Improving race equality in the NHS

KEY FINDINGS FROM THE WORKFORCE RACE EQUALITY STANDARD (WRES) 2020 REPORT

21% of NHS staff are **BME** (273,359)

56,715 more **BME** staff in the NHS in 2020 than 2017

10% of trust board members are **BME** (7% in 2019)

22.2% increase in **BME** board members since 2019

BME staff at very senior manager level increased by **41.7%** since 2017

9.2% 9.2% of staff in pay bands 8C and above are **BME**. This is significantly lower than the 21% of **BME** staff working in the NHS

BME staff are **1.16 times** more likely to enter a formal disciplinary process than **white** staff

30.3% of **BME** staff reported experiencing harassment, bullying or abuse from the public (28.4% in 2016)

White applicants are **1.61 times** more likely to be appointed from shortlisting than **BME** applicants (1.46 in 2019)

Taking action

ORGANISATIONS

Create an anti-racism strategy where racism is not tolerated. Respond quickly to complaints.

Tell your story. Explain why workforce race equality is so important for staff and patients.

Appoint a board lead for WRES and focus on equality of outcome.

Board lead to actively engage with staff groups such as BME networks.

Use positive action measures to encourage diverse shortlisting and diverse appointment panels.

Commit to developing leaders from under-represented groups and link your discussions with your regional talent boards.

Create an independent panel to review all disciplinary cases beyond a first written warning before processing.

INDIVIDUALS

Speak up and challenge inappropriate behaviours via HR, your manager, equality lead, or freedom to speak up guardians.

Improve understanding of unconscious bias, white privilege and diversity of thought.

Attend internal training on equality, diversity and inclusion.

Challenge leaders for transparency around WRES action plans.

Add race equality, diversity and inclusion issues to meeting agendas.

Request the WRES data for your department, compare it to the wider organisation and other NHS trusts in your organisation.

Participate in a reverse mentoring programme.

Be curious and ask questions.

Access further information