

Contents

Introduction	2
Demographic Profile of Staffordshire and Stoke-on-Trent (SSoT) by Race	3
Staffordshire Population Demographics by Race	3
Stoke on Trent Population Demographics by Race	3
WRES 2022/2023– Key Findings	4
WRES Indicator 1:	4
WRES Indicator 2:	5
WRES Indicator 3:	5
WRES Indicator 4:	5
WRES Indicators 5-8 - SSOT ICB National NHS Staff Survey results 2022	6
WRES Indicator 9:	7
Conclusion	7

Staffordshire and Stoke-on-Trent (SSOT) Integrated Care Board (ICB) NHS Workforce Race Equality Standard (WRES) Reporting period 1st July 2022 – 31st March 2023)

Introduction

The main purpose of the Workforce Race Equality Standard (WRES) is to help NHS organisations to review their data against the nine WRES indicators and produce an action plan to close the gaps in workplace experience between ethnic diverse staff. The WRES also places an obligation on NHS organisations to improve ethnic diverse representation at Board level.

At present, Integrated Care Boards (ICBs) are not required to undertake the WRES assessment. Recent correspondence from the NHS Workforce Disability Equality Standard (WDES) team (April 2023) noted 'At the moment, there is no mandate for ICBs to submit WDES and WRES data. Any information we receive will therefore be voluntary, but we will support, as we can, any organisation that wants to use the WDES and WRES methodology. What we are not planning to do at the moment is collect data from ICBs, nor publish an overall report on it'.

As the Staffordshire and Stoke on Trent Integrated Care Board (ICB) is a newly constituted organisation this year's analysis will act as baseline data. It covers the period 1st July 2022/2023- March 31st 2023. At the point of this report being produced the ICB workforce totalled 305.

For further information, [please visit the NHSE England WRES webpage](#).

Demographic Profile of Staffordshire and Stoke-on-Trent (SSoT) by Race

Staffordshire Population Demographics by Race

According to the latest census, the population in Staffordshire is predominantly white (93.6%), with non-white minorities representing the remaining 6.4% of the population. However this varies across the county. According to the latest 2021 census, the population in East Staffordshire is predominantly white (86%), with non-white minorities representing the remaining 14% of the population.

Asian people were the largest minority group in Staffordshire accounting for 3.3% of the population.

6,889 or 1% of the Staffordshire population are black according to the latest 2021 census.

Population by race in Staffordshire, 2021 census.

White - 820,233 people or 93.6%

Asian - 28,910 people or 3.3%

Mixed - 15,288 people or 1.7%

Black - 6,889 people or 0.8%

Other - 4,784 people or 0.5%

Stoke on Trent Population Demographics by Race

The number of people in all white ethnic groups fell from 220,712 to 215,699, despite the city's overall population increasing by more than 9,000. Stoke-on-Trent's population is now 83.5 per cent 'white', down from 88.6 per cent at the last Census.

Stoke-on-Trent's Asian/Asian British population has gone up from 18,442 to 25,597 since 2011, an increase of 7.4 per cent to 9.9 per cent over the overall population.

The Asian population is highest in areas such as Florence (43.7 per cent), Hanley & Etruria (41.4 per cent), Tunstall 31.1 per cent and Cobridge & Central Forest (26.8 per cent).

The number of people in Stoke-on-Trent defining themselves as Black or Black British has also increased, from 3,741 to 6,884. Census data also shows that other parts of North Staffordshire remain less ethnically diverse than Stoke-on-Trent, although there have been some changes since 2011.

In England more broadly the portion of the population that is white is 81%. 10% are Asian and 4% are Black.

The table below provides an overview of the ICBs workforce which includes NHS Agenda for Change (AfC) and non AfC personnel on the payroll on 31 March 2023.

	2022-23
--	----------------

SSOT ICBs' population	1,134,500
SSOT ICBs' area ethnic diverse population*	98,541 (8.7%)
Number of staff employed within the ICB	305
Proportion of ethnic diverse staff	10.2%

* ICB area ethnic diverse population data taken from 2021 Census

Analysis:

When looking at the overall workforce, the data demonstrates the ICB workforce is positively represented when compared to the combined ethnic diverse populations across Staffordshire and Stoke-on-Trent 8.7%. Further analysis shows that not all areas of the workforce is proportionately represented as some of the WRES indicators below will show.

WRES 2022/2023– Key Findings

SSOT ICBs WRES Data Summary

WRES Indicator 1:

Percentage of staff both clinical and non – clinical combined in each of the AfC Bands 1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce.

Pay Bands	White	Ethnic Diverse	Unknown
Under Band 1	66.7%	33.3%	0%
Band 1	0%	0%	0%
Band 2	90%	10%	0%
Band 3	100%	0%	0%
Band 4	91.7%	8.3%	0%
Band 5	95.2%	4.8%	0%
Band 6	100%	0%	0%
Band 7	93.9%	6.1%	0%
Band 8A	85.1%	12.8%	2.1%
Band 8B	87.5%	12.5%	0%
Band 8C	95.2%	4.8%	0%
Band 8D	92.3%	7.7%	0%
Band 9	100%	0%	0%
VSM*	45.8%	4.2%	50%
Other	58.6%	37.9%	3.5%
Total	85.3%	10.2%	4.6%

*VSM includes senior employees that are not on Agenda for Change pay bands and includes other Governing Body members who are not banded.

Analysis

- Ethnic diverse representation of total staff in Bands 1-6 is 7.4%
- Ethnic diverse representation of total staff in Bands 7 – 8C is 9.8%
- Ethnic diverse representation of total staff in Bands 8D, 9 and VSM is 4.2%
- Ethnic diverse representation of total staff in “Other Bands” is 37.9%

Please note that “Other Bands” are typically GP Leads.

The figures indicate that ethnic diverse staff are represented less at the lower and higher pay bands, compared to Bands 7-8C.

WRES Indicator 2:

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

Recruitment Data	White	Ethnic Diverse	Unknown
Number of shortlisted applicants	48	11	5
Number appointed from shortlisting	9	1	5
Relative likelihood of appointments from shortlisting	18.75%	9.09%	100%

Analysis of indicator 2:

- The relative likelihood of appointment indicates that white applicants have a **2.06** greater chance of securing a position than ethnic diverse candidates, although, the recruitment data does show that there were less ethnic diverse candidates during this data reporting period.

WRES Indicator 3:

Relative likelihood of staff entering the formal disciplinary process.

ICB's are often made up of relatively small numbers of staff/teams, this can be problematic when assuring against any personal data breaches. We cannot meaningfully report against this metric given the relatively small number of formal capability cases we have in the ICB.

WRES Indicator 4:

Relative likelihood of staff accessing non-mandatory training and Continuous Professional Development (CPD).

Non-Mandatory and CPD training data	White	Ethnic Diverse	Unknown
Number of staff accessing non-mandatory training and CPD	41	5	0
Likelihood of staff accessing non-mandatory training and CPD	15.77%	16.13%	0%

Analysis of indicator 4:

- White staff are 0.98 times more likely to access non-mandatory training and CPD compared to ethnic diverse staff.

WRES Indicators 5-8 - SSOT ICB National NHS Staff Survey results 2022

Staff survey question	White staff	Ethnic Diverse staff	National Median Benchmark
5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in the last 12 months	11.1%	15.0%	8.3%
6. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	22.4%	25.0%	20%
7. Percentage believing that the organisation provides equal opportunities for career progression or promotion	66.5%	65.0%	38%
8. In the last 12 months have you personally experienced discrimination at work from any of the following: Manager/team leader or other colleagues.	7.0%	10.0%	13.3%

*NHS National Median figure is the middle value of a set of numbers which is used to provide a national benchmark.

Analysis of indicators 5-8

The survey results indicate that:

- Ethnic diverse staff are more likely to experience harassment, bullying or abuse from patients, relatives, or the public (15%) compared to white staff (11.1%). This is a difference of 3.9%. Both figures for white and ethnic diverse staff are higher than the National Median Benchmark of 8.3%

- Ethnic diverse staff are slightly more likely to experience harassment, bullying or abuse from colleagues (25.0%) compared to white staff (22.4%). This is a difference of 2.6%. Both figures for white and ethnic diverse staff are higher than the National Median Benchmark of 20%
- White staff (66.5%) believe that the organisation provides equal opportunities for career progression or promotion compared to 65.0% of ethnic diverse staff. This is however more than the National Median figure for ethnically diverse employees. Both figures for white and ethnic diverse staff are higher than the National Median Benchmark of 38%
- 10.0% of ethnic diverse staff have personally experienced discrimination at work from a manager/team leader or other colleagues compared to 7.0% of white staff. This is a difference of 3.0%. The figure for ethnic diverse staff is higher than the National Median Benchmark of 13.3%

WRES Indicator 9:

Percentage difference between the organisation's Board voting membership and its overall workforce.

Workforce and Board data	White	Ethnic Diverse	Unknown
Overall workforce	260	31	14
Total Board members	10	0	8
Of which, Voting members	10	0	8
Of which, Exec Board members	3	0	1
Non-Executive	7	0	7

Analysis of indicator 9

- The total number of ethnic diverse members on the ICB Board is 5.9% (and voting) which is less than representative of the workforce and local demographic profile. There were 52.9% of board members who did not register their ethnicity.

Contract monitoring arrangements and the WRES.

The ICB with support from the Quality Team will look to ensure that the WRES is being monitored through the full NHS contract. The ICB will ensure that the WRES is being reported and monitored through its governance arrangements.

Conclusion

It is important to note that this is the first WRES report for the ICB as it is a new organisation, there is no comparative data from previous years. The purpose of this report is to act as a benchmark. Following a review of the WRES data, the figures

indicate that ethnic diverse staff employed by SSOT ICB are represented less at the lower and higher pay bands, compared to Bands 7-8C. Staff Survey results from 2022/2023 suggests that white employees have a better experience in the workplace than ethnic diverse employees. The data also shows that 50% of those at VSM level are not declaring their ethnicity status on ESR. Work will be undertaken as part of the EDI Action Plan for 2023-2024 and the Race Equality Code to encourage Very Senior Managers to declare their protected characteristics on ESR.

This year, the ICB have achieved the Race Equality Code quality mark and were the first ICB in the country to do so! The Race Equality Code and its accountability framework is designed to provide organisations across all sectors and sizes, with the opportunity to address race inequality in the board room and senior leadership team. The quality mark is just the start and the ICB have a lot of work planned to implement the 31 identified actions (which have been prioritised) and are to be delivered over the next 3 years (more details will be provided via the ICBs various communication channels).

Whilst this year there will be a focus on Race Equality, this will not be at the detriment of other protected characteristics as the code provides a framework which can be delivered across other protected characteristics. Statutory and mandated requirements will still be delivered, along with adopting voluntary initiatives.

More information about the Race Equality Code can be found by click on this link, [Race Equality Code](#) that will direct you to the SSOT ICB website that gives more information on how the ICB are committed to tackling race equality in the boardroom and in senior leadership.

Granville Thelwell – Staffordshire and Stoke-on-Trent ICB EDI Business Partner.