



**South Tees Hospitals**  
NHS Foundation Trust

# Workforce Race Equality Standard (WRES) Summary Report

12 October 2017



Excellence in Patient Outcome and Experience

## Overview

- This briefing provides information on the Workforce Race Equality Standard Summary Report (WRES) which is a tool to understand our workforce race equality performance, including the degree of BME representation at senior management and board level.
- The WRES highlights differences between the workforce population and experience of those who categorise themselves as 'White' staff and 'BME' staff in the Trust.
- The WRES provides information taken from the Equality Monitoring Workforce Report which contains annual workforce data relating to protected characteristics such as gender, ethnicity, age & disability.
- The WRES includes information taken from the annual Staff Survey.



## South Tees Workforce

The workforce information has been collated using data held within the ESR system and also from the staff survey 2016 which had a response rate of 34.4% (2769 staff).

The report sets the Trusts performance for 2017 against that of 2016, it provides an evaluation of performance against key indicators and it supports the production of a robust action plan for continuous improvement.

### Comparison of 'White' staff and 'BME' staff in the Trust as recorded in the WRES submission

2016

2017

Overall Workforce

85.31% White

6.51% BME

Overall Workforce

85.47% White

6.66% BME

Non-Clinical Staff

97.3% White

2.1% BME

Clinical Staff

56.0% White

42.4% BME

Non-Clinical Staff

97.2% White

2.8% BME

Clinical Staff

56.6% White

43.4% BME

### Actions

Continue to monitor recruitment and career progression across the Trust.

Quarterly review of workforce profile.

Continue to report annually in the Equality Monitoring Workforce Reports

Ensure missing ethnicity data in ESR is captured by the introduction of Employee Self Service



## South Tees Workforce

The Trust values and understands the benefits of welcoming a rich and diverse workforce that reflects the population we serve. As a Trust we are identifying areas which require attention which is detailed within the WRES Action Plan.

% believing that the Trust provides equal opportunities for career progression or promotion.

2016

2017

Overall Workforce  
90% White  
76% BME

Overall Workforce  
88% White  
74% BME

### Actions

Continue to monitor and reviews recruitment information in respect of protected characteristics

To review the recruitment process and past recruitment episodes involving unsuccessful BME applicants

To agree plans to engage with our BME staff to understand issues through the establishment of a BME network group

### Recommendations

- Further development of the WRES action plan taking into account responses to key questions from the staff survey that have been identified
- Draw together good practice threads into explicit patterns, exploiting where possible, opportunities for transformation in workplace race equality
- Engage with staff, staff networks and local staff-side teams to understand what further action could be taken to support this workforce group

