



Bank Workforce race equality standard 2023

Onika Patrick-Redhead - Head of EDI

Report to:	Trust Board	Date: 7 September 2023
Report from:	Onika Patrick-Redhead, Head of EDI	
Principal Objective/Strategy:	To approve the Bank WRES data submission	
Title:	Bank WRES Data submission 2023	
Board Assurance Framework Entries:	Staff Engagement Retention Recruitment	
Regulatory Requirement:	WRES Bank WRES Equality Act Public Sector Equality Duty	
Equality Considerations:	Supports the delivery of the Trust's WRES and EDS goals. This report supports the requirements laid out in the Equality Act 2010 and the Public Sector Equality Duty. This report provides assurance that the Trust is complying with NHS Workforce Equality Standards as outlined in the NHS Standard Contract.	
Key Risks:	<ul style="list-style-type: none"> • Staff retention • Staff engagement • Patient experience 	
For:	<ul style="list-style-type: none"> • Note the 2022/23 Bank WRES data submission. 	

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Purpose

The purpose of this paper is to provide the Workforce Committee and Board with a summary of the Bank Workforce Race Equality Standard submission, which took place on the 31st of May 2023. This submission will be published on our external website as required.

The data have been discussed by the EDI Steering Committee and Race Equality Network.

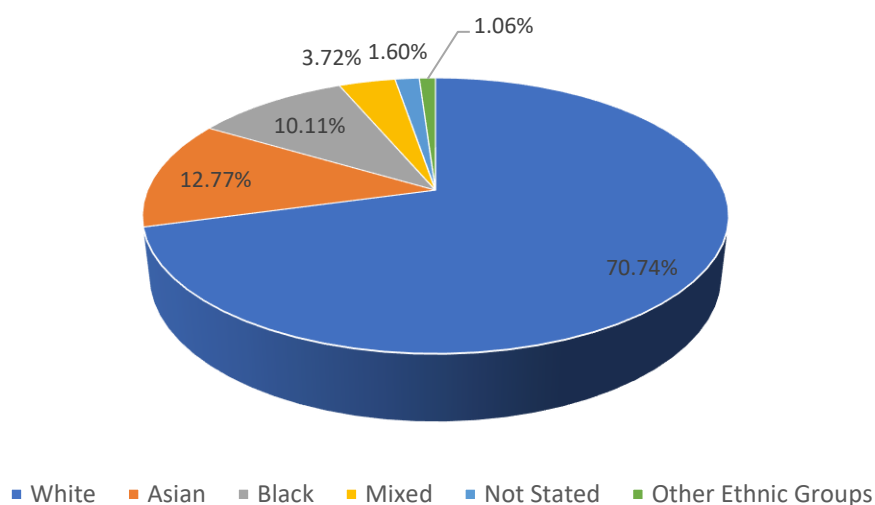
1.1 Bank WRES Data submission highlights 2023/2024

This report details our 2023 data submission, and is based on April 22 to March 23 data, in line with the national requirements.

Our baseline data tells us that 27.66% of our Bank workforce comes from Black, Asian, and Minority Ethnic (BAME), backgrounds.

This report looks at individuals engaged at RPH solely via bank registration (this arrangement gives no guarantee of work and equally workers are not required to accept work offered). It does not include substantive staff who are registered on the bank in addition to holding a substantive contact. It also only reports on “active workers” – this means any bank only worker who has “undertaken work or paid training within a six-month period”. RPH used the six-month period prior to the end of the reporting year (31-MAR-23).

Active Bank Ethnic Profile % as at 31.03.23



as at 31.03.23		
Ethnicity	Total	%
White	133	70.74%
Asian	24	12.77%
Black	19	10.11%
Mixed	7	3.72%
Not Stated	3	1.60%
Other Ethnic Groups	2	1.06%
Total	188	100.00%

Bank WRES Indicators

Overview of the Bank WRES indicators

There are nine Bank WRES indicators.

- Indicators 1 to 3 consider the workforce make up and differences in disciplinary systems and outcomes, taken from the Electronic Staff Record (ESR) and internal organisational systems.
- Indicators 4 to 9 will be derived from a National NHS Bank Survey to measure the experiences of bank workers in relation to how they are treated, valued and recognised by colleagues, employing organisations, and patients. These indicators also address career aspirations and time worked on the bank. For year one these indicators will be used for the basis of reporting for organisations that choose to include NHS bank workers in the survey (this was not nationally mandated in 2022).

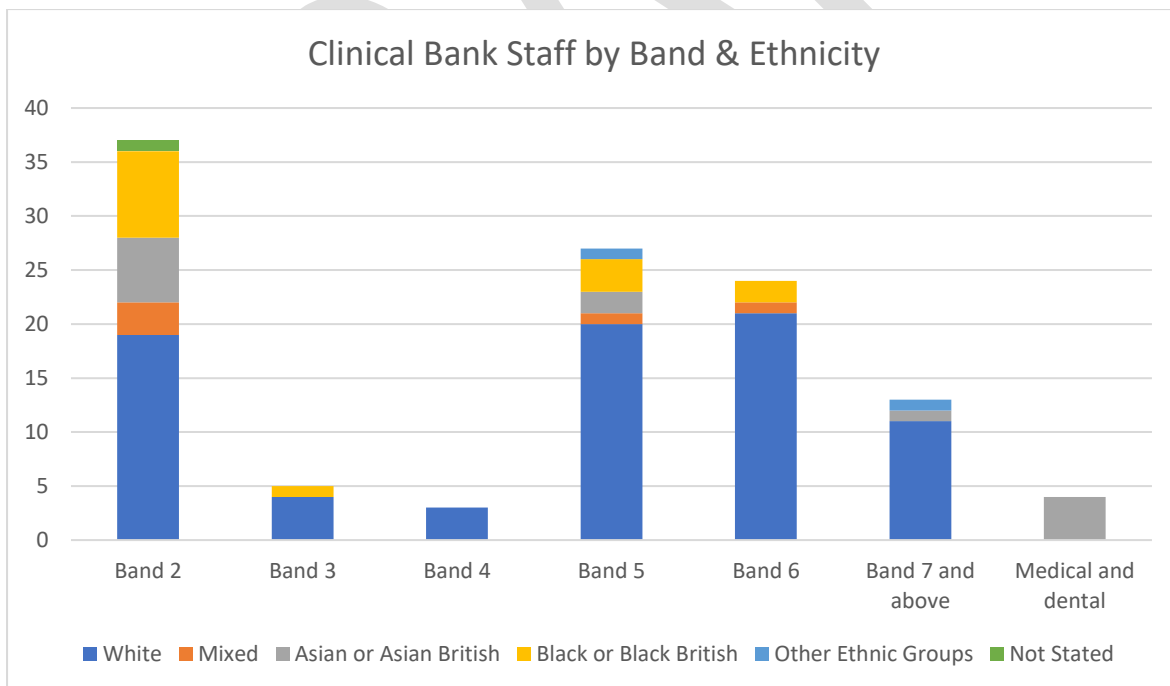
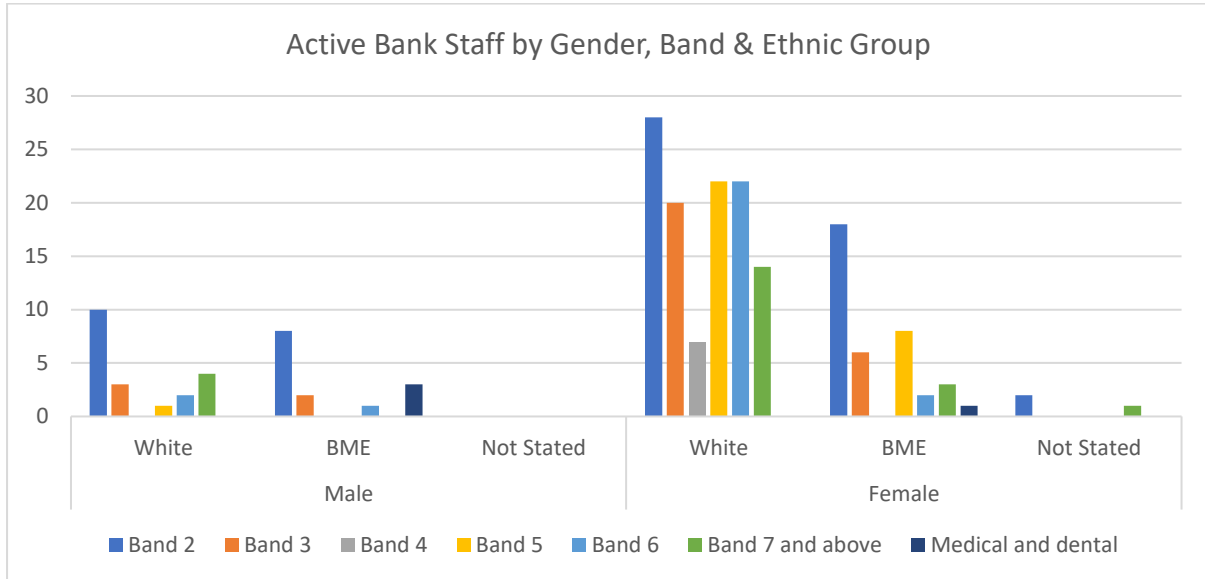
Indicators 4 to 9: In 2022 for the first time, eligibility to participate in a NHS Staff Survey was extended to bank workers who do not also hold a substantive contract at their organisation but undertake work via an in-house bank (bank only workers). Participation was voluntary for organisations. Where organisations chose to extend participation to their in-house bank only workers, these workers were surveyed using a tailored version of the core NHS Staff Survey questionnaire via an online only survey.

The National NHS Bank Worker Survey data will become even more useful from 2023 onwards as we all organisations will participate and we will have comparative data to benchmark against.

<p>Indicators for the NHS bank workforce. Individuals employed by the NHS solely on casual contracts.</p> <p>Indictors 1 and 4-9: Split by ethnic grouping and gender. Indicator 2 and 3: Split by ethnic group only.</p>	<p>What the indicators aims to measure and understand</p>
<p>1: Percentage of active workers by ethnic group and gender across key grades and staff groups.</p>	<p>1: To understand the detail of the active bank only workforce and key elements of its demographics by position as this is currently not measured across the NHS.</p>
<p>2: Relative likelihood of bank workers entering a formal disciplinary process by ethnic group in the last 12 months.</p> <p>This indicator (2) is also applicable to externally provided bank workers used in NHS organisations.</p>	<p>2: To understand patterns and draw comparisons against Trust held substantive staff WRES data based on ethnicity.</p>
<p>3: Relative likelihood of bank workers being formally dismissed by ethnic group, in the last 12 months (for conduct and capability).</p>	<p>3: To understand any disparities in dismissals based on ethnicity.</p>
<p>4a Percentage of bank workers experiencing harassment, bullying or abuse from patients/service users, their relatives, or other members of the public in last 12 months. (14a/18a)</p> <p>4b: Percentage of bank workers experiencing harassment, bullying or abuse from: other colleagues in the last 12 months. (14c/18c)</p> <p>4c: Percentage of bank workers experiencing harassment, bullying or abuse from: Managers in the last 12 months. (14b/18b)</p> <p>4d: Percentage of bank workers who experienced harassment, bullying or abuse at work who then proceeded to report it? (14d/18d)</p>	<p>4a. To draw direct comparisons to substantive staff WRES data.</p> <p>4b and 4c. To understand any variation in experience between peers and colleagues and managers/leaders and to draw direct comparisons to substantive staff WRES data.</p> <p>4d. To better understand the reporting culture based on ethnicity and gender.</p>
<p>5a: Percentage of bank workers that have personally experienced physical violence from patients / service users, their relatives, or other members of the public in the last 12 months. (13a/17a)</p> <p>5b: Percentage of workers who experienced physical violence at work who then proceeded to report it? (13d/17d)</p>	<p>5a. To better understand the proportional spread of incidents in this area based on ethnicity.</p> <p>5b: To better understand the reporting culture based on ethnicity and gender</p>
<p>6a: Percentage workers who would, in the next 12 months consider moving to work in a form of permanent employment in the NHS. (28: points 3&4)</p> <p>6b: Percentage of bank workers that feel there are opportunities to develop their career in the organisation. (22b/26b)</p> <p>6c: Percentage of workers whose main paid source of work is on the bank (40)</p> <p>6d: How long have bank only workers solely worked on the bank (32a/39a)</p>	<p>6a&b: To gain valuable insights toward the intention of bank workers to progress into more secure contracted work. To understand insights into perceived opportunities to develop. Looking at variations based on ethnicity and gender.</p> <p>6c: To better understand the background of workers and variations based on gender and ethnicity.</p> <p>6d: To gain an understanding and measure of length of time served on a bank only contract by ethnicity and gender.</p>
<p>7a: Percentage of bank workers that have in the last 12 months personally experienced discrimination at work from managers / team leader or other colleagues. (16b/20b)</p> <p>7b: Percentage of bank workers that have in the last 12 months personally experienced discrimination at work from: Patients, relatives, or members of the public. (16a/20a)</p>	<p>7a&b: To understand any variation in the sources of perceived discrimination from 2 key groups and to draw direct comparisons to substantive staff WRES data.</p>
<p>8a: Percentage of bank workers who feel that the organisation values their work contribution. (4b/6b)</p> <p>8b: Percentage of bank workers that feel safe to speak up about anything that concerns them in their organisation. (23e/27e).</p> <p>8c: Percentage of bank workers that think the organisation respects individual differences (e.g. cultures, working styles, backgrounds, ideas, etc.) (20/24)</p> <p>8d: Percentage of bank workers that feel they receive the respect they deserve from colleagues at work. (7c/10a)</p>	<p>8a-d: Indicators grouped to reflect key measures against the core principles of the People Plan/Promise based on gender and ethnicity.</p>
<p>9: Percentage of bank workers who were originally recruited to the NHS from outside of the UK and now work in a bank only position (32b/39b)</p>	<p>9: To build understanding on the origins of this part of the bank workforce. In addition to also cross reference other survey indicators.</p>

Indicator 1

Percentage of active workers by ethnic group and gender across key grades and staff groups.



The analysis allows one to understand the representation of males and females within each ethnic group and the representation of ethnic groups within each band and gender category. It provides insights into the distribution and presence of individuals across different demographics.

Indicator 2

Relative likelihood of bank workers entering a formal disciplinary process by ethnic group in the last 12 months.

At RPH there are zero reports of bank workers entering a formal disciplinary process by ethnic group in the last 12 months. Nothing to report.

Indicator 3

Relative likelihood of bank workers being formally dismissed by ethnic group, in the last 12 months (for conduct and capability).

At RPH there are no reports of bank worker dismissals in the last 12 months. Nothing to report.

Indicators 4-9

Indicators 4 to 9 will be derived from a National NHS Bank Survey to measure the experiences of bank workers in relation to how they are treated, valued and recognised by colleagues, employing organisations, and patients. These indicators also address career aspirations and time worked on the bank. For year one these indicators will be used as the base of reporting for organisations that choose to include NHS bank workers in the survey (this was not nationally mandated in 2022).

RPH's base data from 2022's bank survey results were provided to us by Pickers was very minimal,

It suggests that 84 staff responded.

ETHNIC GROUP	HEADCOUNT	%
White	67	79.76%
BAME	15	17.86%
Not Stated	2	2.38%
TOTAL	84	100%

Of these responded please see the breakdown below

Comparator (Organisation Overall)	English / Welsh / Scottish / Northern Irish /	Irish	Gypsy or Irish Traveller	Any other White background
n = 84	n = 56	n = 2	n = 1	n = 8

N = number of respondents

When then looking at the indicators on Bank Frequency Tables – this suggests those from a BAME background have responded but Picker have failed to provide the Trust with the data breakdown.

The Ethnicity tab– the Organisation Overall figures do not total the English / Welsh / etc column, which suggests we are missing respondent data.

The Total is showing as we had 84 respondents, however the table is only showing us 56 White respondents – we are missing the response from the other 28 respondents (15 of which are from a BAME background).

YOUR HEALTH, WEEL-BEING AND SAFETY AT WORK

q17a In the last 12 months have you personally experienced physical violence at work from - Patients / service users, their relatives or other members of the public

Option	Organisation Overall		English / Welsh / Scottish / Northern Irish / British		Irish		Gypsy or Irish Traveller		Any other White background		White and Black Caribbean		White and Black African		White and Asian	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Never	73	87%	50	89%	*	*	*	*	*	*	*	*	*	*	*	*
1-2	8	10%	5	9%	*	*	*	*	*	*	*	*	*	*	*	*
3-5	2	2%	0	0%	*	*	*	*	*	*	*	*	*	*	*	*
6-10	0	0%	0	0%	*	*	*	*	*	*	*	*	*	*	*	*
More than 10	1	1%	1	2%	*	*	*	*	*	*	*	*	*	*	*	*
Total Responses	84	100%	56	100%	*	*	*	*	*	*	*	*	*	*	*	*

Conclusion

The Bank Workforce Race Equality Standard (Bank WRES) will play a pivotal role in advancing our commitment to equality, diversity, and inclusion. By utilizing the WRES framework, RPH will be able to assess and address racial disparities within its bank workforce.

We currently do not have the available data for the year 2022/23 to conduct a comprehensive comparison of experiences among all bank workers in the trust. In 23/24 we will focus on improving participation in the survey.