

Collection name: **Workforce Race Equality Standard (WRES) Data Collection**

For: **Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust (RP5), FY2021/22**

Submitted: **Wed, Aug 31, 2022, 4:27 PM** by **Qurban Hussain (kirby.hussain@nhs.net)**

Status: **Draft**

Welcome to the WRES 2022 Data collection

- We will be introducing a separate WRES collection for NHS held Bank Workers later in the year, so please exclude all NHS held bank worker data from this submission Bank workers are defined as workers who in your organisation work solely on a zero hour/'bank only' contract. This data collection will be known as Bank WRES (BWRES)
- As Clinical commissioning groups (CCG's) will be subsumed into the integrated care systems (ICS's), there is no requirement for CCG's to submit data for this collection. There will be a separate collection later this year for ICS's and ICB's.
- Guidance and additional information can be viewed here: [Guidance \(Link: \)](#) and [Additional Information \(Link: \)](#)
- Our information governance notice can be viewed here: [Information Governance Notice \(Link: \)](#)
- Web form technical support queries should be sent to: ips.servicedesk@england.nhs.uk (Link:)
- Issues with your account and password, locked accounts and password resets should be sent to: ips.servicedesk@england.nhs.uk (Link:)
- Requests for access to the collection should be sent to: england.wres@nhs.net (Link:)
- Business / policy queries should be sent to: england.wres@nhs.net (Link:)

Indicator 1a - Non-Clinical Workforce

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	
Under Band 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	12 *	1 *	0 *	We have an increase of 1 from last years which was 0.
Band 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	100 *	2 *	6 *	No change
Band 2	<input type="text"/>	<input type="text"/>	<input type="text"/>	865 *	25 *	12 *	Very slight decrease from previous years figure of 26
Band 3	<input type="text"/>	<input type="text"/>	<input type="text"/>	378 *	4 *	5 *	An increase from last years figure of 1

Band 4	<input type="text"/>	<input type="text"/>	<input type="text"/>	177 *	1 *	1 *	A decrease of 2 from last years figure which was 3
Band 5	<input type="text"/>	<input type="text"/>	<input type="text"/>	49 *	1 *	0 *	No Change
Band 6	<input type="text"/>	<input type="text"/>	<input type="text"/>	82 *	4 *	1 *	Last year was 2 now doubled to 4
Band 7	<input type="text"/>	<input type="text"/>	<input type="text"/>	52 *	5 *	0 *	No Change
Band 8A	<input type="text"/>	<input type="text"/>	<input type="text"/>	46 *	3 *	0 *	An Increase of 1 from last year
Band 8B	<input type="text"/>	<input type="text"/>	<input type="text"/>	20 *	0 *	0 *	No Change
Band 8C	<input type="text"/>	<input type="text"/>	<input type="text"/>	22 *	0 *	1 *	No Change
Band 8D	<input type="text"/>	<input type="text"/>	<input type="text"/>	8 *	1 *	0 *	Increase of 1 from last years figure which was 0
Band 9	<input type="text"/>	<input type="text"/>	<input type="text"/>	0 *	0 *	0 *	No Change
VSM	<input type="text"/>	<input type="text"/>	<input type="text"/>	6 *	0 *	0 *	No Change

Indicator 1b - Clinical Workforce

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	
Under Band 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	8 *	1 *	1 *	No Change

Band 1				9 *	0 *	0 *	No Change
Band 2				1044 *	44 *	25 *	An Increase of 3 from last years figures of 41
Band 3				364 *	17 *	6 *	A significant increase from last years figure of 7 to 17. Positive shift .
Band 4				117 *	2 *	0 *	An Increase of 1 from last years figures
Band 5				943 *	181 *	27 *	Significant change in bands 5 from 151 last year - an increase of 30.
Band 6				800 *	40 *	19 *	An Increase of 2 from last years figures
Band 7				429 *	11 *	7 *	An Increase of 4 from last years figures
Band 8A				92 *	7 *	0 *	No Change
Band 8B				12 *	2 *	0 *	No Change
Band 8C				13 *	0 *	0 *	No Change
Band 8D				3 *	0 *	0 *	No Change
Band 9				3 *	1 *	0 *	No Change
VSM				1 *	0 *	0 *	No Change

			UNKNOWN/ Null		UNKNOWN/ Null		
Number of Shortlisted Applicants				1891 *	366 *	273 *	A large increase of 151 from last years figures - this is a positive shift
Number Appointed from Shortlisting				586 *	95 *	114 *	A big Increase of 42 from last years figures
Relative likelihood of appointment from shortlisting		%	%	%	%	%	Recruitment processes are under review by the ED&I Committee, with a recommendation of more diverse recruitment panels.
Relative likelihood of White staff being appointed from shortlisting compared to BME staff				1.19			This is an improvement on last years figure of 1.40 - positive change

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

Note: This indicator will be based on year-end data.

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	
Number of staff in workforce				5867	755	549	Overall our BAME staff numbers have significantly increased from last years figures 664 TO 755. This reflects a positive shift.
Number of staff entering the formal disciplinary process				64 *	3 *	2 *	This has increased by 1 from last years figure which was 2
Likelihood of staff entering the formal disciplinary process				1	0	0	No Changes
Relative likelihood of BME staff entering the formal disciplinary					0		

process compared to
White staff

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

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	
Number of staff in workforce	<input type="text"/>	<input type="text"/>	<input type="text"/>	5867	755	549	
Number of staff accessing non-mandatory training and CPD	<input type="text"/>	<input type="text"/>	<input type="text"/>	5470 *	625 *	167 *	This has increased by 19 but may not reflect the true increase in number of staff from BME backgrounds.
Likelihood of staff accessing non-mandatory training and CPD	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	93 %	83 %	30 %	This has decreased from last years figures of 91.27%.
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	<input type="text"/>			1.12			This has decreased compared to least year. Work to do to promote access to non-mandatory training and development programmes.

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

Note: Only voting members of the Board should be included when considering this indicator.

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	
Total Board members	<input type="text"/>	<input type="text"/>	<input type="text"/>	11 *	0 *	0 *	No Changes
of which: Voting Board members	<input type="text"/>	<input type="text"/>	<input type="text"/>	11 *	0 *	0 *	No Changes

members							No Changes
Non-voting Board members				0	0	0	No Changes
Exec Board members				11 *	0 *	0 *	No Changes
Non-exec Board members				0	0	0	No Changes
Number of staff in workforce				5867	755	549	
Total Board Members - % by Ethnicity				100	0	0	This is recognised as a priority area of focus and actions will be developed this year to seek to improve representation.
	%	%	%	%	%	%	
Voting Board Members - % by Ethnicity				0	0	0	No Changes
	%	%	%	%	%	%	
Non-voting Board Members - % by Ethnicity				0	0	0	No Changes
	%	%	%	%	%	%	
Executive Board Members - % by Ethnicity				0	0	0	No Changes
	%	%	%	%	%	%	
Non-executive Board Members - % by Ethnicity				0	0	0	No Changes
	%	%	%	%	%	%	
Overall Workforce - % by Ethnicity				82	11	8	There has been a significant increase from last years figure of 9.6% to 11%. This is a positive shift. Work to do around disclosure rates and data we hold.
	%	%	%	%	%	%	
Difference (Total board - Overall workforce)				18	-11	-8	Currently no BME representation at Board level.
	%	%	%	%	%	%	