KMPT Workforce Race Equality Standard 2022/2023

KMPT's Workforce Race Equality Standard (WRES) was introduced in within the NHS in 2015 to focus on the experiences of KMPT BAME staff in the workplace compared to White staff. The Workforce Race Equality Standard (WRES) provides a framework for NHS Trusts to report, demonstrate and monitor progress against a number of indicators of workforce equality, and to ensure that employees from Black, Asian and Minority Ethnic (BAME) backgrounds receive fair treatment in the workplace and have equal access to career opportunities. NHS Trusts are required to publish their data at yearly intervals to show progress from the previous year. It is therefore mandatory for KMPT to report on WRES and track progress.

The WRES focuses on meeting requirements around ethnicity on 9 Race Equality Indicators. These indicators are a combination of workforce data[1] and results from the National Staff Survey 2022. Indicators 1-4 and 9 are based on data taken from ESR, Recruitment, Employee Relations and Learning and Development. Indicator 9 has been verified by the Trust Secretary. Indicators 5-8 are based on data from KMPT's 2022 staff survey.

Overall the data shows a representation of KMPT's BAME staff across KMPT has increased to 25.0% in 2022/2023. In accordance with NHS England's WRES data, the BAME representation in the NHS across the South East is 24.3% and across England nationally 24.2%.

Indicator 1 - Percentage of staff in each of the Agenda for Change (AfC) Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.

Indicator 2- Relative likelihood of staff being appointed from shortlisting across all posts

Indicator 3 - Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

Indicator 4 - Relative likelihood of staff accessing non-mandatory training and CPD

Indicator 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.

Indicator 6 - Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.

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[1] The data analysed from KMPT's Electronic Records System (ESR) and the 2022 Staff Survey.

Indicator 7 - Percentage believing that Trust provides equal opportunities for career progression or promotion.

Indicator 8 - In the last 12 months have you personally experienced discrimination at work from any of the following: Manager/team leaders or other colleagues?

Indicator 9 - Percentage difference between the organisations' Board voting membership and its overall workforce

It should be noted that the data for indicators 5-8 are not included in the WRES template submission.

Indicator 1: Percentage of staff in each of the AfC Bands 1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce.

At 25.0%, this indicator is exceeding KMPT's target of 22% (based on the representation of Black, Asian and Minority Ethnic staff in KMPT's overall workforce population in 2022/2023). KMPT are seeing improvements in its BAME representation.

Workforce Employed by KMPT

Workforce Group (Clinical & non-clinical)	2021/2022 Total number	%	2022/2023 Total Number	%
BAME	822	23.5%	928	25%
White	2541	72.5%	2566	69.1%
Not stated	142	4.1%	218	5.9%
Total	3505		3712	

Percentage of BAME staff by banding for both clinical and non-clinical

2022/2023	Non-clinical						Clinical					
Pay Band	White	BAME	Unknown	White %	BAME %	Unknown %	White	BAME	Unknown	White %	BAME %	Unknown %
Band 2	215	45	22	5.79%	1.12%	0.59%	139	142	14	3.74%	3.82%	0.37%
Band 3	211	21	13	5.68%	0.56%	0.35%	333	78	26	8.97%	2.10%	0.67%
Band 4	144	9	16	3.87%	2.42%	0.43%	143	39	8	3.85%	1.05%	0.21%

Band 5	87	10	7	2.34%	0.26%	0.18%	129	125	21	3.47%	3.36%	0.56%
Band 6	76	15	2	2.04%	0.40%	0.05%	389	181	40	10.47%	4.87%	1.07%
Band 7	77	8	1	2.07%	0.21%	0.02%	265	79	17	7.13%	2.12%	0.45%
Band 8 A	35	6	0	0.94%	0.16%	0%	106	15	4	2.85%	0.40%	0.10%
Band 8B	17	7	1	0.45%	0.18%	0.02%	52	16	3	1.40%	0.43%	0.08%
Band 8C	15	0	0	0.40%	0%	0%	26	4	0	0.67%	0.10%	0%
Band 8D	20	2	1	0.53%	0.05%	0.02%	6	1	0	0.16%	0.02%	0%
Band 9	6	2	3	0.16%	0.05%	0.08%	3	1	0	0.08%	0.02%	0%
VSM	3	0	2	0.08%	0%	0.05%	0	1	1	0%	0.02%	0.02%
Consultant	-	-	-	-	-	-	33	60	3	0.88%	1.61%	0.08%
Senior Medical Manager	-	-	-	-	-	-	0	2	0	0%	0.05%	0%
Medical Consultants	-	-	-	-	-	-	10	19	5	0.26%	0.51%	0.13%
Medical Non-consultant career grades	-	-	-	-	-	-	17	40	6	0.45%	1.07%	0.16%
Medical trainee grades	-	-	-	-	-	-	9	2	2	0.24%	0.05%	0.05%

Although the data shows that BAME staff are still under represented in the majority of bandings there has been an increase in BAME staff in 2022/2023 in all bandings. However, the data shows there is still a disproportionate representation in BAME staff from band 7 and upwards for both clinical and non-clinical. The majority of non-clinical BAME staff are in bands 2, 3 and 6, whereas in clinical the majority of BAME staff are in bands 2, 5 and 6.

Workforce by group banding

Band (Non-Clinical)	2-5	6-7	8+
BAME	75	25	17
White	570	163	96
Unknown	51	9	7

Band (Clinical)	2-5	6-7	8+
BAME	384	260	38
White	744	654	193
Unknown	69	57	8

Indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts.

1st April 2022 – 31st March 2023

	White	BAME	Unknown
Number of shortlisted applicants	2140	2127	64
Number of appointed applicants	284	148	10
Appointment %	13.27%	6.96%	15.63%

There has been a decrease of 11.99% in BAME applicants being appointed from shortlisting in 2022/2023 (6.96%) compared to last year 2021/2022 (18.95%). The likelihood of white staff being appointed into KMPT has increased from 0.83 to 1.91 therefore indicating that BAME staff are less likely to be appointed. This is a significant increase indicating an inequality within the recruitment process.

Indicator 3: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

1st April 2022- 31st March 2023

	White	%	BAME	%	Unknown	%
Workforce	2566	69.1%	928	25%	218	5.9%
Number of disciplinaries	19	0.74%	23	2.48%	0	0%

The likelihood of BAME staff entering into formal disciplinary process has increased to 3.35 from 2.06 (2021/2022). This is a significant increase of 1.29 which indicates that BAME staff are disproportionality effected. A value of 1.0 would indicate an equitable disciplinary process, therefore the data indicates white staff are fairing better at 0.74% compared to BAME staff at 2.48%.

Indicator 4: Relative likelihood of staff accessing non-mandatory training and CPD

	White	%	BAME	%	Unknown	%
Workforce	2566	69.1%	928	25%	218	5.9%
Number of staff accessing non-mandatory training and CPD	2444	95.25%	852	91.81%	191	87.61%

The relative likelihood of white staff compared to black, Asian and minority ethnic staff accessing non-mandatory/CPD training is 1.04, a slight increase from 2021/2022 which was 0.95. This indicates that BAME staff are accessing non-mandatory training and CPD at an almost same rate as white staff. KMPT will need maintain this to ensure both BAME and white staff are equally accessing mandatory training.

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

2021 Staff Survey		2022 Staff Survey	
White	BAME	White	BAME
26.8%	35.4%	28.0%	35.7%
1650 responses	463 responses	1735 responses	446 responses

446 (35.7%) of black, Asian and minority ethnic staff who completed the staff survey stated that they have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months. This is a slight increase from last year of 0.3%. (17 more responses from BAME staff). Although the percentage is high and above the national average for BAME staff at 31.5%, white staff experience has increased by 1.2%.

Indicator 6: Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.

2021 Staff Survey		2022 Staff Survey	
White	BAME	White	BAME
18.0%	18.0%	16.2%	19.8%
1655 responses	461 responses	1731 responses	445 responses

19.8% of black, Asian and minority ethnic staff who completed the staff survey stated that they have experienced harassment, bullying or abuse from staff in the last 12 months, this is an increase from last year of 1.8%. (16 more responses from BAME staff). The percentage is below the national average for BAME staff at 22.8%. White staff experience has decreased to 16.2% from 18.0% in 2021.

Indicator 7: Percentage believing that Trust provides equal opportunities for career progression or promotion.

2021 Staff Survey		2022 Staff Survey	
White	BAME	White	BAME
62.8%	51.5%	62.8%	50.8%
1690 responses	474 responses	1723 responses	443 responses

50.8% of Black, Asian and Minority Ethnic staff stated that believing that Trust provides equal opportunities for career progression or promotion. 50.8% is a decrease of 0.7% of Black, Asian and Minority Ethnic staff believing that KMPT provides equal opportunities compared to the previous year. This does not correlate with indicator 4 staff accessing non-mandatory training and CPD as this data shows that BAME staff are accessing training almost equally to white staff. However, this could reflect the recruitment process in which white staff are 1.91 more likely to be appointed to KMPT. This could include internal appointments.

Indicator 8: In the last 12 months have you personally experienced discrimination at work from any of the following: Manager/team leaders or other colleagues?

2021 Staff Survey		2022 Staff Survey	
White	BAME	White	BAME
6.7%	12.6%	5.7%	10.8%
1693 responses	475 responses	1736 responses	444 responses

10.8% of black, Asian and minority ethnic staff stated that they had personally experienced discrimination. The staff survey indicates that this has decreased slightly for our black, Asian and minority ethnic staff from 12.6% down to 10.8%. This is lower than the average of 13.6% across the NHS. However, it is significantly higher than our white staff where 5.7% of staff stated that they experience discrimination from managers/teams leader/colleagues.

Indicator 9: Percentage difference between the organisations' board voting membership and its overall workforce

Staff	Total Board Members	Voting board members	% of voting board members	Overall workforce
White	14	12	85.7%	2566
BAME	3	2	14.3%	928
Unknown	0	0	0%	218

Proportion of voting Board Members of Black, Asian and Minority Ethnicities has decreased from 28.6% since last year to 14.3%. This is due to recruitment of new executive board members following BAME board members leaving the Trust.

WRES ACTION Plan 2023 -2025

Red	Not yet begun
Amber	Begun but not complete
Green	Complete
Blue	New

<u>NHSE WRES team have reviewed and scored KMPT's WRES action plan as a 3 (Outstanding).</u>

Objective	Analysis	WRES Action	Lead	Date	RAG Rating
Indicator 1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce.				
At 25.0%, this indicator is exceeding KMPT's target of 22% (based on the representation of Black, Asian and Minority Ethnic staff in KMPT's overall workforce population in 2022). Representation in 2022/2023 shows 2.27% BAME staff were in non-clinical Band 7 and above roles compared to white staff at 15.74%.	As of 31/03/2023 Black, Asian and Minority ethnic staff 25.0% white staff 69.1% and an increase in the null/'not stated' to 5.9% As of 31/03/2023 <u>Non-Clinical</u> Band 7 and above	Work with senior managers in these areas to develop plans to identify the underlying reasons and potential solutions and potential blockages to staff applying to senior management positions particular in non-clinical roles.	Head of Resourcing EDI Manager EDI Practitioner - Workforce Lead BAME Network chair	May 2024	
		Talent and career development/pipline for non clinical staff, using career /talent conversations as a method for developing staff ready for the next step in their career.	EDI Manager EDI Practitioner L&M Facilitator L&D Manager	April 2024	As part of NHS England Model Employers work Band 7 roles and above have been analysed and reported.

In clinical roles representation in 2022/2023 shows 4.86% BAME staff in clinical roles Band 7 and above compared to staff at 19.02%.	BAME = 2.27% White = 15.74% Unknown = 0.72%		OD Lead HRBPs		
		Work with system on development programmes aimed at non-clinical staff	EDI Manager Head of Resourcing ICS EDI Lead	May 2023 - May 2024	
	Clinical Band 7 and above BAME = 4.86% White = 19.02% Unknown = 1.03%	Examine apprenticeships process to identify the underlying reasons and potential solutions and potential blockages to staff applying.	Apprenticeship Manager EDI Practitioner	March 2024	

Objective	Analysis	Action	Lead	Date	RAG Rating
Indicator 2	Relative likelihood of staff being appointed from shortlisting across all posts.				
Increased from 0.83 to **1.91** for organisation	The likelihood of white staff being appointed into KMPT has increased from 0.83 to 1.91 therefore indicating that BAME staff are less likely to be appointed. This is a significant increase indicating an inequality within the recruitment process.	Improve representation of BAME staff in under-represented bands through recruitment and encouraging applications of existing staff. Specific targeted actions in recruitment process to: • All recruiting managers/panels to attend Resourcing and Selection Training. • Re-introduce inclusion ambassadors onto recruitment panels.	Head of Resourcing EDI manager to support Recruitment manager BAME Network chair	May 2023 – May 2024	Recruitment process review start to end to make recruitment more inclusive and accessible KMPT are part of the ICS De-biasing recruitment Training Piloted November 2022 Training started January 2023 Evaluation of KMPT managers who have attended the ICS debiasing recruitment.

Objective	Analysis	Action	Lead	Date	RAG Rating
Indicator 3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.				
Increase from **2.06** times more likely to **3.35**.	This is a significant increase of 1.29 which indicates that BAME staff are disproportionality effected. A value of 1.0 would indicate an equitable disciplinary process, therefore the data indicates white staff are fairing better at 0.74% compared to BAME staff at **2.48%.**	• Examine the numbers of staff going through the grievance and disciplinary process. • Deep dive into reason for disciplinary including comparison to highlight any discrimination. • Leadership training to include how to have difficult conversations staff.	ER Manager EDI Manager EDI Practitioner Organisational Development (OD) Practitioner	May 2023 – Nov 2023	This has been delayed due to ER Manager availability. A deep dive into understanding the reasons and evidence improvement from 4.45 to 2.06 (2021/2022) 2.06 to 3.35 (2022/2023) What's changed?
		• Based on a small number the Early Resolution work as part of the Culture Programme will look into this further.	Culture Change Programme	December 2023	Implementation of Restorative Just and Learning Culture as part of the culture programme.

Objective	Analysis	Action	Lead	Date	RAG Rating
Indicator 4	Relative likelihood of staff accessing non-mandatory training and CPD				
The relative likelihood of white staff compared to BAME staff accessing non-mandatory/CPD training is **1.04**	Work with the training panel has improved this indicator score. A figure of 1 would indicate that white staff and BAME staff are likely to access non-mandatory/ CPD training equally.	• Record, report and review learning and development offerings and activity by ethnicity.	EDI Practitioner Head of L&D	May 2023 – ongoing	L&D providing data month by month for the ethnicity dashboard monitoring

Objective	Analysis	Action	Lead	Date	RAG Rating
Indicator 5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.				
35.7% of BAME staff stated that they have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months.	The data presented shows a significant reduction of nearly 10% since 2018.	• EDI input on violence and aggression workstreams includes introduction of trauma informed care alongside current intervention models. • Work with head of security PSS manager to develop workplan for the next 12 months to reduce violence and aggression against staff.	EDI Manager EDI Practitioners OD Lead/Facilitators Colleague Harassment Task and Finish Group Head of security Promoting safe - services manager (PSS)	May 2023 March 2024	Task & Finish Group in place, data exercise completed. Group now to use data to develop actions/initiatives
		• Link in with South East wide Violence Reduction Programme	D&I Manager	May 2023- May 2024	

Objective	Analysis	Action	Lead	Date	RAG Rating
Indicator 6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.				
19.8% of BAME staff stated that they have experienced harassment, bullying or abuse from staff in the last 12 months.	19.8% of black, Asian and minority ethnic staff who completed the staff survey stated that they have experienced harassment, bullying or abuse from staff in the last 12 months, this is an increase from last year of 1.8%. (16 more responses from BAME staff). The percentage is below the national average for BAME staff at 22.8%. White staff experience has decreased to 16.2% from 18.0% in 2021.	• EDI input on violence and aggression workstreams includes introduction of trauma informed care alongside current intervention models. • Work with head of security PSS manager to develop workplan for the next 12 months to reduce violence and aggression against staff.	BAME Network EDI Practitioner ER Manager Head of security PSS Manager	May 2023 – May 2024	

Objective	Analysis	Action	Lead	Date	RAG Rating
Indicator 7	Percentage believing that Trust provides equal opportunities for career progression or promotion.				
50.8% of BAME staff stated that they believe the Trust provide equal opportunities for career progression or promotion	50.8% of Black, Asian and Minority Ethnic staff stated that believing that Trust provides equal opportunities for career progression or promotion. 50.8% is a decrease of 0.7% of Black, Asian and Minority Ethnic staff believing that KMPT provides equal opportunities compared to the previous year. This does not correlate with indicator 4 staff accessing non-mandatory training and CPD as this data shows that BAME staff are accessing training almost equally to white staff.	• Re-introduce the `Opening Doors' BAME development programme • Promotion of Leadership Programmes at BAME forum • Support the development of a talent management strategy to include an EDI lens across all minority groups • Develop talent/career pathways for international staff • Review recruitment process for internal appointments to identify whether BAME staff are disproportionately affected.	EDI Practitioner L&M Facilitator EDI Manager Head of Resourcing OD Lead HRBPs	May 2024	

Objective	Analysis	Action	Lead	Date	RAG Rating
Indicator 8	In the last 12 months have you personally experienced discrimination at work from any of the following: Manager/team leaders or other colleagues?				
Staff survey indicates that this has decreased for our BAME staff from **12.6%** down to **10.8.**	10.8% of black, Asian and minority ethnic staff stated that they had personally experienced discrimination. The staff survey indicates that this has decreased slightly for our black, Asian and minority ethnic staff from 12.6% down to 10.8%. This is lower than the average of 13.6% across the NHS. However, it is significantly higher than our white staff where 5.7% of staff stated that they experience discrimination from managers/teams leader/colleagues.	• Examine data collected with ER to determine trends in specific departments, roles or bandings where review and actions required • Proposed to monitor exit interview data to identify any particular trends and issues relating to staff leaving for these reasons	Workforce Information EDI Practitioner ER Manager	May 2024	Exit interview review Task & Finish Group Actions