

# Oxford Health NHS FT

Equality, Diversity & Inclusion

## Workforce Race Equality Standard (WRES) 2023

To find out more about what Oxford Health NHS FT is doing to be a fair and equal employer and care provider, please contact:  
[EqualityandInclusion@oxfordhealth.nhs.uk](mailto:EqualityandInclusion@oxfordhealth.nhs.uk)

Implementing the Workforce Race Equality Standard (WRES) is a requirement for NHS commissioners and NHS healthcare providers including independent organisations, through the [NHS standard contract](#).

The [NHS Equality and Diversity Council](#) announced on 31 July 2014 that it had agreed action to ensure employees from black and minority ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

This is important because studies shows that a motivated, included and valued workforce helps deliver high quality patient care, increased patient satisfaction and better patient safety.

In April 2015, after engaging and consulting with key stakeholders including other NHS organisations across England, the WRES was mandated through the NHS standard contract, starting in [2015/16](#). From 2017, independent healthcare providers are required to publish their WRES data.

The [first WRES report](#), was published in June 2016, followed by the [2016 WRES report](#) on 19 April 2017.

NHS providers are expected to show progress against a number of indicators of workforce equality, including a specific indicator to address the low numbers of BME board members across the organisation.

[NHS England » NHS Workforce Race Equality Standard](#)

- 1 = Indicator 1**
- 2 = Indicator 2**
- 3 = Indicator 3**
- 4 = Indicator 4**
- 5 = Indicator 5**
- 6 = Indicator 6**
- 7 = Indicator 7**
- 8 = Indicator 8**
- 9 = Indicator 9**

**Indicator 1**  
 Percentage of staff in each of the AfC bands 1 to 9 or medical and dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by: non-clinical staff & clinical staff (non-medical staff, medical and dental staff).

**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 last 12 months.

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

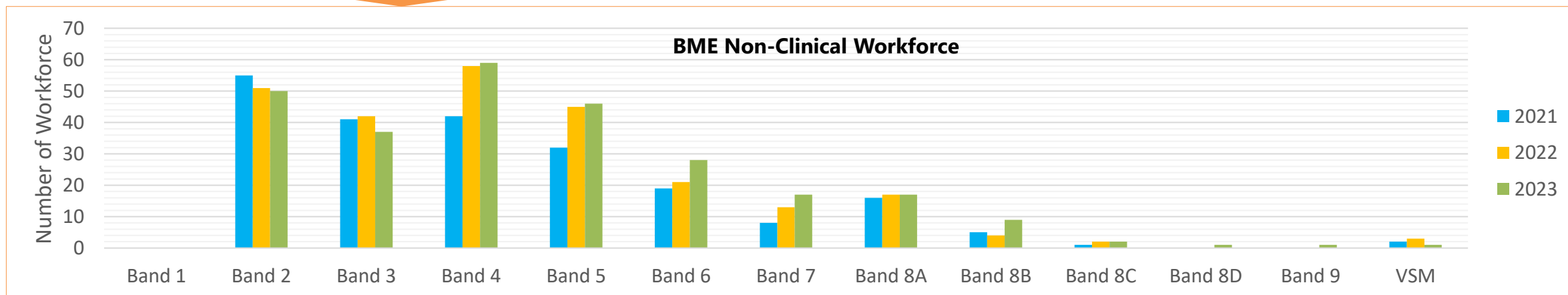
**Indicator 7**  
 Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.

**Indicator 8**  
 Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months

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

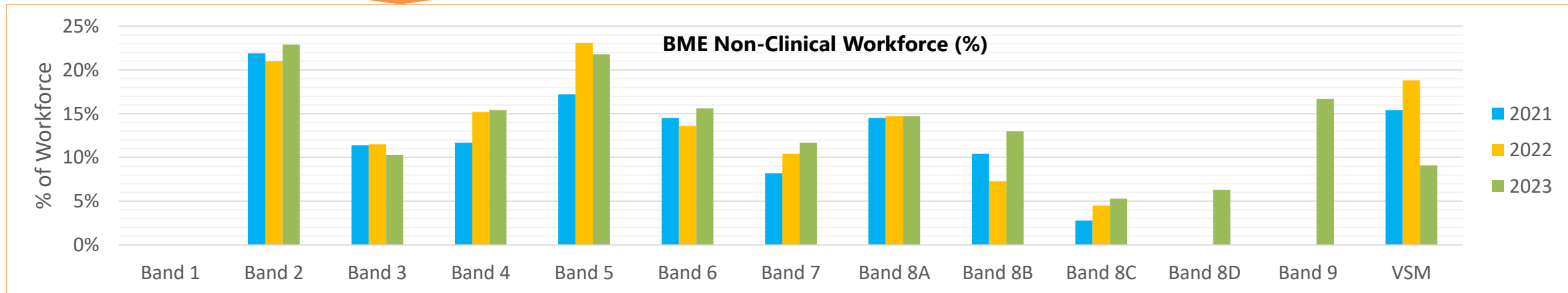
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Non Clinical Workforce	BME 2021	BME 2022	BME 2023	White 2021	White 2022	White 2023	Unknown 2021	Unknown 2022	Unknown 2023
Band 1	0	0	0	6	1	1	0	0	0
Band 2	55	51	50	187	182	153	9	10	15
Band 3	41	42	37	313	316	309	6	7	13
Band 4	42	58	59	309	313	317	8	10	8
Band 5	32	45	46	144	142	153	10	8	12
Band 6	19	21	28	107	122	135	5	11	16
Band 7	8	13	17	87	107	117	3	5	11
Band 8A	16	17	17	93	97	96	1	2	3
Band 8B	5	4	9	41	49	57	2	2	3
Band 8C	1	2	2	35	41	35	0	1	1
Band 8D	0	0	1	11	10	15	0	0	0
Band 9	0	0	1	1	4	5	0	0	0
VSM	2	3	1	10	10	8	1	3	2



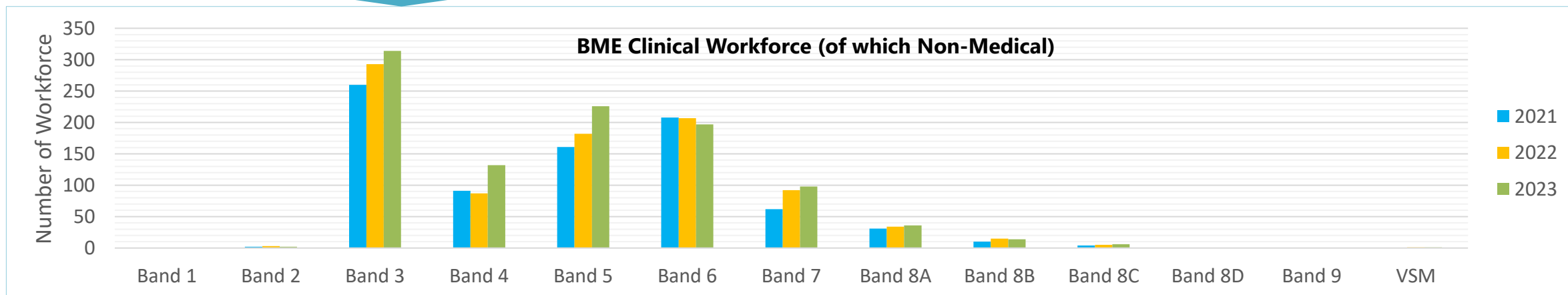
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Non Clinical Workforce	BME 2021	BME 2022	BME 2023	White 2021	White 2022	White 2023	Unknown 2021	Unknown 2022	Unknown 2023
Band 1	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
Band 2	21.9%	21.0%	22.9%	74.5%	74.9%	70.2%	3.6%	4.1%	6.9%
Band 3	11.4%	11.5%	10.3%	86.9%	86.6%	86.1%	1.7%	1.9%	3.6%
Band 4	11.7%	15.2%	15.4%	86.1%	82.2%	82.6%	2.2%	2.6%	2.1%
Band 5	17.2%	23.1%	21.8%	77.4%	72.8%	72.5%	5.4%	4.1%	5.7%
Band 6	14.5%	13.6%	15.6%	81.7%	79.2%	75.4%	3.8%	7.1%	8.9%
Band 7	8.2%	10.4%	11.7%	88.8%	85.6%	80.7%	3.1%	4.0%	7.6%
Band 8A	14.5%	14.7%	14.7%	84.5%	83.6%	82.8%	0.9%	1.7%	2.6%
Band 8B	10.4%	7.3%	13.0%	85.4%	89.1%	82.6%	4.2%	3.6%	4.3%
Band 8C	2.8%	4.5%	5.3%	97.2%	93.2%	92.1%	0.0%	2.3%	2.6%
Band 8D	0.0%	0.0%	6.3%	100.0%	100.0%	93.8%	0.0%	0.0%	0.0%
Band 9	0.0%	0.0%	16.7%	100.0%	100.0%	83.3%	0.0%	0.0%	0.0%
VSM	15.4%	18.8%	9.1%	76.9%	62.5%	72.7%	7.7%	18.8%	18.2%

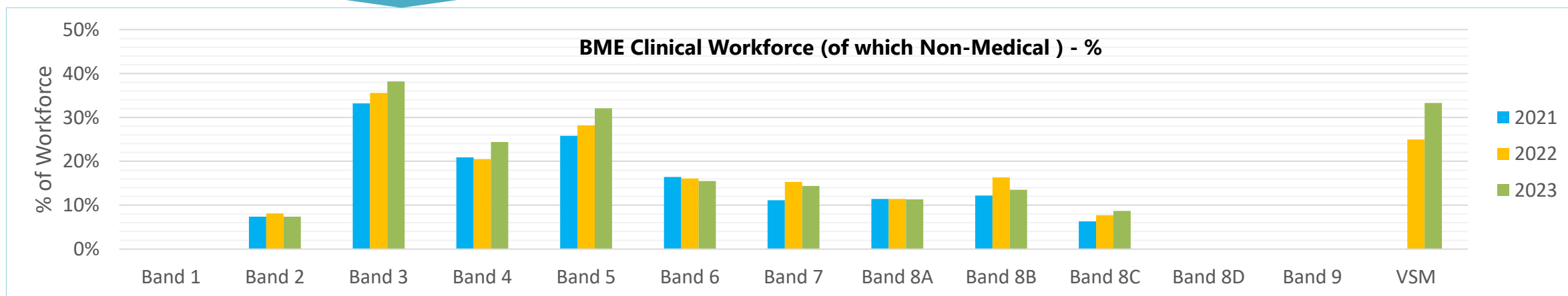


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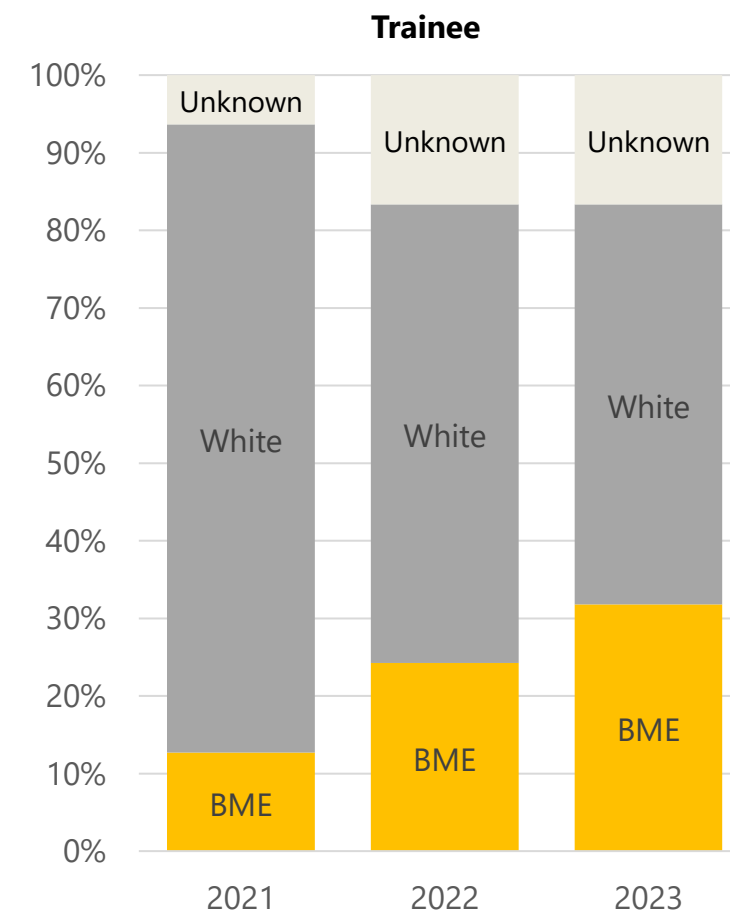
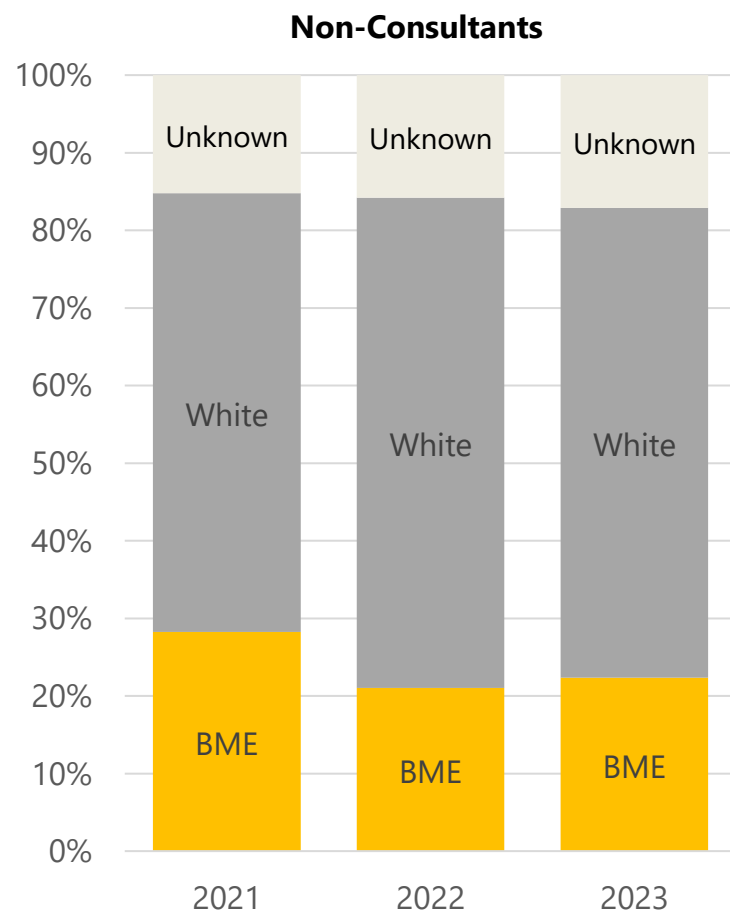
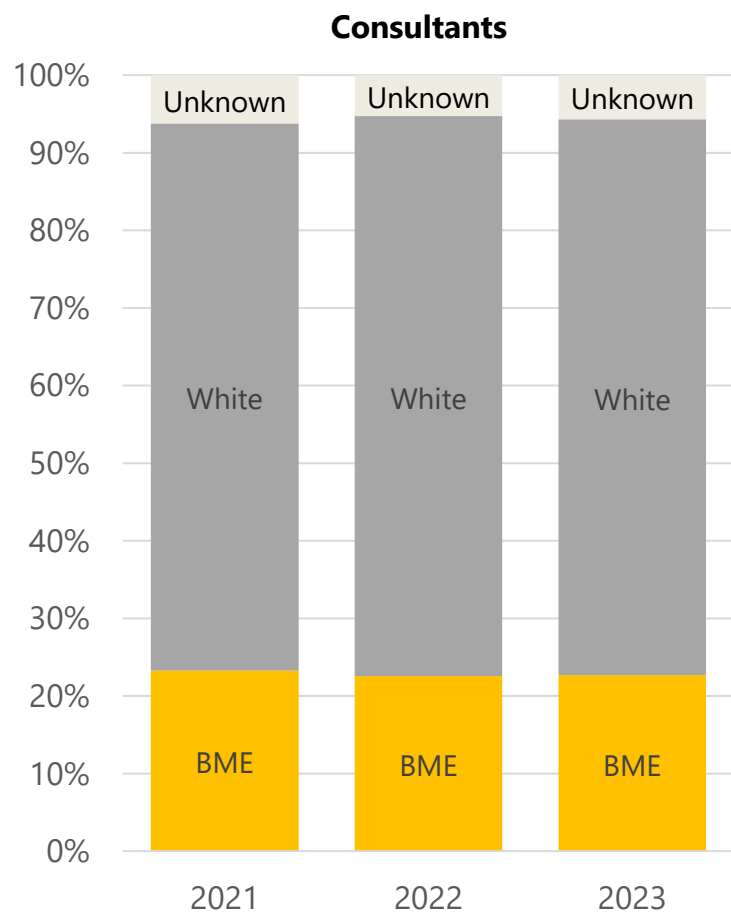
Clinical Workforce	BME 2021	BME 2022	BME 2023	White 2021	White 2022	White 2023	Unknown 2021	Unknown 2022	Unknown 2023
Band 1	0	0	0	0	0	0	0	0	0
Band 2	2	3	2	25	33	24	0	1	1
Band 3	260	293	314	500	502	468	24	29	39
Band 4	91	87	132	333	324	384	12	14	24
Band 5	161	182	226	432	422	410	32	41	67
Band 6	208	207	197	985	973	957	75	103	117
Band 7	62	92	98	479	495	563	16	13	19
Band 8A	31	34	36	233	256	273	7	7	10
Band 8B	10	15	14	72	76	88	0	1	2
Band 8C	4	5	6	58	59	62	1	1	1
Band 8D	0	0	0	9	8	8	0	0	2
Band 9	0	0	0	2	2	2	0	0	0
VSM	0	1	1	2	3	2	0	0	0



Clinical Workforce	BME 2021	BME 2022	BME 2023	White 2021	White 2022	White 2023	Unknown 2021	Unknown 2022	Unknown 2023
Band 1	-	-	-	-	-	-	-	-	-
Band 2	7.4%	8.1%	7.4%	92.6%	89.2%	88.9%	0.0%	2.7%	3.7%
Band 3	33.2%	35.6%	38.2%	63.8%	60.9%	57.0%	3.1%	3.5%	4.8%
Band 4	20.9%	20.5%	24.4%	76.4%	76.2%	71.1%	2.8%	3.3%	4.4%
Band 5	25.8%	28.2%	32.1%	69.1%	65.4%	58.3%	5.1%	6.4%	9.5%
Band 6	16.4%	16.1%	15.5%	77.7%	75.8%	75.3%	5.9%	8.0%	9.2%
Band 7	11.1%	15.3%	14.4%	86.0%	82.5%	82.8%	2.9%	2.2%	2.8%
Band 8A	11.4%	11.4%	11.3%	86.0%	86.2%	85.6%	2.6%	2.4%	3.1%
Band 8B	12.2%	16.3%	13.5%	87.8%	82.6%	84.6%	0.0%	1.1%	1.9%
Band 8C	6.3%	7.7%	8.7%	92.1%	90.8%	89.9%	1.6%	1.5%	1.4%
Band 8D	0.0%	0.0%	0.0%	100.0%	100.0%	80.0%	0.0%	0.0%	20.0%
Band 9	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
VSM	0.0%	25.0%	33.3%	100.0%	75.0%	66.7%	0.0%	0.0%	0.0%



Medics & Other	BME 2021	BME 2022	BME 2023	White 2021	White 2022	White 2023	Unknown 2021	Unknown 2022	Unknown 2023
Consultant	30	30	32	91	96	101	8	7	8
Non-consultant	13	16	17	26	48	46	7	12	13
Trainee	8	16	21	51	39	34	4	11	11
Other	6	2	2	31	4	5	14	6	4

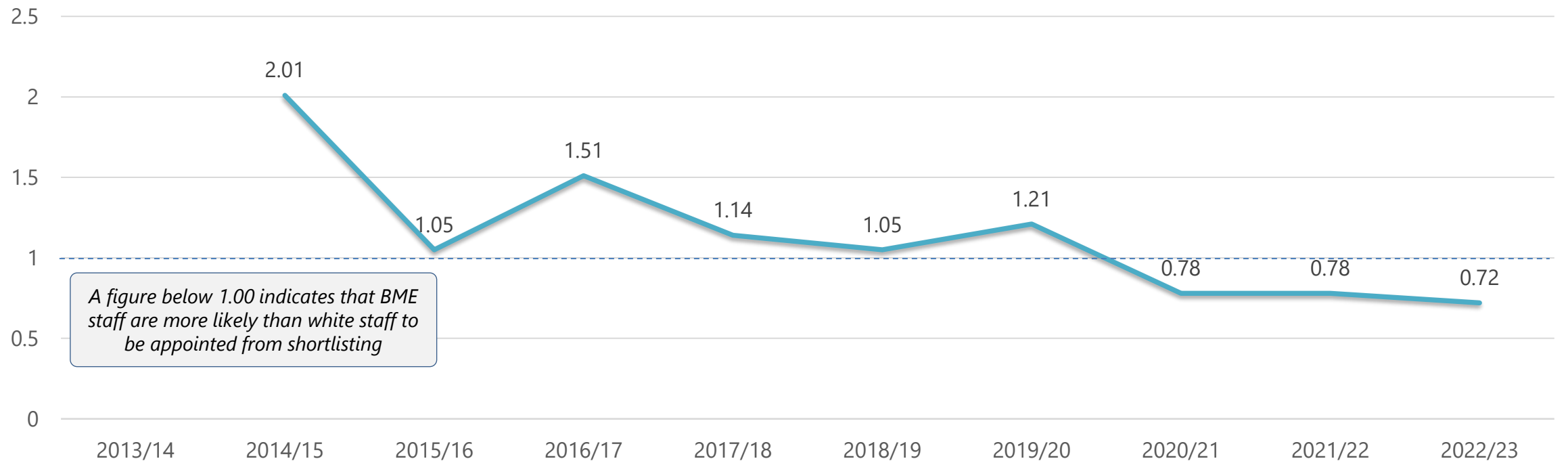


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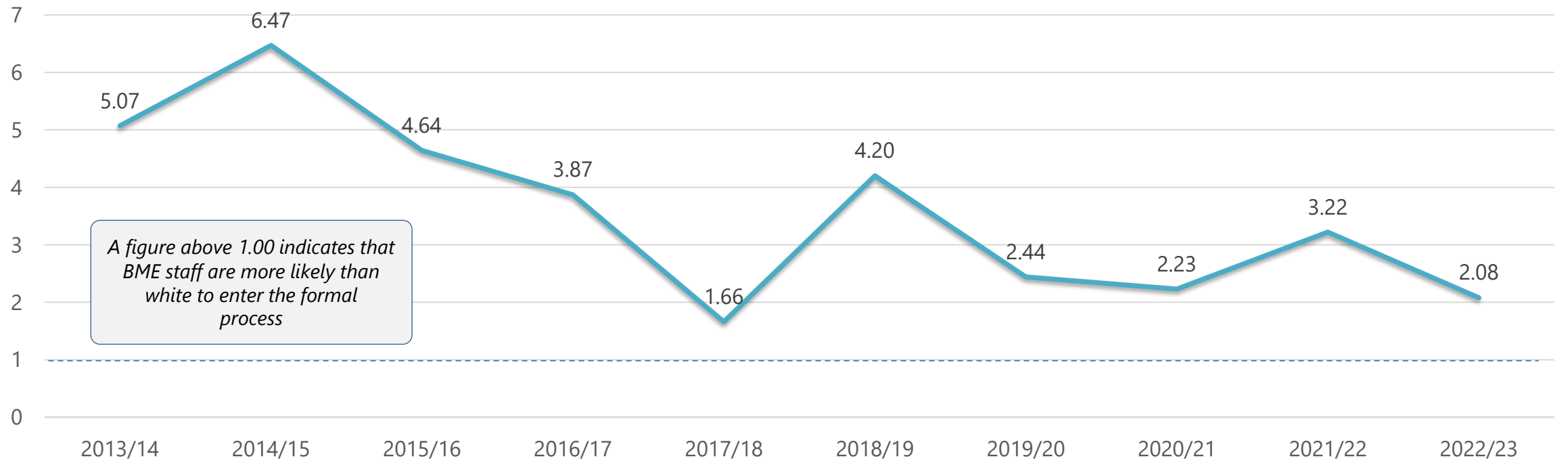
Relative likelihood of white staff being **appointed from shortlisting** compared to BME staff

2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
No data	<b>2.01</b> times more likely	<b>1.05</b> times more likely	<b>1.51</b> times more likely	<b>1.14</b> times more likely	<b>1.05</b> times more likely	<b>1.21</b> times more likely	<b>0.78</b> times more likely	<b>0.78</b> times more likely	<b>0.72</b> times more likely
-	-	-0.96	+0.46	-0.37	-0.09	+0.16	-0.43	0.00	-0.06



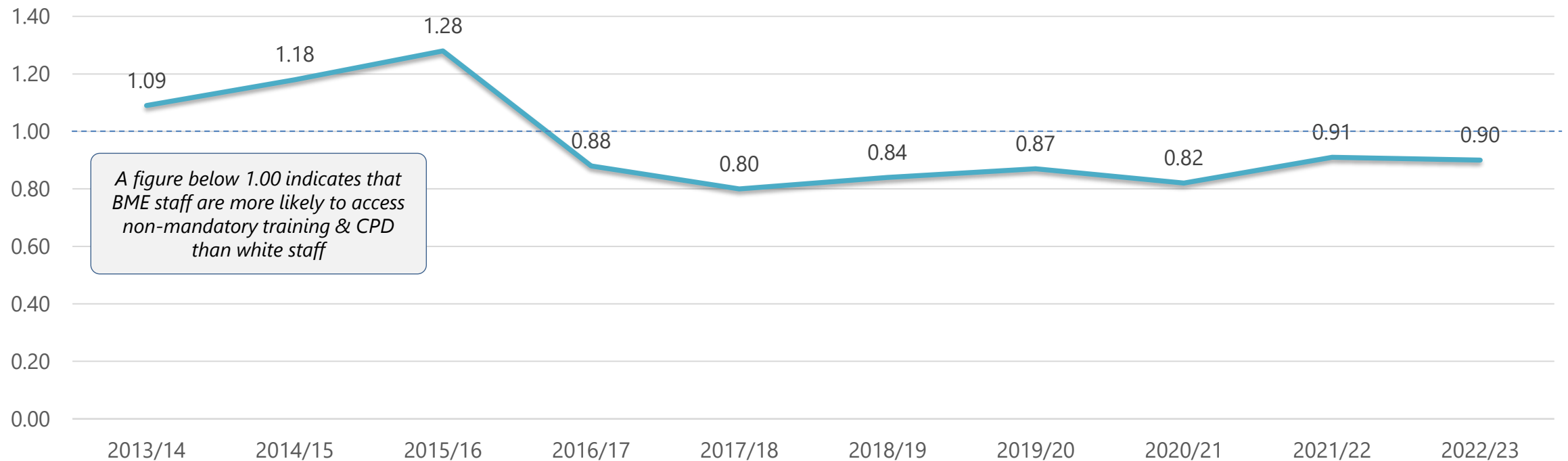
Relative likelihood of BME staff entering into **formal disciplinary process** compared to white staff

2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
<b>5.07</b> times more likely	<b>6.47</b> times more likely	<b>4.64</b> times more likely	<b>3.87</b> times more likely	<b>1.66</b> times more likely	<b>4.20</b> times more likely	<b>2.44</b> times more likely	<b>2.23</b> times more likely	<b>3.22</b> times more likely	<b>2.08</b> times more likely
-	+1.4	-1.83	-0.77	-2.21	+2.54	-1.76	-0.21	+0.99	-1.14



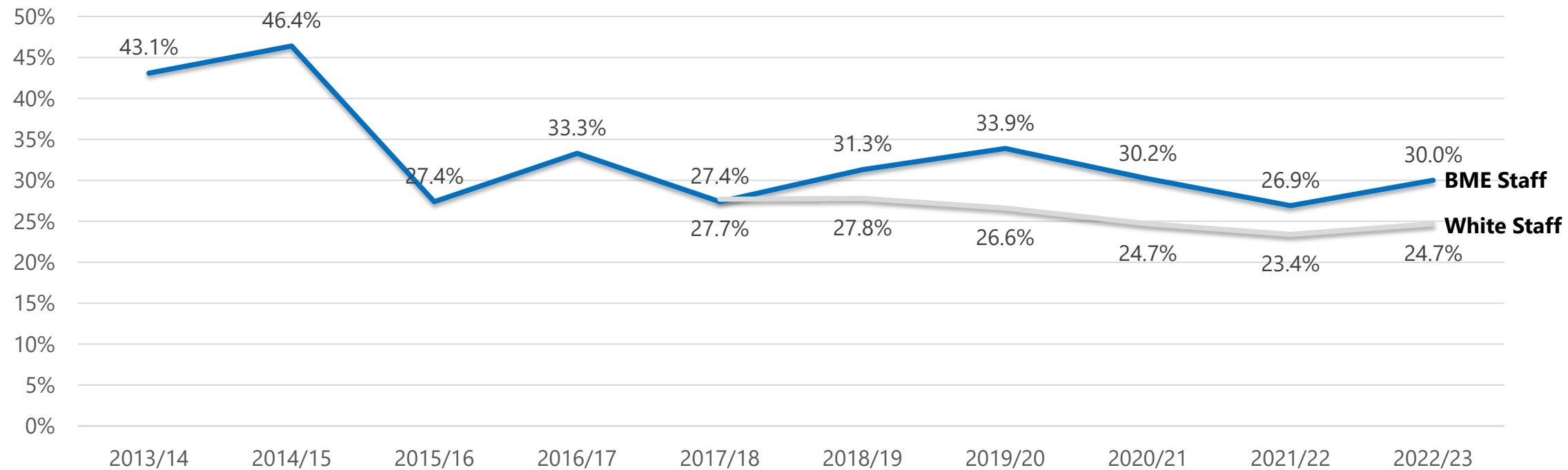
Relative likelihood of white staff accessing **non-mandatory training & CPD** compared to BME staff

2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
<b>1.09</b> times more likely	<b>1.18</b> times more likely	<b>1.28</b> times more likely	<b>0.88</b> times more likely	<b>0.80</b> times more likely	<b>0.84</b> times more likely	<b>0.87</b> times more likely	<b>0.82</b> times more likely	<b>0.91</b> times more likely	<b>0.90</b> times more likely
-	+0.09	+0.10	-0.40	-0.08	+0.04	+0.03	-0.05	+0.09	-0.01



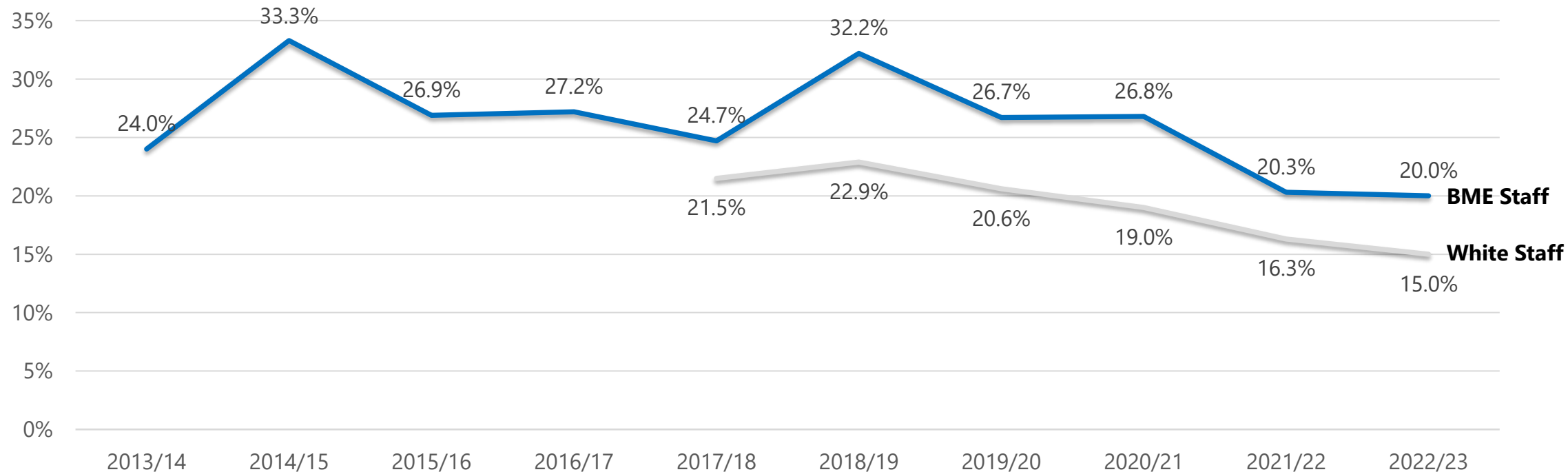
Percentage of staff experiencing harassment, bullying or abuse  
**from patients, relatives or the public** in last 12 months

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
BME Staff	<b>43.1%</b> -	<b>46.4%</b> +3.3%	<b>27.4%</b> -19.0%	<b>33.3%</b> +5.9%	<b>27.4%</b> -5.9%	<b>31.3%</b> +3.9	<b>33.9%</b> +2.6%	<b>30.2%</b> -3.7%	<b>26.9%</b> -3.3%	<b>30.0%</b> +3.1%
White Staff					<b>27.7%</b> -	<b>27.8%</b> +0.1%	<b>26.6%</b> -1.2%	<b>24.7%</b> -1.9%	<b>23.4%</b> -1.3%	<b>24.7%</b> +1.3%



Percentage of staff experiencing harassment, bullying or abuse  
from staff in last 12 months

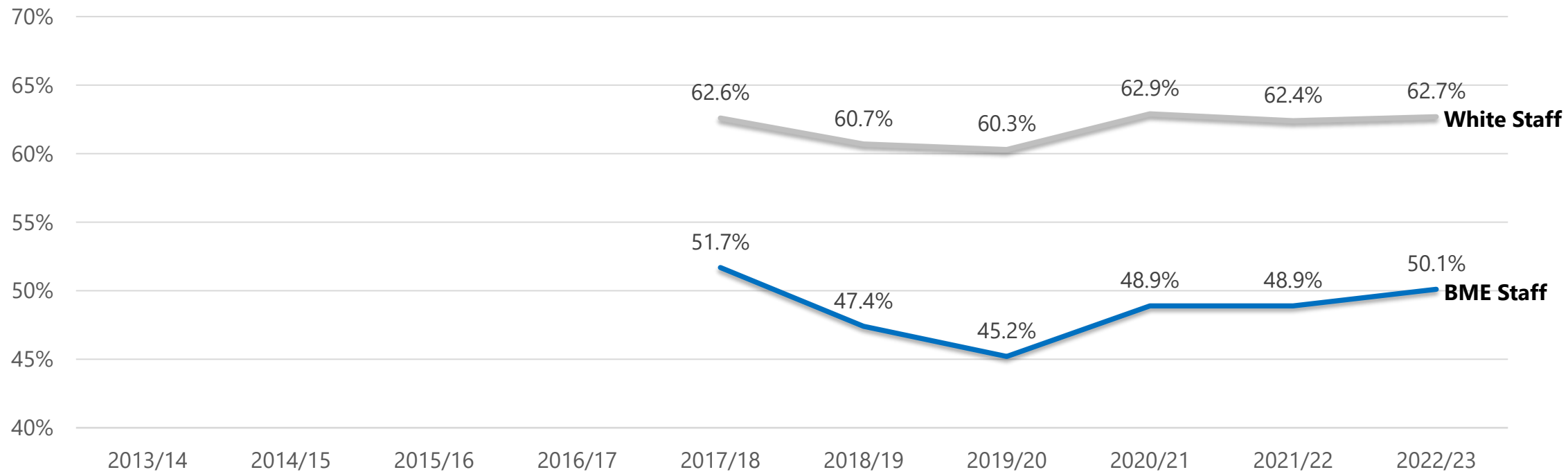
	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
BME Staff	<b>24.0%</b>	<b>33.3%</b> +9.3%	<b>26.9%</b> -6.4%	<b>27.2%</b> +0.3%	<b>24.7%</b> -2.5%	<b>32.2%</b> +7.5%	<b>26.7%</b> -5.5%	<b>26.8%</b> +0.1%	<b>20.3%</b> -6.5%	<b>20.0%</b> -0.3%
White Staff	-				<b>21.5%</b> -	<b>22.9%</b> +1.4%	<b>20.6%</b> -2.3%	<b>19.0%</b> -1.6%	<b>16.3%</b> -2.7%	<b>15.0%</b> -1.3%



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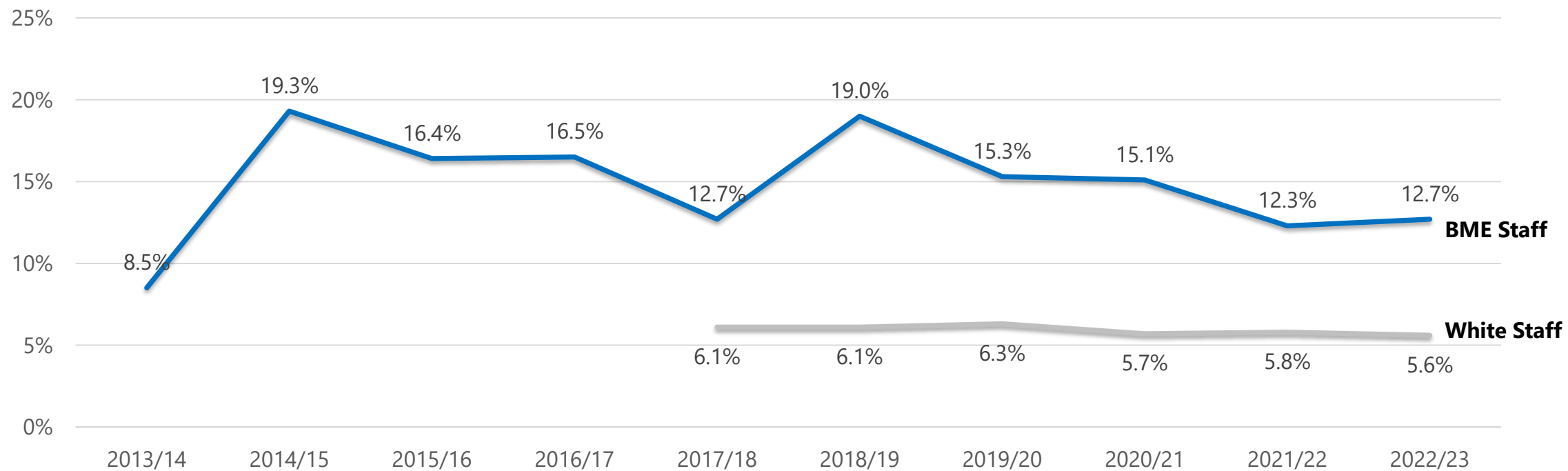
Percentage of staff believing the organisation provides **equal opportunities** for career progression or promotion

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
BME Staff	<i>The calculation for this indicator has been changed, and the data prior to the change in 2017 is unavailable.</i>				51.7%	47.4%	45.2%	48.9%	48.9%	50.1%
White Staff					-	-4.3%	-2.2%	+3.7%	+0%	+1.2%
					-	-1.9%	-0.4%	+2.6%	-0.5%	+0.3%



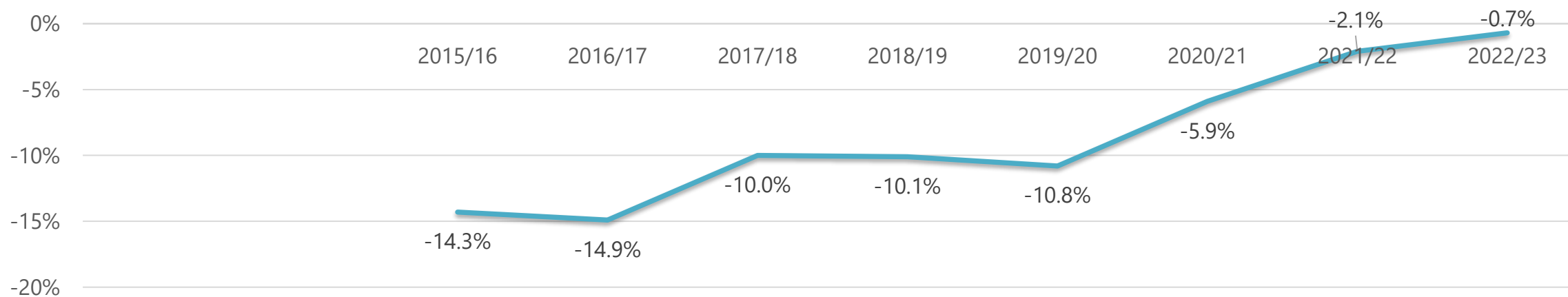
Percentage of staff experiencing discrimination  
at work from **manager/team leader** or **other colleagues** in last 12 months

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
BME Staff	8.5%	19.3%	16.4%	16.5%	12.7%	19.0%	15.3%	15.1%	12.3%	12.7%
	-	+10.8%	-2.9%	+0.1%	-3.8%	+6.3%	-3.7%	-0.2%	-2.8%	+0.4%
White Staff					6.1%	6.1%	6.3%	5.7%	5.8%	5.6%
					-	0%	+0.2%	-0.6%	+0.1%	-0.2%



Percentage difference between the organisation's **Board voting membership** and its overall workforce (BME representation)

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Percentage difference between the organisations' Board membership and its overall workforce (BME representation)	<b>-14.3%</b>	<b>-14.9%</b>	<b>-10.0%</b>	<b>-10.1%</b>	<b>-10.8%</b>	<b>-5.9%</b>	<b>-2.1%</b>	<b>-0.7%</b>
Percentage of <b>BME</b> members on the Board	<b>0%</b>	<b>0%</b>	<b>5.9%</b>	<b>6.3%</b>	<b>6.3%</b>	<b>12.5%</b>	<b>17.6%</b>	<b>20.0%</b>
Percentage of <b>BME</b> Staff in Overall Workforce	<b>14.3%</b>	<b>14.9%</b>	<b>15.9%</b>	<b>16.4%</b>	<b>17.1%</b>	<b>18.4%</b>	<b>19.7%</b>	<b>20.7%</b>





### Race Equality Work Programme Group

	QI PROJECT 1	QI PROJECT 2	QI PROJECT 3
Title	Increasing workforce diversity	De-biasing the disciplinary process	Improving equal opportunities in career development and progression
WRES Indicator	<p><b>Indicator 1</b> - Percentage of BME staff in each of the AfC bands 1 to 9 or medical and dental subgroups and VSM (incl. executive Board members) compared with the percentage of staff in the overall workforce</p> <p><b>Indicator 2</b> - Relative likelihood of BME staff being appointed from shortlisting across all posts</p>	<p><b>Indicator 3</b> - Relative likelihood of BME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation</p>	<p><b>Indicator 7</b> - Percentage of BME staff believing the trust provides equal career opportunities for career progression or promotion</p>
Aim (What are we trying to accomplish)	To improve the diversity of the workforce by increasing the representation of BME staff, particularly in bands and professions that do not meet the NHSE 19% target, by 2025	To reduce the disproportionately high % of BME staff entering formal disciplinary investigation to at least the national average of 1.14 by 2025	To increase the perception and experience amongst BME staff that the trust provides equal opportunities for career progression or promotion to at least the national average of 69% by 2025
Rationale	<ul style="list-style-type: none"> <li>A more diverse workforce is able to meet the diverse needs of patients, service users, and communities</li> <li>More work is required to ensure our workforce is representative of the diverse populations we serve</li> <li>The Trust will work towards achieving the target of 19% BME representation in the workforce set by NHSE</li> <li>The % of BME staff nationally is 22.4% and 22.1% in the South East and 11.2% in the South West</li> </ul>	<ul style="list-style-type: none"> <li>The trust has one of the highest relative likelihoods for this indicator at 3.22</li> <li>The relative likelihood for this indicator has fluctuated over the years, but has remained consistently high at between 2 to 3 times the relative likelihood</li> </ul>	<ul style="list-style-type: none"> <li>The WRES 2021/22 shows that 62.4% of White staff and 48.9% of BME staff believe that the trust provides equal opportunities for career progression or promotion</li> <li>The % for White staff has consistently been around 60% and around 45% for BME staff for this indicator</li> <li>The Trust's overall Race Disparity Ratio (RDR) is comparatively high at 2.50, compared to:                             <ul style="list-style-type: none"> <li>National Average: 1.83</li> <li>BOB ICS Average – Lower to Upper Bands: 2.35</li> <li>BOB ICS Average – Middle to Upper bands: 1.58</li> </ul> </li> </ul> <p>(Race Disparity Ratio compares the relative likelihood of progression of white staff compared with BME staff)</p>