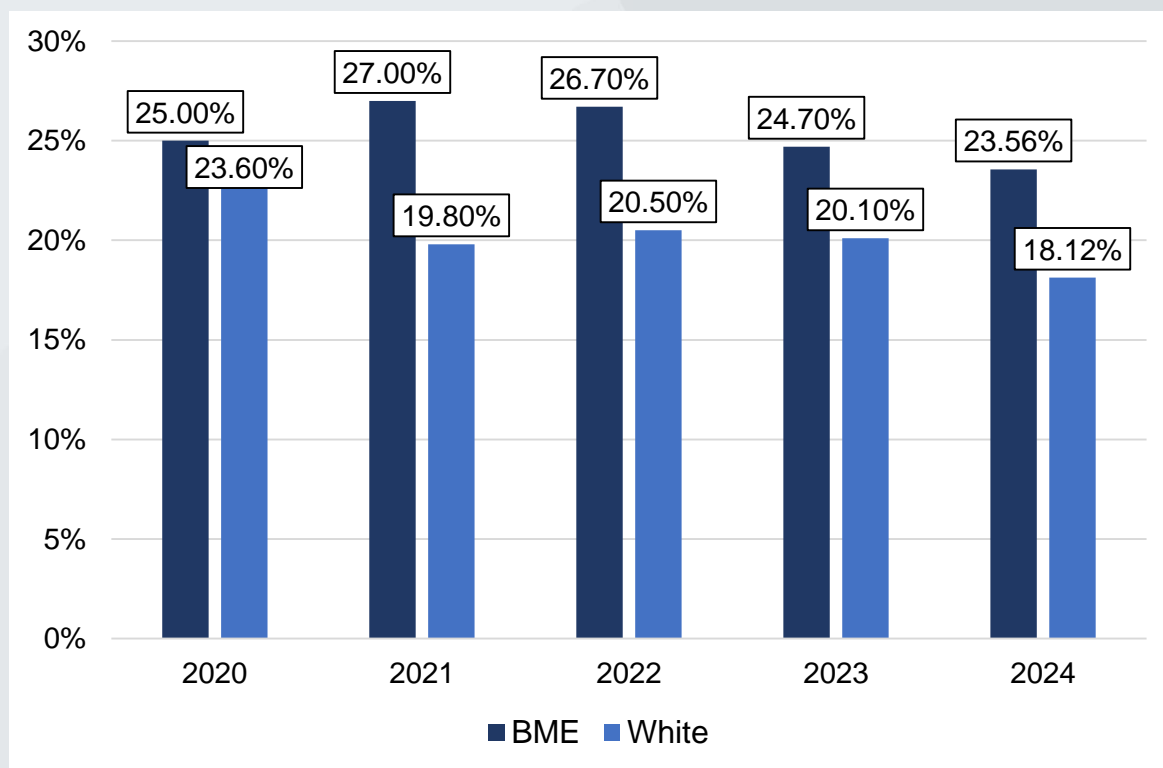
Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months: 2020 - 2024



- **The National Staff survey shows a 2.5% increase in BAME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the past year.**
- However over the past five years there has been a 3.1% decrease although the results have fluctuated during this time.
- The Trust's figure (25.7%) is 2% lower than the national average at 27.7%.

WRES indicator 6

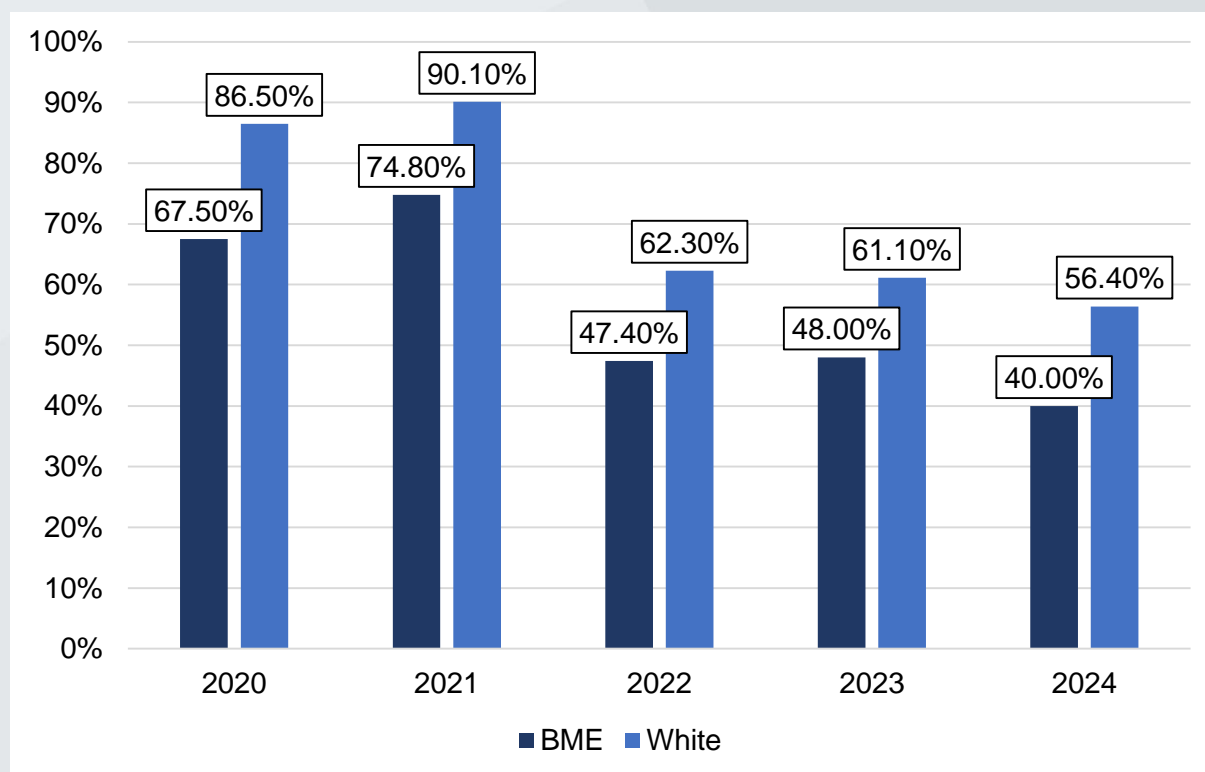
Percentage of staff experiencing harassment, bullying or abuse from manager or other colleague's in the last 12 months: 2020 - 2024



- The NHS National Staff Survey results show a positive 1.14% reduction in reports of bullying and harassment from managers and colleagues and 1.5% over the past 5 years
- The Trust's results at 23.56% is 2.64% lower than the national average at 26.2%.
- 5% more BAME staff than White staff reported experiencing bullying, harassment and abuse from colleagues and managers.

WRES indicator 7

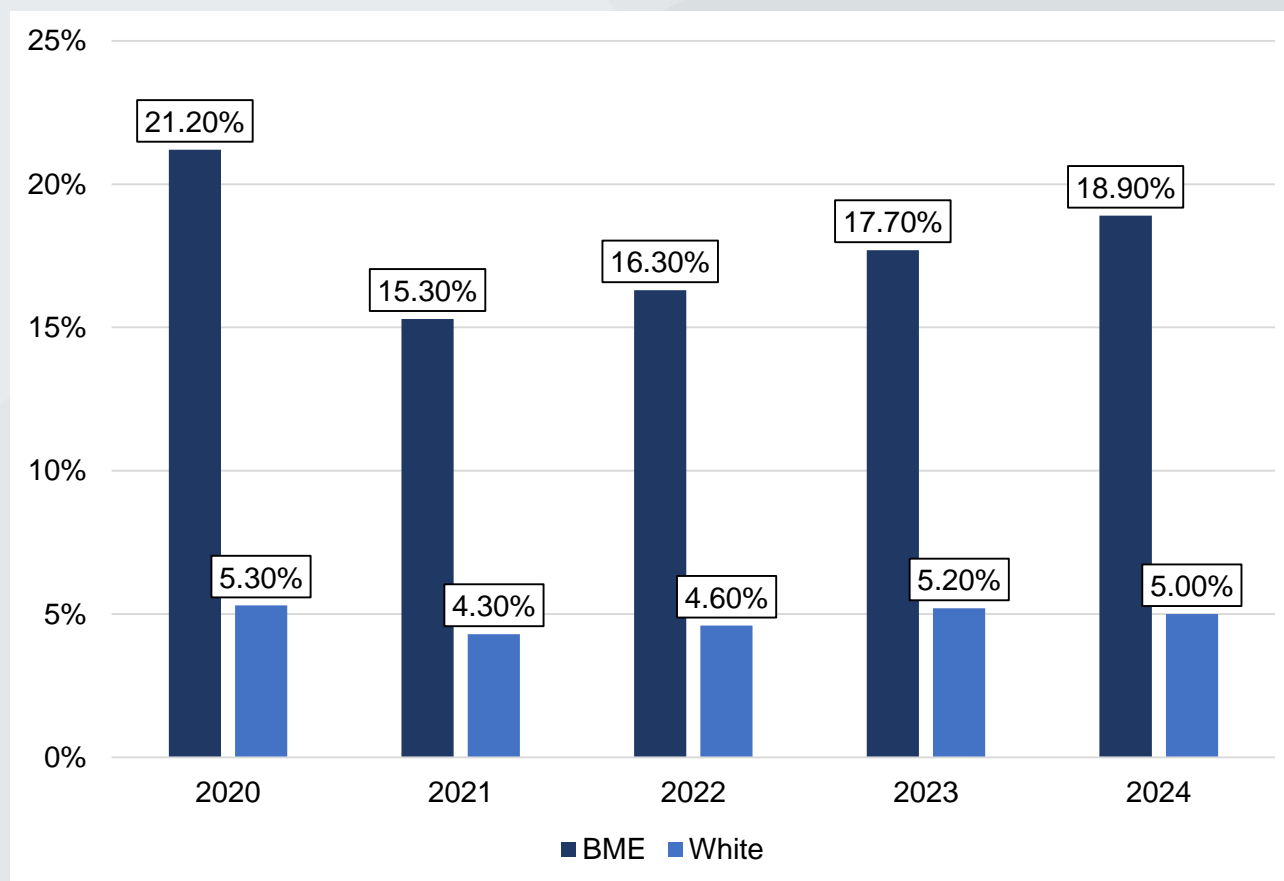
Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion: 2020 - 2024



- The National Staff Survey results show a **considerable 8% decrease in BAME** staff that believe the Trust provides equal opportunities for career progression or promotion. This is 16.4% lower than White staff.
- The Trusts **BAME score is 10 % lower than the national average at 49.9%** and has declined by **27.5 %** over the past 5 years. In comparison the score for White staff during this time has worsened by a higher **30%** since 2020.

WRES indicator 8

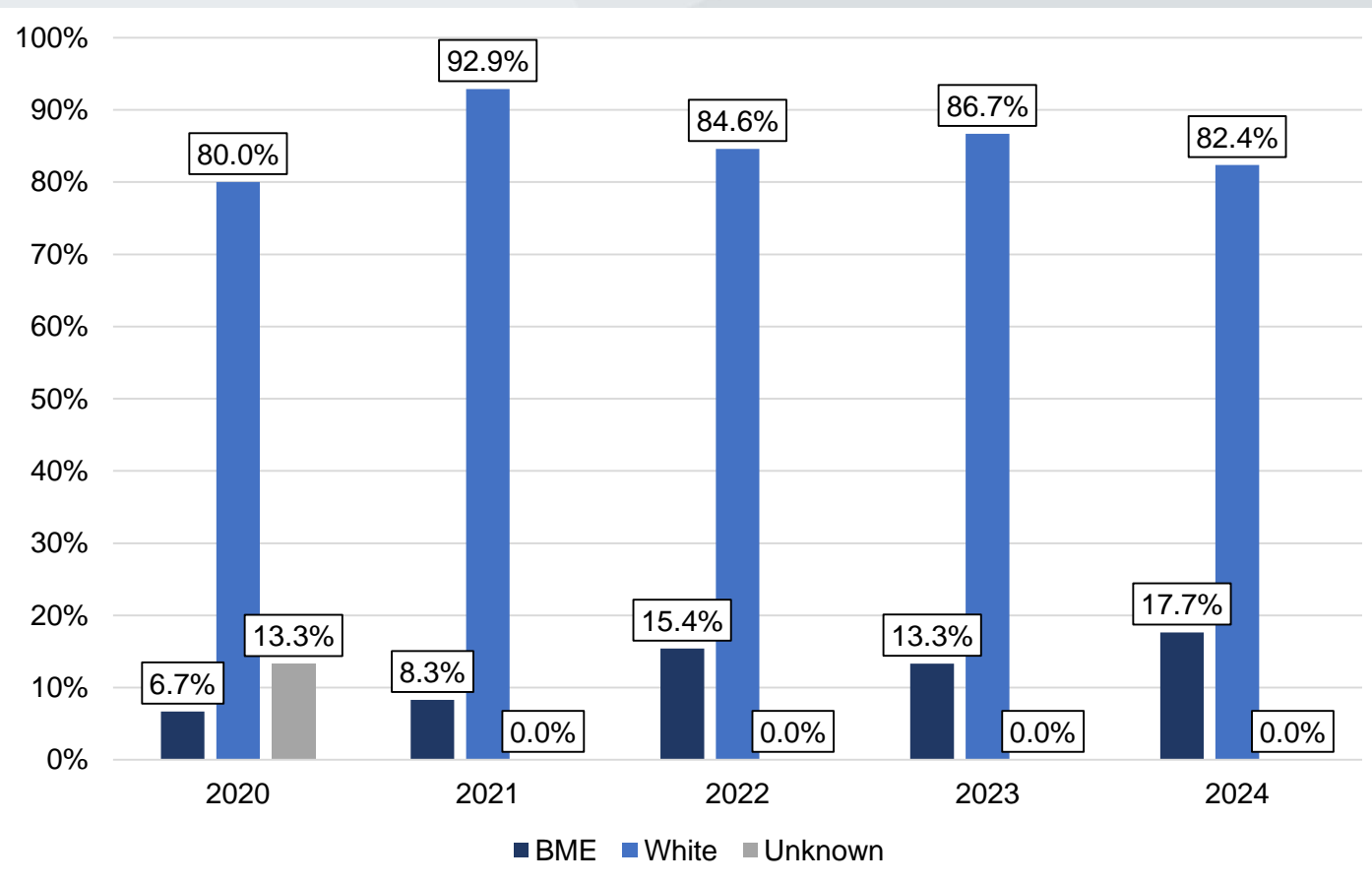
Percentage of staff personally experienced discrimination at work from manager/team leader or other colleague: 2020 - 2024



- **There has been a 1.2% increase of BAME staff reporting they have personally experienced discrimination at work from manager/team leader or other colleague over the past year, which is considerably 13.9% higher than White staff (at 5.0%)**
- **The Trusts score is 2.6% higher than the national average at 16.2%**
- Over the past 5 years the Trust's score has reduced by 2.3. Although a decline has previously been noted, it is now back on the rise.

WRES indicator 9

Percentage of board members by ethnicity compared to BME workforce: 2020 - 2024



- The percentage of BAME board members has increased by 4.4% (17.7%) which is 2.1% higher than the national average at 15.6%.
- This figure has more than doubled in the last 5 years (11%).

Action Taken 2023-2024

- Active Black Asian Minority Ethnic Staff Network with attendance from Executive Sponsors.
- Signed up to the North West BAME Assembly's Anti-Racism Framework. The framework outlines the actions to tackle historical racial inequality in the workplace, services and organisational cultures.
- Twelve aspirant Black, Asian and other Minority Ethnic leaders successfully attended the North West Positive Action Leadership Programme – Also offered places on the Trust's leadership and management modules to gain an operational perspective.
- Reciprocal mentoring was rolled out for BAME colleagues with participation from senior managers and Executives.
- Embed inclusion considerations into existing management and leadership development programmes and delivering bespoke training..
- Active bystander training rolled out by a number of trainers across the Trust to encourage challenge
- Increase in BAME FTSU champions & encourage reporting of bullying, harassment, abuse, victimisation including new Internationally Educated Nurse recruits
- Trust awarded the International Recruitment kite mark for its practice, which include extensive induction and pastoral support for internationally recruited staff. .
- Inclusive Recruitment Framework action plan implemented to improve the Trust Race Disparity Ratio to ensure inclusion is at its heart.
- Review of the values based recruitment process for executive appointments conducted. Recruitment and Selection Policy has been updated and new leadership framework for board members adopted,
- Disciplinary and employee relations processes reviewed on an ongoing basis to identify any potential racism. Disciplinarys monitored quarterly via People Committee.
- Active use of new Equality Impact Assessment template to review OD and HR policies and processes
- Marked various inclusion events including Ramadan awareness, Diwali celebrations, Black History Months and South Asian Heritage Month, to increase awareness of cultures and needs and promote inclusive working and caring environments.
- Annual EDI and wellbeing events calendar produced to increase internal and external practices.

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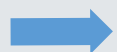
Workforce Race Equality Standard

2024-2025 Action Plan

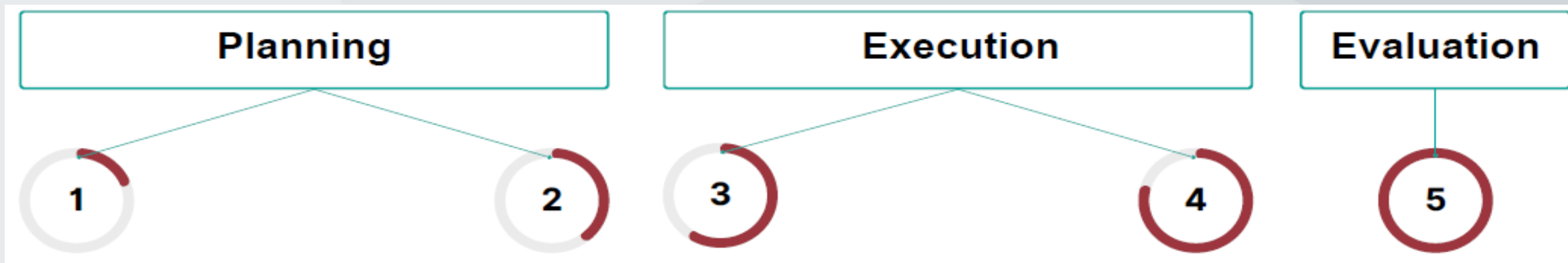
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Nov 24 – Jan 25



Feb – Sep 25



- Data analysis
- Goal setting
- Target audiences identified

- Set up working groups
- Engage stakeholders & assign accountabilities

Collect baseline data for each programme
Roll out targeted data driven programmes

Monitor progress through working group and assure progress via EDI Assurance Committee

Evaluate programmes regularly and either:
-scale up
-enhance, or
-close off

WRES	Action	Stakeholders	KPIs	Baseline & Target
1, 2 Representation & recruitment	<p>Set targets for increasing representation of ethnically diverse colleagues across the pay grades.</p> <p>Inclusive recruitment actions such as:</p> <ul style="list-style-type: none"> - Mandated 'equality advocate' role on interview panels for certain vacancies (data driven). Role is an active one, with power to raise concerns of bias if applicable. - Hiring managers asked to justify why BAME candidate was not appointed specifically if not successful. - Interview questions to be provided in advance. - Prompting recruiting managers to avoid main religious observance days for interviews, and to avoid Friday prayer time or Shabbat. 	Inclusive Recruitment and Career Development (IRCD) Working Group	<p><u>AfC:</u></p> <p>% BME representation at B6+</p>	<p><u>All AfC roles:</u></p> <p>Baseline of BME staff in AfC 6+ = 13.8% as of Sep 24.</p> <p>Target: to increase to 15% by Sep 25. This represents an extra 26 BME staff at B6+</p>
	<p>Scope possibility to widen recruitment routes into the Trust for certain roles</p>		<p><u>Medical and Dental</u></p> <p>% BME representation at consultant level</p>	<p><u>Medical and Dental:</u></p> <p>Baseline of BME consultants 49.8% as of Sep 24.</p> <p>Target: to increase to above 50% by Sep 25.</p>
	<p>Inclusive recruitment training for hiring managers to be compulsory for certain roles</p>		<p>% overall BME representation</p>	<p>Baseline: BME staff in all AfC roles 19.7% as of Sep 24. Target: increase overall BME representation by minimum of 1% per year.</p>
			<p>% of people trained</p>	<p>Awaiting baseline (survey recruiting managers). Target: 50% recruiting managers trained by Sep 25.</p>

WRES	Action	Stakeholders	KPIs	Baseline & Target
7 Career development	Targeted offer of the new Our Leaders programme to marginalised groups and to leaders of diverse teams.	Inclusive Recruitment and Career Development (IRCD) Working Group	% of enrolled candidates who are BME on Our Leaders	Baseline: N/A – new programme. Target: >13.8% of enrolled candidates for Our Leaders are BME (greater representation than current B6+ BME population)
	Potential Positive Action Programme targeted at BAME staff at Band 5 for certain roles – as part of the Embed/Blended Learning Bundles of Our Leaders.		<u>AfC:</u> % BME representation at B6+	<u>All AfC roles:</u> Baseline of BME staff in AfC 6+ = 13.8% as of Sep 24. Target: to increase to 15% by Sep 25. This represents an extra 26 BME staff at B6+
	Application/interview skills workshops, supplemented with peer networking events for ongoing support.		<u>Medical and Dental</u> % BME representation at consultant level	<u>Medical and Dental:</u> Baseline of BME consultants 49.8% as of Sep 24. Target: to increase to above 50% by Sep 25.
	Structured follow up process inc career coaching made available for BAME staff who have not been successful for promotion.			

WRES	Action	Stakeholders	KPIs	Baseline and Target
8 Bullying, Harassment and Discrimination	Zero tolerance policy, process and communications campaign for patients and public linked to NW BAME assembly Antiracist Framework.	Good Culture (GC) working group	Number of investigators working in BHDV who have received race awareness training.	Baseline: awaiting baseline – survey investigators. Target: 100% investigators received race awareness training by Sep 25.
	Develop the BAME staff network, incl resource, time, sponsors, plan/strategy	EDI, Communications, Exec Sponsors	Staff membership as a % of all staff	Baseline: 13% of all BME staff are members. Target: 30% of all BME staff are members.
	Roll out the Our Leaders programme, which aims to help leaders to become more actively inclusive and tackles race-related barriers.	IRCD Working Group	Number of staff going through the 2 day programme	Baseline: N/A – new programme. Target: 1500 leaders by July 2026

WRES	Action	Stakeholders	KPIs	Baseline and Target
8 Bullying, Harassment and Discrimination	Strengthen the Equality Impact Assessment support and governance.	EDI	Number of EIAs submitted to EDI team	Baseline: 0 Target: 12 by Sep 2025
	Antiracist objectives to be mandated for all VSM and deputies	Director of People/Dep CEO	% of VSM and deputies with an anti-racist objective	Baseline: 0% Target: 80% by Sep 2025
	Antiracist objectives to be established for all EDI workstream working groups	EDI	% of EDI working groups with an anti-racist objective	Baseline: 0% Target: 100% by Sep 2025