

SWBH EDI Monitoring Summary 2023

INTRODUCTION

SWBH is committed to being an inclusive organisation driven by the four key components of the Trust Equality, Diversity and Inclusion Plan:

1. Enabling collective leadership
2. Creating a positive culture of compassion and inclusion
3. Improving staff experience
4. Delivering inclusive services to our patients and communities

Integral to this agenda is to ensure compliance with national compliance requirements and the Public Sector Equality Duty (PSED) requirements under the Equality Act 2010. This includes :

- The Gender Pay Gap
- The Workforce Race Equality Scheme (WRES)
- The Workforce Disability Equality Scheme (WDES)

The purpose of this report is to summarise the key outcomes/themes from our 2023 review of each of these requirements and to outline key actions being taken through the implementation of the Trust People Plan and EDI plan to drive improvement in staff experience and representation.

Gender Pay Gap

Introduction

Organisations with 250 or more employees are mandated by the government to report annually on their gender pay gap. The requirements of the mandate within the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 are to publish information relating to pay for six specific measures.

The intention of the pay gap reporting is to focus organisational attention on taking action to reduce those inequalities, bringing to life our commitments from the People Plan and focus effort on improving staff experiences within our workplace, improving retention and making the NHS the best place to work. Evidence indicates that disparity in pay has a lasting socioeconomic impact on staff.

This gender pay gap report is a snapshot as of 31 March 2023.

Gender Pay Gap – What is ours?

2023 Results

Mean Pay Gap



Median Pay Gap



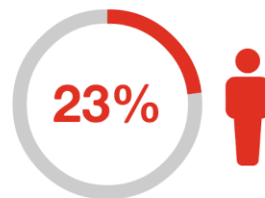
AfC Mean



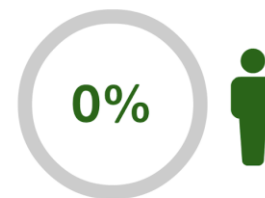
AfC Median



Mean BPG



Median BPG



Medical Mean



Medical Median



SWBH does have a Gender Pay Gap – the Mean Pay Gap has remained static whilst the Median Pay Gap has decreased to 12% since 2022. As can be seen from the graphics above the driver for the pay gap is the Medical & Dental staff group.

Overwhelmingly the bonuses paid to staff were Clinical Excellence Awards for medics.

Gender Pay Gap – Pay Quartiles

Women comprise 60% of the upper quartile



Women comprise 86% of the upper middle quartile



Women comprise 82% of the lower middle quartile



Women comprise 82% of the lower quartile



Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The graphics illustrate that there is a gender pay gap in the upper quartile compared to the percentage of female staff employed overall.

Workforce Race Equality Scheme (WRES)

Introduction

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.

There are nine WRES indicators. Four of the indicators focus on workforce data, four are based on data from the national NHS Staff Survey questions, and one indicator focuses upon Black, Minority Ethnic (BME) representation on boards.

The WRES highlights any differences between the experience and treatment of White colleagues and BME colleagues in the NHS.

Sandwell & West Birmingham NHS Trust are required to publish an annual WRES report, which sets out the organisation's data for each metric.

Alongside our EDI plan, a WRES action plan will be developed and will set out how we will address inequalities that have been highlighted.

The WRES aims to gain a better understanding of the issues faced by Black, Minority, Ethnic (BME) colleagues and the barriers they experience compared to White colleagues.

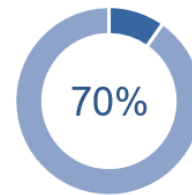
Our Trust must publish the WRES annual report on our website by 31st October each year.

Workforce Race Equality Scheme (WRES)

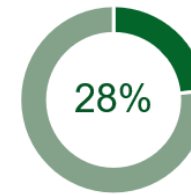
Population demographics

The local population for the Sandwell and West Birmingham area has the ethnicity breakdown as follows (2011 Census Data).

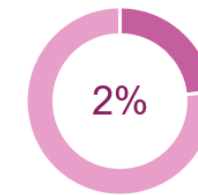
SANDWELL



WHITE

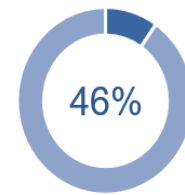


BME

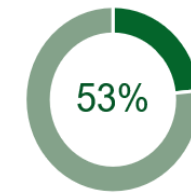


UNKNOWN

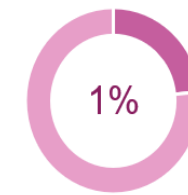
WEST BIRMINGHAM



WHITE



BME

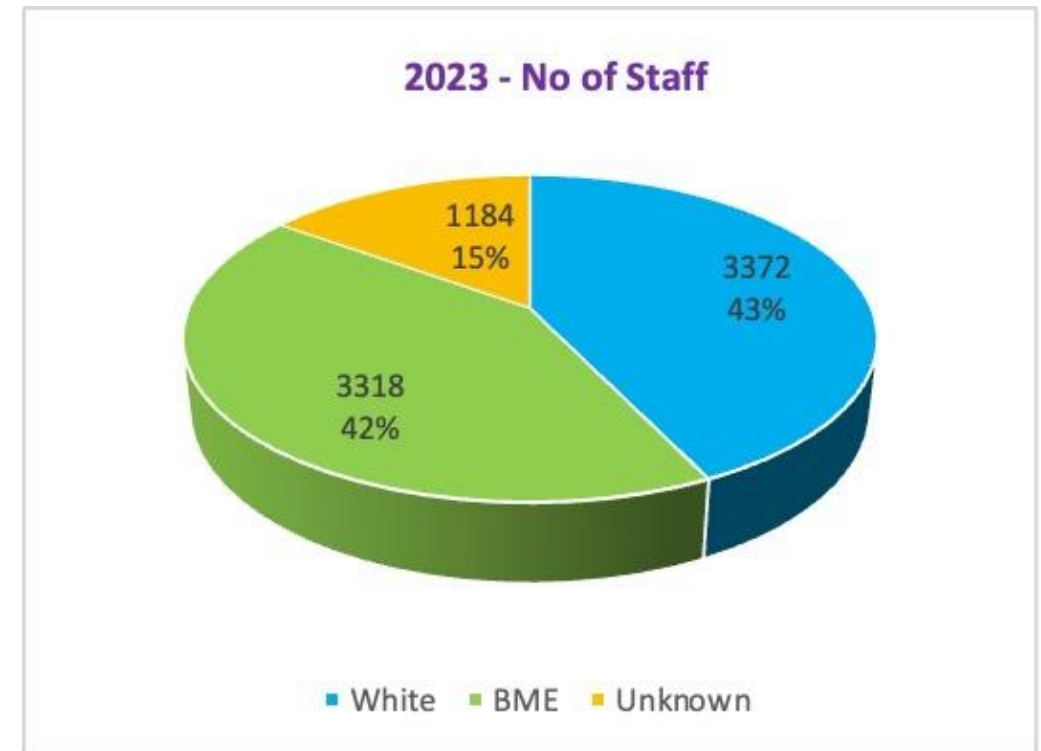
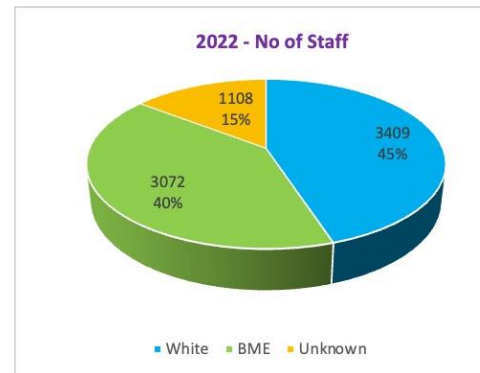


UNKNOWN

Workforce Race Equality Scheme (WRES)

The pie charts below show the % distribution of White and BME employees in 2022 & 2023. The data suggests an overall decrease of 2% for white employees with a 2% increase in BME staff. The number of employees who have not declared their ethnicity has remained broadly the same.

These splits and changes need to be caveated due to the number of staff who have not declared their ethnicity.

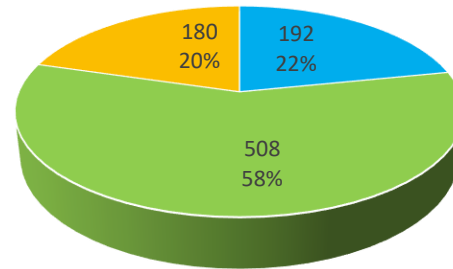


Workforce Race Equality Scheme (WRES)

Total Work force – Medical and VSM/AfC

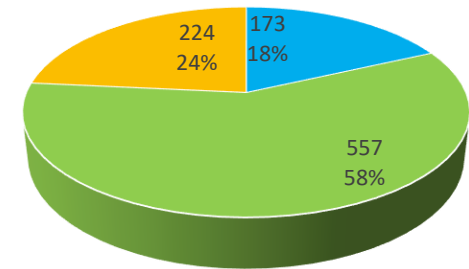
The tables below demonstrate the medical, AfC and VSM workforce % numbers as a total of the whole Trust (headcount). Our data demonstrates that the medical workforce is over-represented in % of BME employees and the Agenda for Change (AfC) pay bands and Very Senior Manager (VSM) employees are both under-represented in the % of BME employees of our Trust % employee total.

2022 - Medical workforce



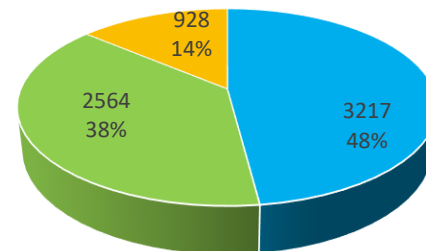
White BME Unknown

2023 - Medical workforce



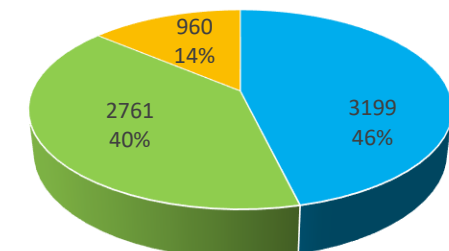
White BME Unknown

2022 - VSM/AfC



White BME Unknown

2023 - VSM/AfC



White BME Unknown

Workforce Race Equality Scheme (WRES)

Our Workforce by Band

The tables below demonstrate for both AfC and VSM by Band the proportion of the workforce who are White and BAME in each of the Bands. In 2022, the graph demonstrates a significant decline in the number of BAME employees above Band 6. This has not improved during 2023. However, VSM for BME remains the same.

2022 - % of Total staff ethnicity by Band, AFC, VSM and Medical and Dental

Band	White	BME	Not Declared
Under Band 1	0%	0%	0%
Band 1	0%	0%	0%
Band 2	45%	41%	14%
Band 3	48%	42%	10%
Band 4	58%	27%	15%
Band 5	30%	47%	23%
Band 6	53%	39%	8%
Band 7	66%	29%	5%
Band 8a	65%	32%	3%
Band 8b	67%	23%	10%
Band 8c	82%	16%	2%
Band 8d	83%	6%	11%
Band 9	76%	6%	18%
Other	18%	21%	61%
VSM	60%	20%	20%
Medical and Dental	22%	58%	20%

2023 - % of Total staff ethnicity by Band, AFC, VSM and Medical and Dental

Band	White	BME	Not Declared
Under Band 1	0%	0%	0%
Band 1	100%	0%	0%
Band 2	45%	42%	13%
Band 3	46%	43%	11%
Band 4	55%	31%	14%
Band 5	25%	48%	27%
Band 6	50%	41%	9%
Band 7	63%	31%	6%
Band 8a	61%	31%	8%
Band 8b	61%	27%	12%
Band 8c	80%	18%	2%
Band 8d	83%	6%	11%
Band 9	78%	5%	17%
VSM	53%	14%	33%
Medical and Dental	19%	58%	23%

Workforce Race Equality Scheme (WRES)

Our Clinical Workforce

The tables below demonstrate the distribution of BME and White staff in Clinical roles for both 2022 and 2023. This data demonstrates that there is a higher percentage of BME staff in Band 5 clinical roles. The 2023 Graph shows that there has been a decrease in the number of BME clinical staff at band 9 since 2022, however there is an increase of 9% at VSM level. The data also shows that there has been a major increase in staff at VSM who have not declared their ethnicity (in 2023).

2022 - % of Clinical staff ethnicity by Band, AFC, VSM and Medical and Dental

Band	White	BME	Not Declared
Under Band 1	0%	0%	0%
Band 1	100%	0%	0%
Band 2	36%	46%	18%
Band 3	47%	43%	10%
Band 4	47%	25%	28%
Band 5	26%	50%	24%
Band 6	54%	38%	8%
Band 7	67%	28%	5%
Band 8a	66%	32%	2%
Band 8b	65%	23%	12%
Band 8c	90%	10%	0%
Band 8d	83%	17%	0%
Band 9	75%	25%	0%
VSM	100%	0%	0%

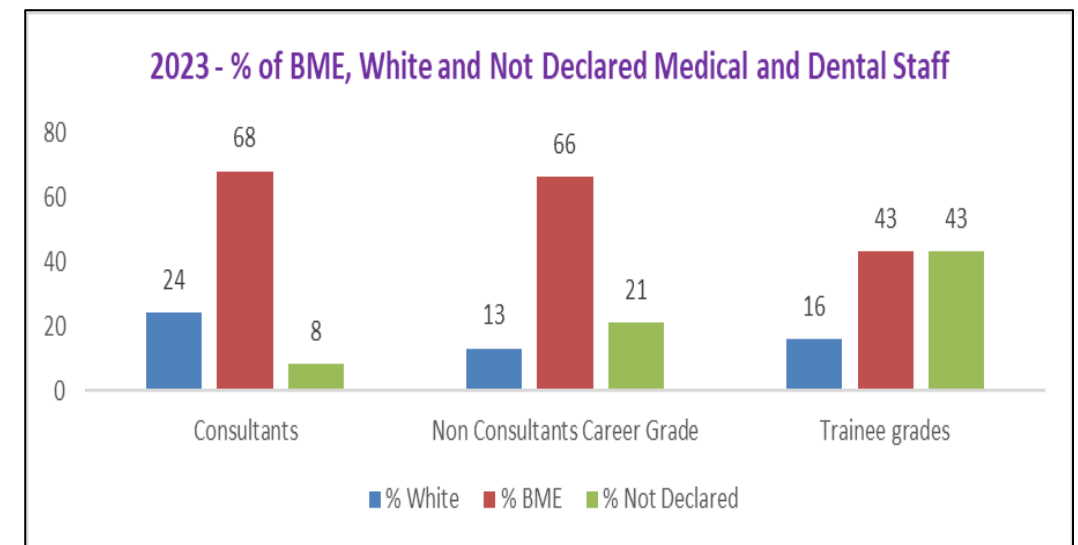
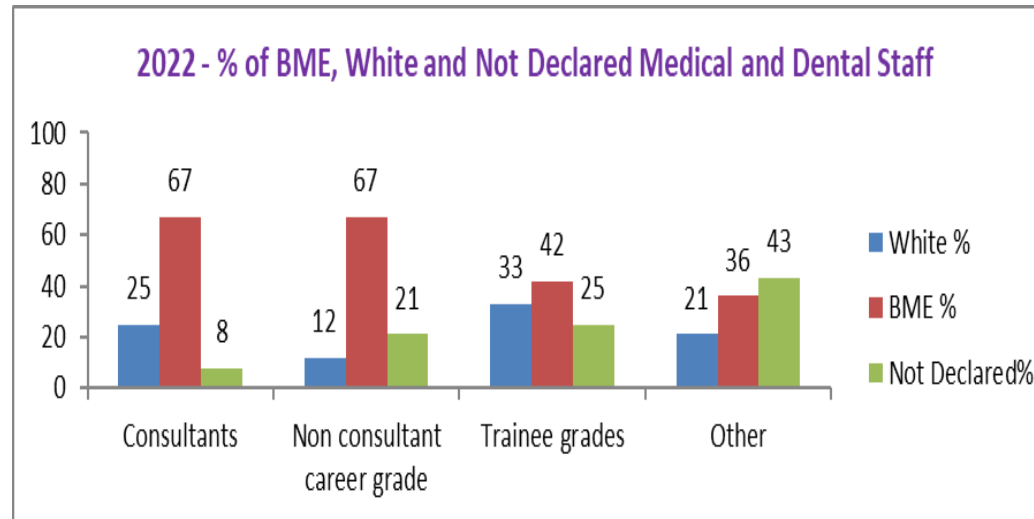
2023 - % of Clinical staff ethnicity by Band, AFC, VSM and Medical and Dental

Band	White	BME	Not Declared
Under Band 1	0%	0%	0%
Band 1	100%	0%	0%
Band 2	40%	45%	15%
Band 3	45%	46%	8%
Band 4	47%	32%	21%
Band 5	21%	50%	29%
Band 6	51%	41%	8%
Band 7	64%	30%	6%
Band 8a	62%	30%	8%
Band 8b	59%	27%	18%
Band 8c	91%	9%	0%
Band 8d	83%	17%	0%
Band 9	80%	20%	0%
VSM	36%	9%	55%

Workforce Race Equality Scheme (WRES)

Our Medical and Dental Workforce

The Graphs below demonstrates the distribution of BME and White staff in Medical and Dental roles for both 2022 and 2023. The number of BME percentages have largely remained the same over the year. However, there is a significant drop in white trainee grades staff by just over half in 2023.

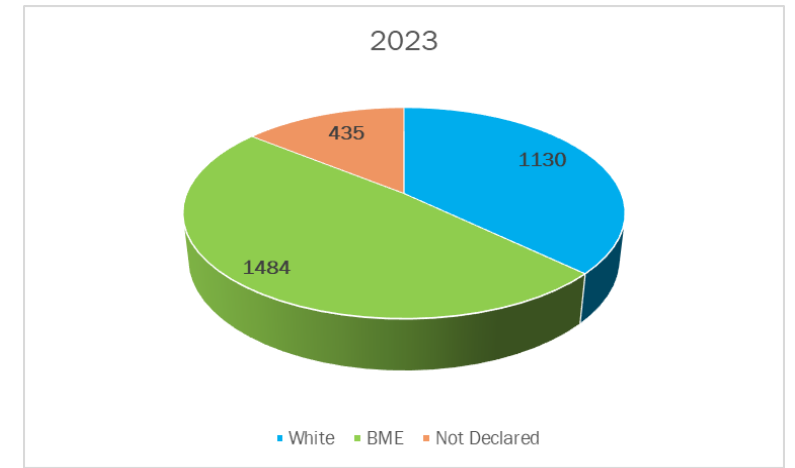
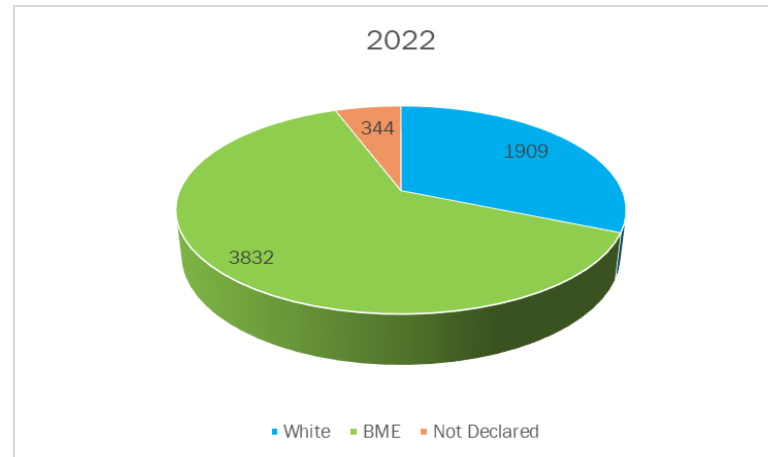


Workforce Race Equality Scheme (WRES)

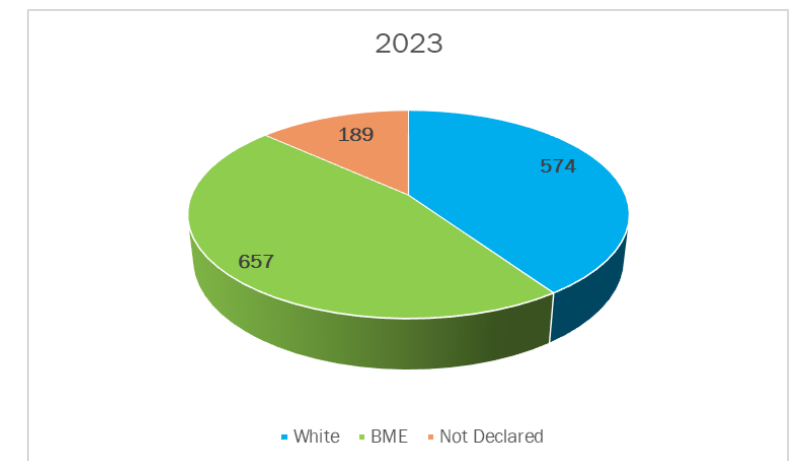
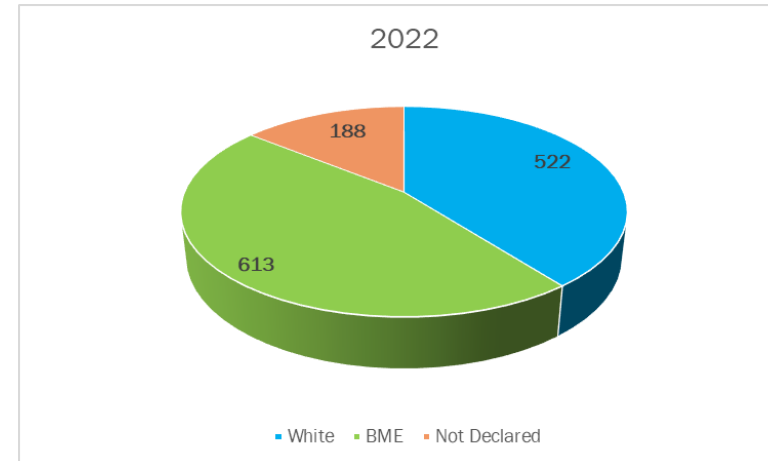
Recruitment of BME Employees

In 2022, white candidates were 1.69 times more likely to be appointed than BME candidates. In 2023, Relative likelihood of White staff being appointed from shortlisting compared to BME staff is 1.15. This is a reduction of 0.54 times.

Number of Candidates Shortlisted by BME or White



Number of Candidates Appointed by BME or White



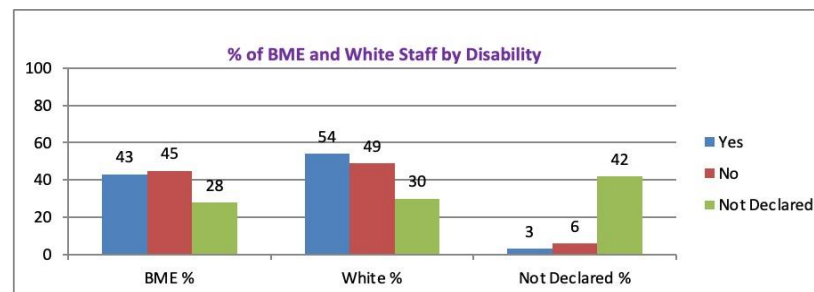
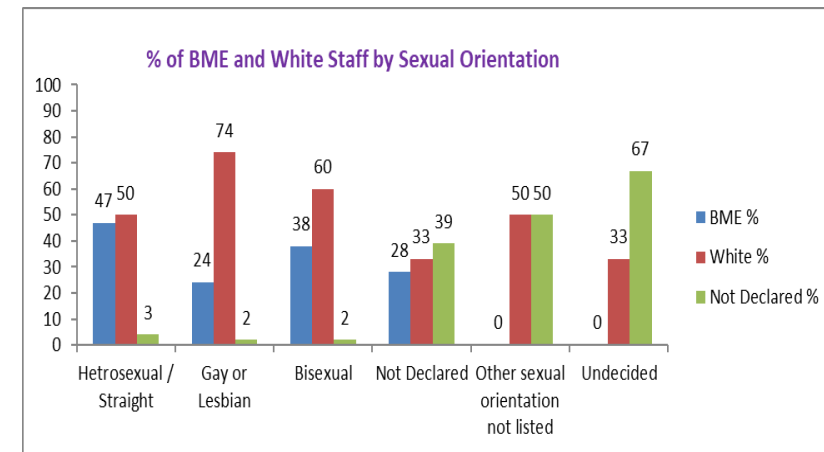
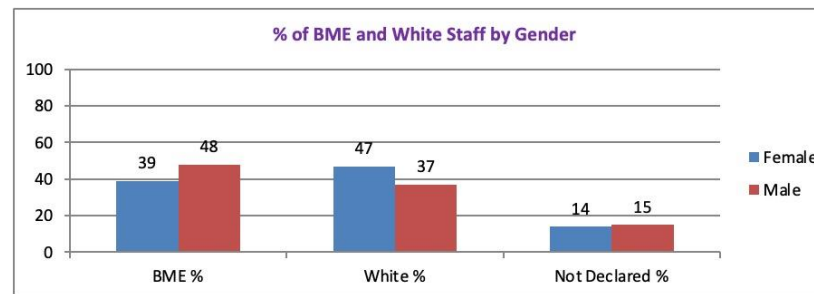
Workforce Race Equality Scheme (WRES)

% of BME and White Staff by Religion

Religion	White	BME	Not Declared
Atheism	90%	8%	2%
Buddhism	18%	67%	15%
Christianity	59%	38%	3%
Hinduism	0%	95%	5%
Islam	2%	95%	3%
Jainism	0%	100%	0%
Judaism	67%	0%	33%
Sikhism	0%	97%	3%
Other	70%	27%	3%
Not Declared	38%	23%	39%

% of BME and White Staff by Age

Age	White	BME	Not Declared
<=20	49%	25%	26%
21-25	35%	37%	28%
26-30	39%	41%	20%
31-35	43%	42%	15%
36-40	43%	43%	14%
41-45	40%	49%	11%
46-50	46%	45%	9%
51-55	51%	38%	11%
56-60	51%	34%	15%
61-65	55%	28%	17%
66-70	53%	39%	8%
>=71	71%	23%	6%



Percentages of White & BME staff by other protected characteristics.

Workforce Race Equality Scheme (WRES)

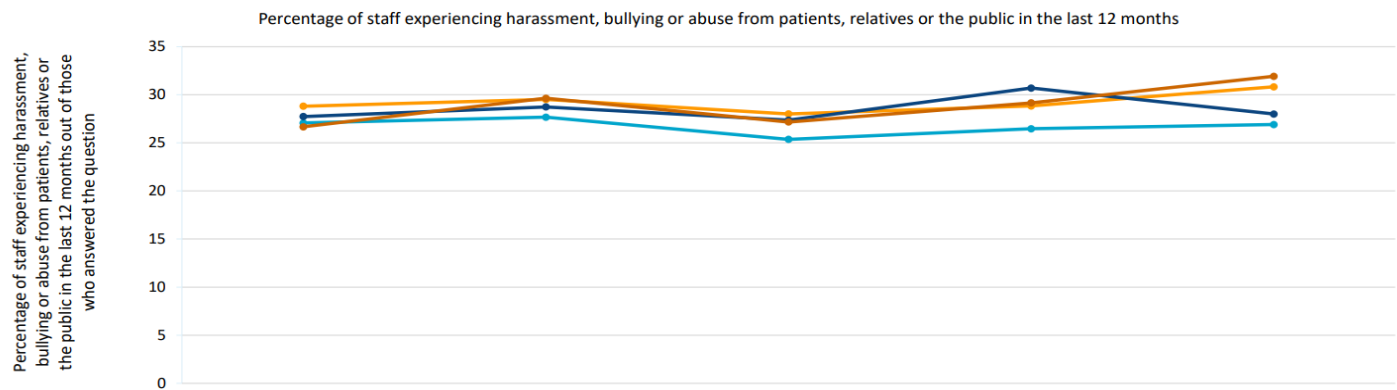
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.

In 2021, 30.7% of white staff and 29.2% of BME staff experience bullying and harassment.

In 2022, 28.0% white staff and 31.9% of BME staff experience bullying and harassment.

In 2022, for white staff there is a reduction of 2.7% and there is a 2.7% increase for BME staff.

Workforce Race Equality Standard (WRES) Survey Coordination Centre



	2018	2019	2020	2021	2022
White staff: Your org	27.7%	28.7%	27.4%	30.7%	28.0%
All other ethnic groups*: Your org	26.7%	29.6%	27.2%	29.2%	31.9%
White staff: Average	27.1%	27.7%	25.4%	26.5%	26.9%
All other ethnic groups*: Average	28.8%	29.5%	28.0%	28.8%	30.8%
White staff: Responses	137	1507	1389	1603	1561
All other ethnic groups*: Responses	75	739	751	1005	1106

Workforce Race Equality Scheme (WRES)

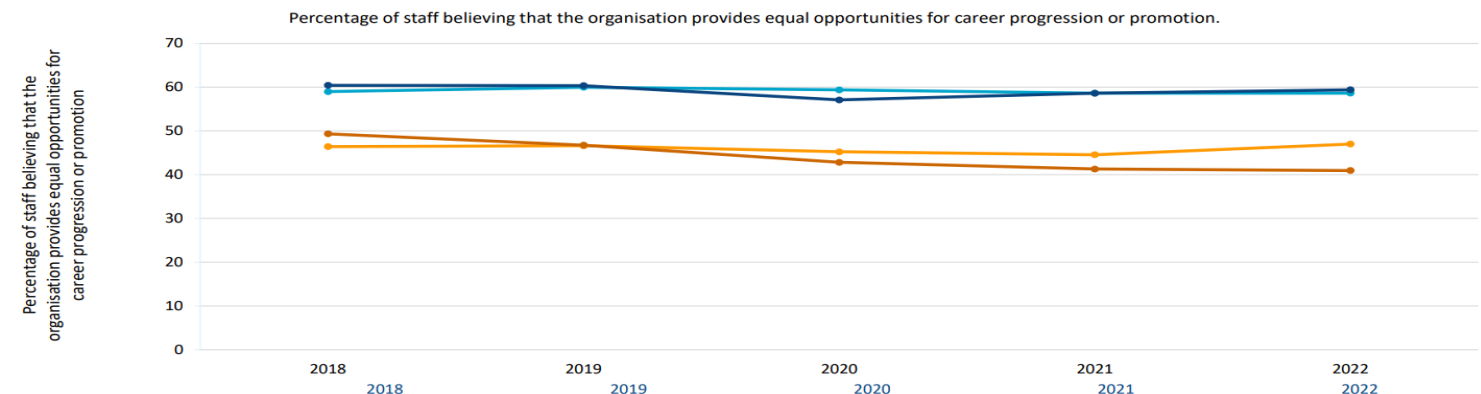
Percentage of staff believing that their organisation provides equal opportunities for career progression or promotion.

In 2021, 58.6% of white staff and 41.3% of BME staff believe that their organisation provides equal opportunities for career progression or promotion.

In 2022, 59.4% of white staff and 41.0% of BME staff believe that their organisation provides equal opportunities for career progression or promotion.

In 2022 for white staff there is a 0.8% increase, and a 0.3% decrease for all other non-white staff.

Workforce Race Equality Standard (WRES) Survey Coordination Centre



	2018	2019	2020	2021	2022
White staff: Your org	60.4%	60.4%	57.1%	58.6%	59.4%
All other ethnic groups*: Your org	49.3%	46.8%	42.8%	41.3%	41.0%
White staff: Average	59.0%	60.0%	59.4%	58.6%	58.6%
All other ethnic groups*: Average	46.4%	46.6%	45.2%	44.6%	47.0%
White staff: Responses	139	1506	1417	1556	1542
All other ethnic groups*: Responses	75	740	780	976	1094

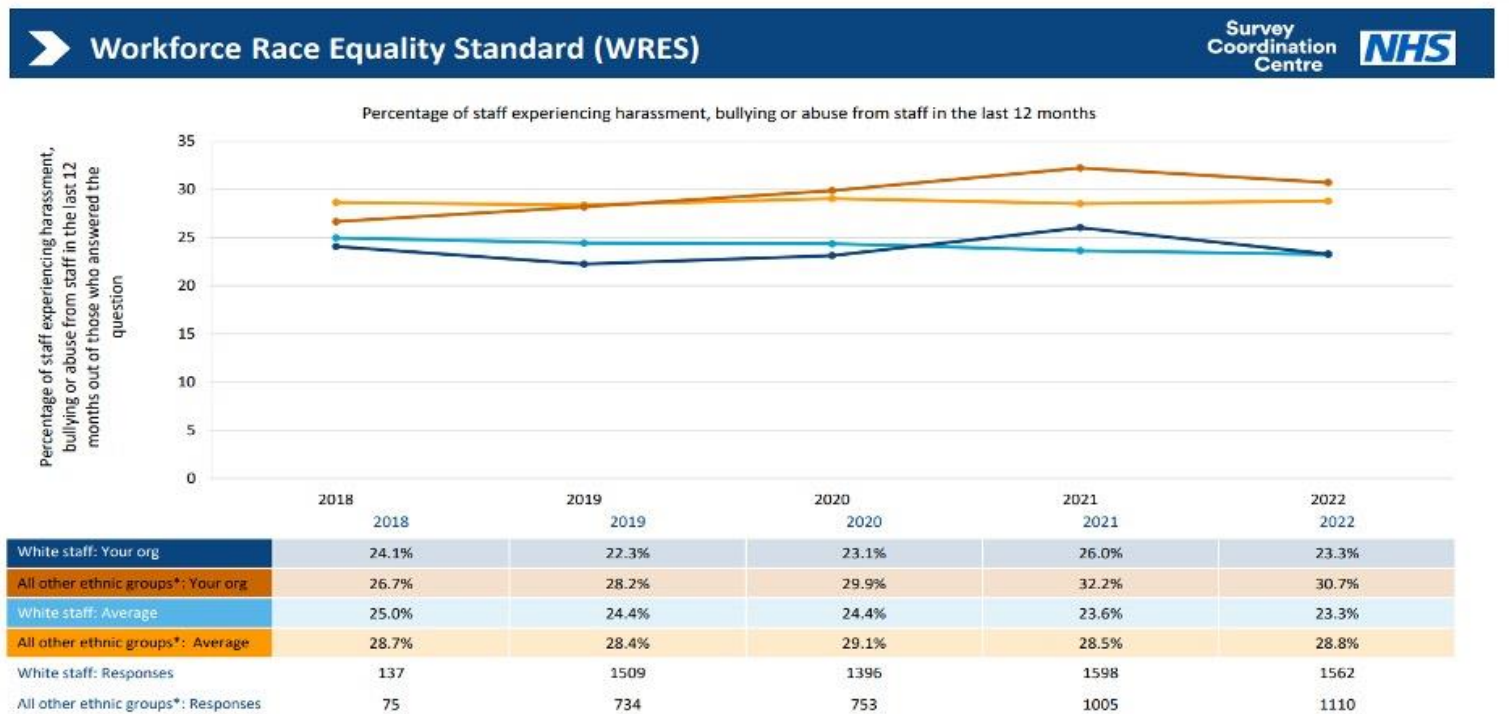
Workforce Race Equality Scheme (WRES)

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

In 2021, 26.0% of white staff and 32.2% of BME staff experience bullying and harassment.

In 2022, 23.3% white staff and 30.7% of BME staff experience bullying and harassment

The percentage of white staff experiencing harassment, bullying or abuse from staff in the last 12 months shows, there is a 2.7% reduction for white and a 1.5% reduction for BME staff.



Workforce Disability Equality Scheme (WDES)

Introduction and Background

The Workforce Disability Equality Standard (WDES) aims to help improve the experiences of Disabled staff in the NHS.

The ten WDES metrics enable NHS organisations to compare the workplace and career experiences of Disabled and non-disabled staff.

The WDES is mandated by the NHS Standard Contract.

NHS and Foundation trusts are required to publish an annual WDES report, which sets out the organisation's data for each metric.

Alongside our EDI plan, a WDES action plan will be developed and will set out how we will address inequalities that have been highlighted.

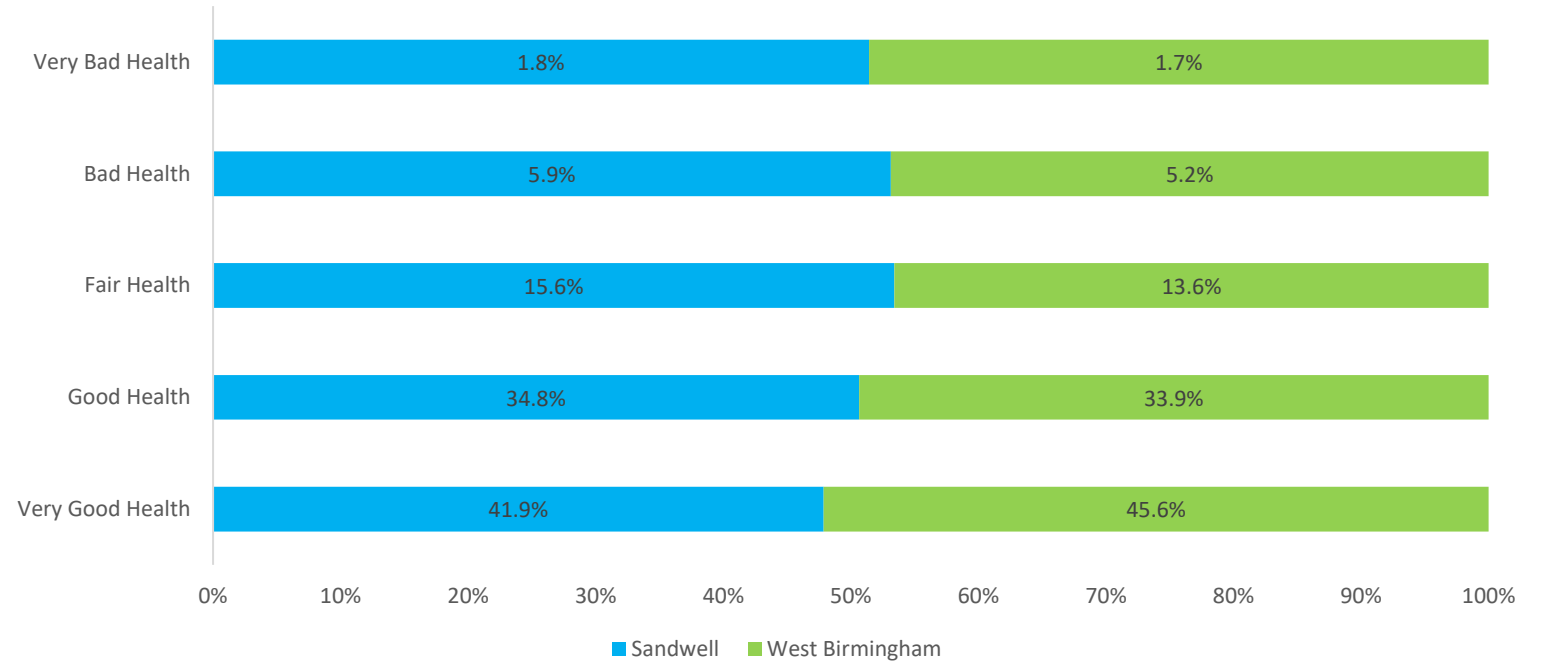
The WDES aims to foster a better understanding of the issues faced by Disabled staff and the inequalities they experience compared to non-disabled colleagues.

The WDES will aid trusts to consider Disabled staff representation at all levels throughout the organisation and identify any barriers that stand in the way of career progression.

Our Trust must publish the WDES annual report on our website by 31st October each year.

Workforce Disability Equality Scheme (WDES)

Population Health Chart

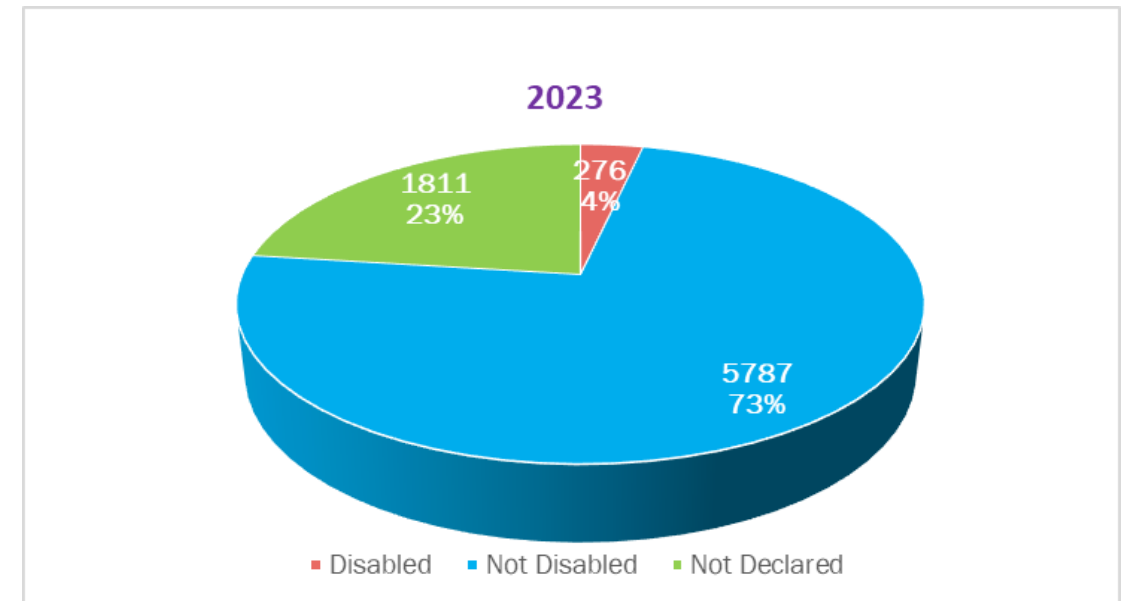
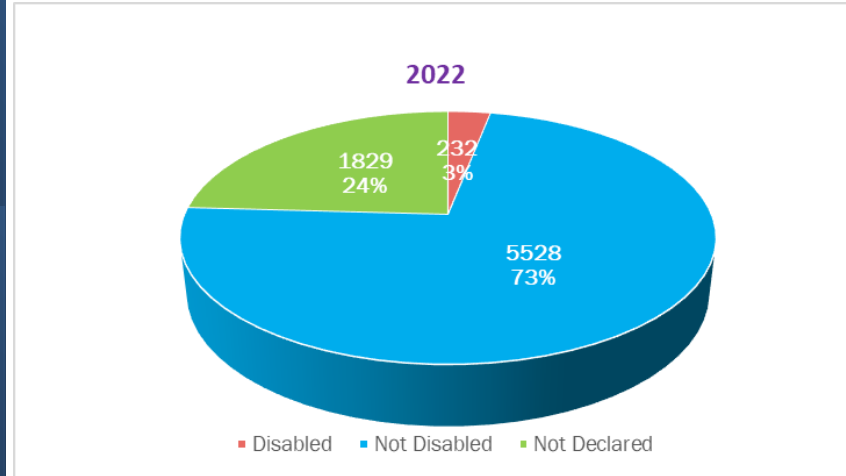


The distributions above show that 1/5th of the Sandwell and West Birmingham population consider themselves to have, at best, fair health.

This presents a potential challenge given our commitment to recruiting from our local population particularly as we move into MMUH

Workforce Disability Equality Scheme (WDES)

The pie charts below shows the % distribution of Disabled and Not Disabled employees in 2022 & 2023. The data for us in 2022 reports Disabled staff % is below that of the local population, however 24% of employees have not declared their disability status. Therefore, this may be a contributory factor in showing under the local population numbers, for 2023 the data is 23%, a decrease in 1%, which is a small but welcome reduction.



SWBH Workforce BY BAND

The tables below show the % of clinical and Non-Clinical staff broken down by disability for 2022-2023.

2022 - % of Clinical staff - Disabled, Non Disabled and Not Declared

Band	Disabled	Not Disabled	Not Declared
Band 1	0%	0%	100%
Band 2	4%	72%	24%
Band 3	2%	82%	16%
Band 4	1%	66%	33%
Band 5	3%	66%	31%
Band 6	4%	83%	13%
Band 7	4%	83%	13%
Band 8a	2%	88%	10%
Band 8b	0%	79%	21%
Band 8c	0%	85%	15%
Band 8d	0%	50%	50%
Band 9	0%	100%	0%
Other	0%	100%	0%
VSM	2%	38%	50%

2023 - % of Clinical staff - Disabled, Non Disabled and Not Declared

Band	Disabled	Not Disabled	Not Declared
Band 1	0%	0%	0%
Band 2	4%	71%	25%
Band 3	3%	80%	17%
Band 4	4%	73%	23%
Band 5	4%	65%	31%
Band 6	4%	83%	13%
Band 7	5%	84%	11%
Band 8a	2%	85%	13%
Band 8b	3%	77%	20%
Band 8c	3%	84%	13%
Band 8d	0%	78%	22%
Band 9	0%	89%	11%
VSM	0%	57%	43%

2022 - % of Non Clinical staff - Disabled, Non Disabled and Not Declared

Band	Disabled	Not Disabled	Not Declared
Band 1	0%	100%	0%
Band 2	3%	70%	27%
Band 3	5%	78%	17%
Band 4	5%	74%	21%
Band 5	3%	88%	9%
Band 6	1%	76%	23%
Band 7	6%	88%	6%
Band 8a	2%	90%	8%
Band 8b	5%	80%	15%
Band 8c	8%	84%	8%
Band 8d	0%	83%	17%
Band 9	0%	69%	31%
Other	3%	17%	80%
VSM	0%	0%	0%

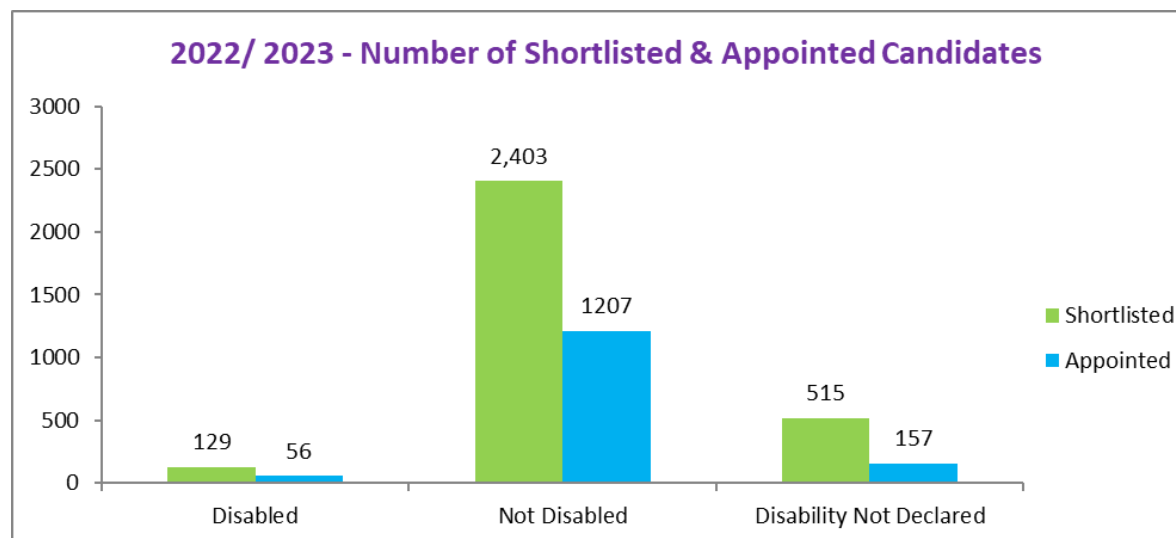
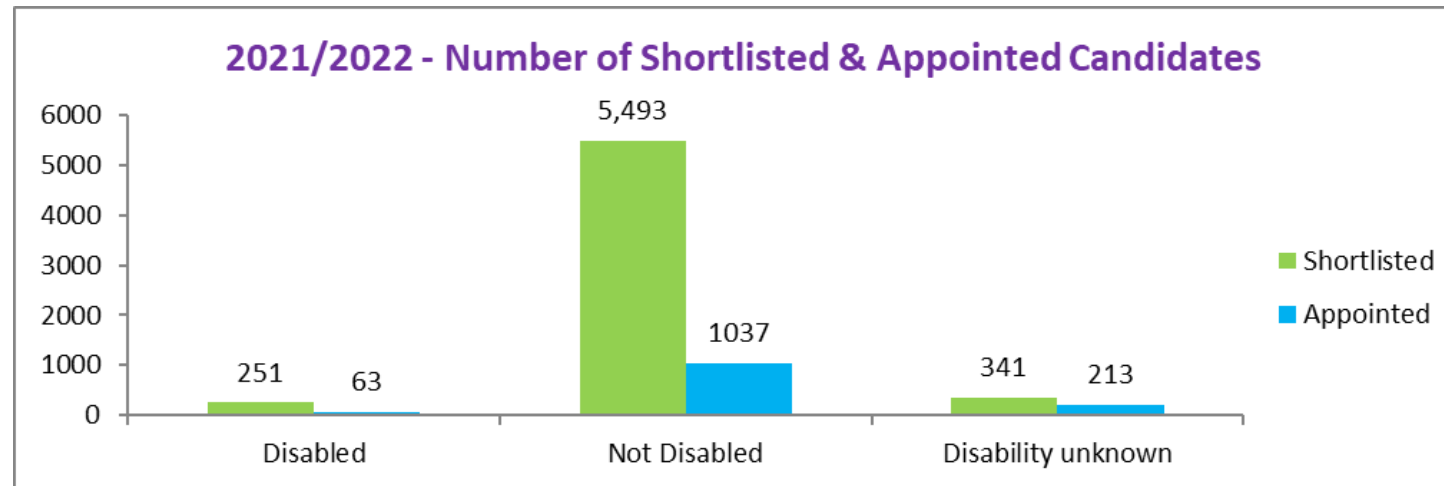
2023 - % of Non Clinical staff - Disabled, Non Disabled and Not Declared

Band	Disabled	Not Disabled	Not Declared
Band 1	0%	100%	0%
Band 2	3%	70%	27%
Band 3	5%	73%	22%
Band 4	6%	74%	20%
Band 5	5%	85%	10%
Band 6	0%	84%	16%
Band 7	8%	86%	6%
Band 8a	1%	91%	8%
Band 8b	7%	80%	13%
Band 8c	6%	84%	10%
Band 8d	0%	83%	17%
Band 9	0%	85%	15%
VSM	0%	90%	10%

SWBH Workforce BY BAND

Recruitment of Disabled Employees

The tables below show the number of candidates who applied, were shortlisted, and appointed by Disabled, Not Disabled and Disability Unknown in 2021/2022 and 2022/2023.



Workforce Disability Equality Scheme (WDES)

The percentage of disabled staff who have experienced harassment, bullying or abuse from patients, relatives, or the public in the last 12 months.

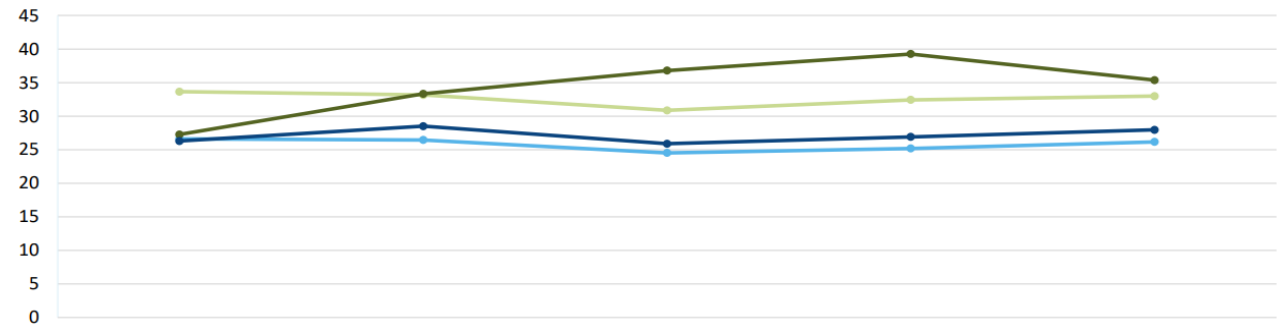
The figure for the non-disabled staff has increased from 26.9% in 2021 to 28.0% in 2022 (1.1% increase)



Workforce Disability Equality Standards

Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months out of those who answered the question

Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months.



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	27.3%	33.3%	36.8%	39.3%	35.4%
Staff without a LTC or illness: Your org	26.3%	28.5%	25.9%	26.9%	28.0%
Staff with a LTC or illness: Average	33.6%	33.2%	30.9%	32.4%	33.0%
Staff without a LTC or illness: Average	26.6%	26.5%	24.5%	25.2%	26.2%
Staff with a LTC or illness: Responses	33	417	511	629	591
Staff without a LTC or illness: Responses	251	2175	2109	2155	2178

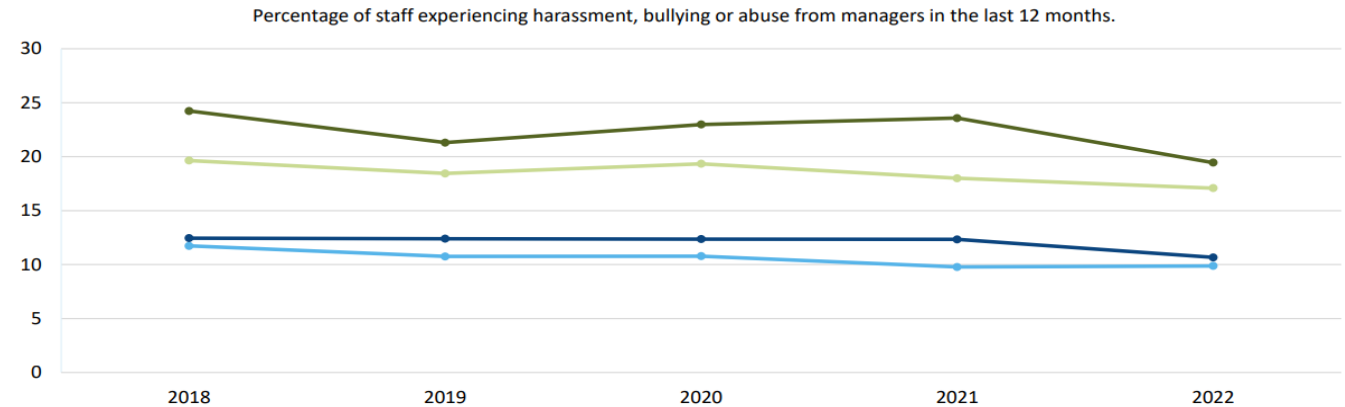
Workforce Disability Equality Scheme (WDES)

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

The percentages of disabled staff that have experienced harassment, bullying or abuse from Managers decreased from 23.6% in 2021 to 19.5% in 2022 (4.1% decrease). The figure for non-disabled staff has also decreased from 12.3% to 10.7% (1.6% decrease)

Workforce Disability Equality Standards

Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months out of those who answered the question

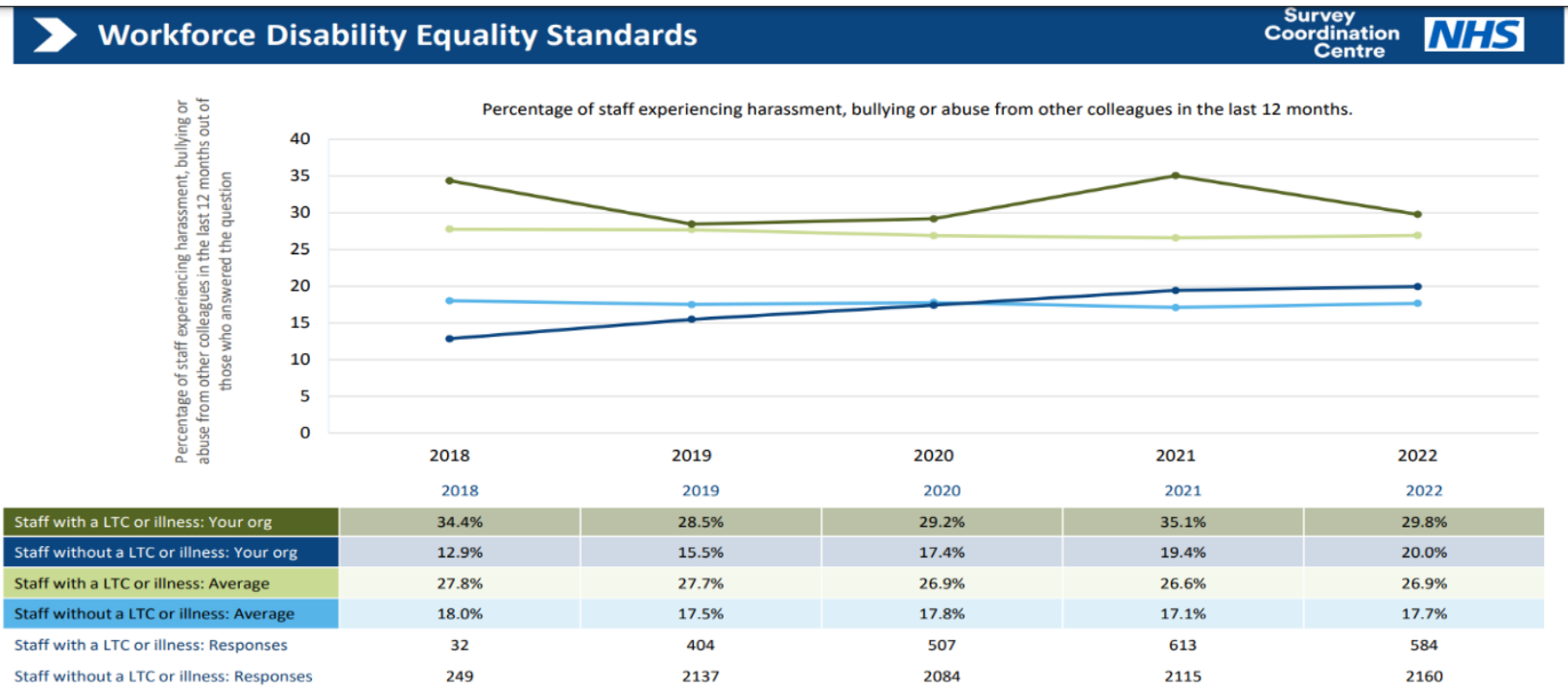


	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	24.2%	21.3%	23.0%	23.6%	19.5%
Staff without a LTC or illness: Your org	12.4%	12.4%	12.4%	12.3%	10.7%
Staff with a LTC or illness: Average	19.6%	18.4%	19.3%	18.0%	17.1%
Staff without a LTC or illness: Average	11.7%	10.8%	10.8%	9.8%	9.9%
Staff with a LTC or illness: Responses	33	413	509	615	586
Staff without a LTC or illness: Responses	249	2161	2103	2140	2166

Workforce Disability Equality Scheme (WDES)

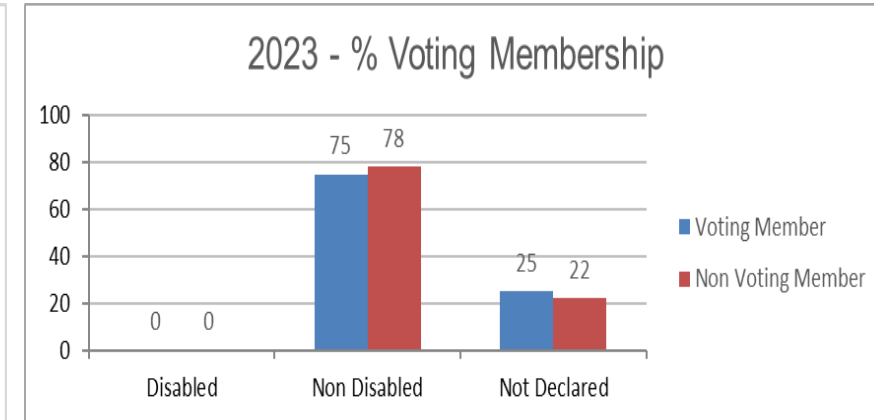
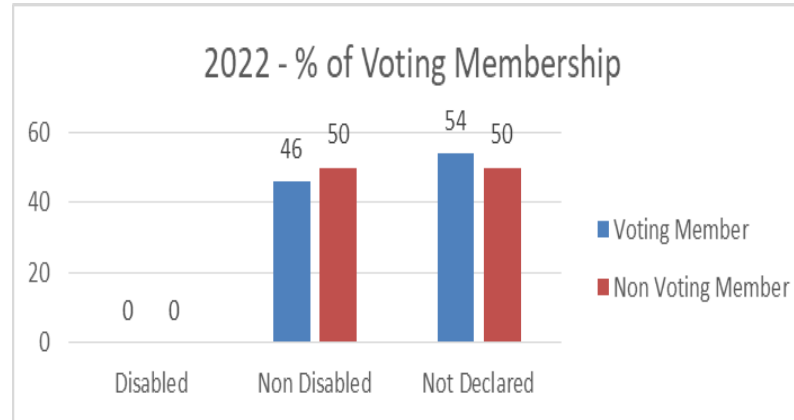
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.

The percentage of disabled staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months has decreased from 35.1% in 2021 to 29.8% in 2022 (5.3% decrease). The figure for non-disabled staff has increased from 19.4% in 2021 to 20.0% in 2022 (0.6% increase)

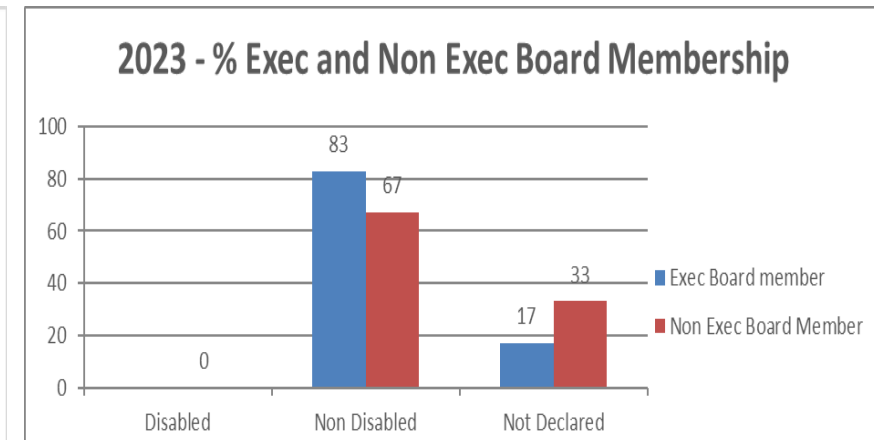
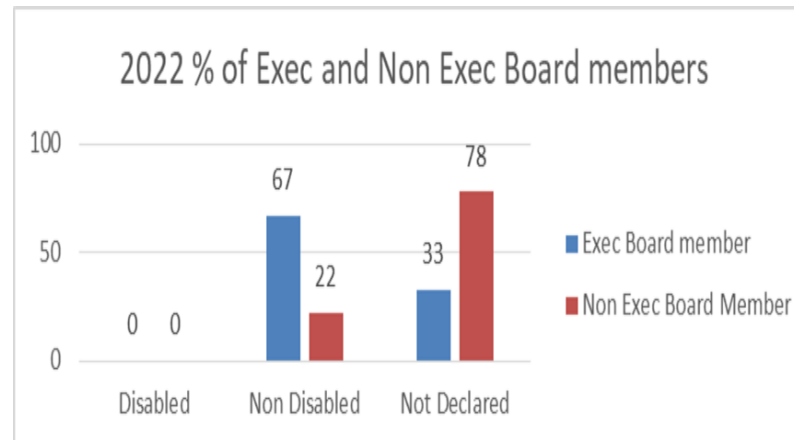


Board representation

The tables below for 2022 and 2023 show the Board Voting and Board Executive Membership by disability. The % of Voting board members that have not declared a disability has decreased by 29% in the last year.

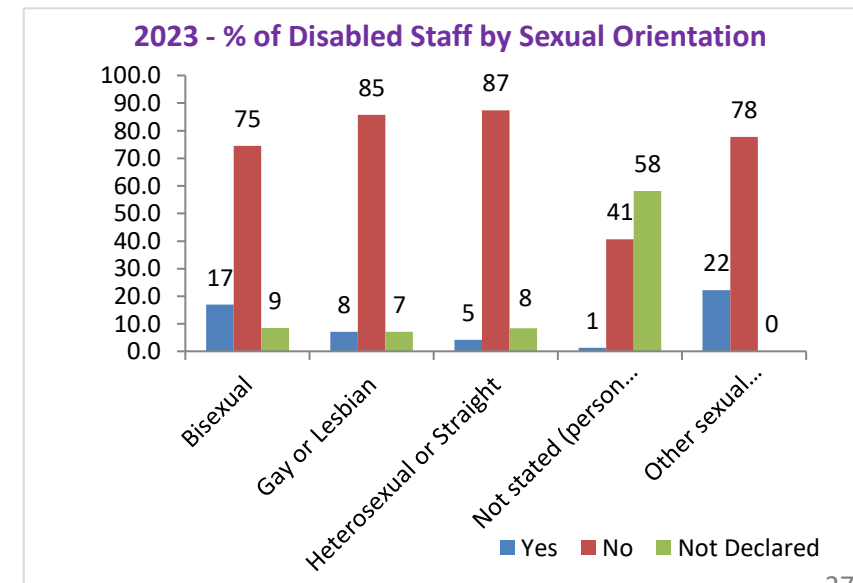
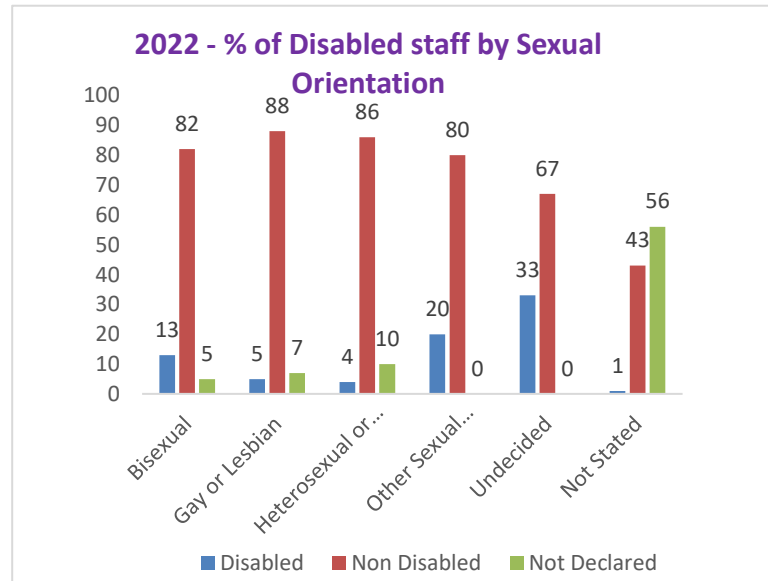
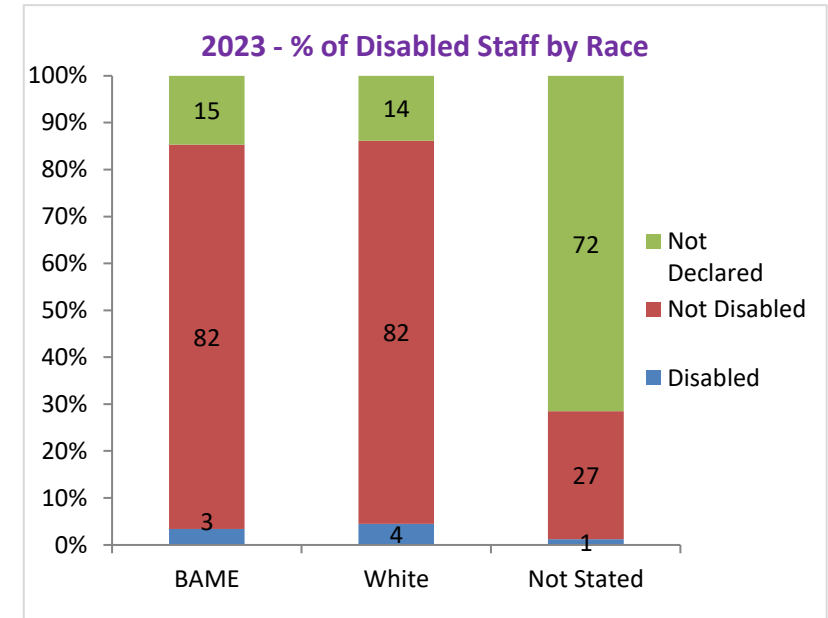
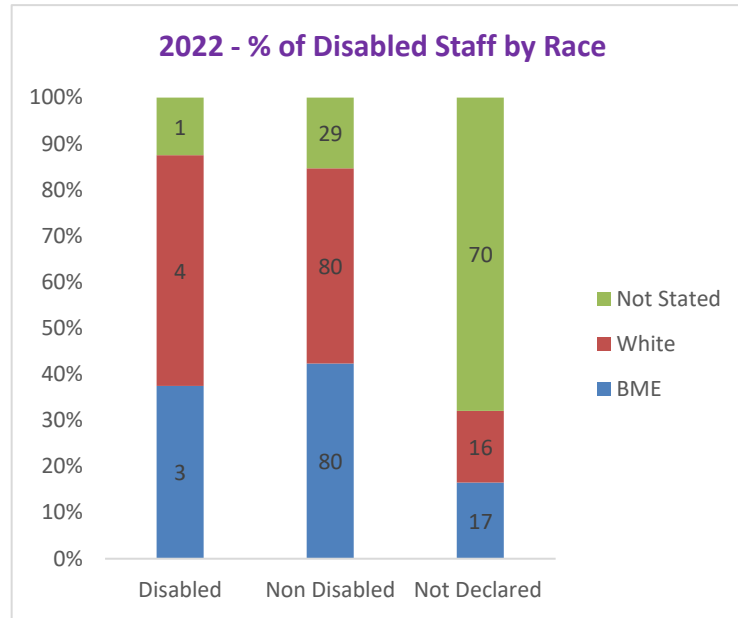


The graphs below show the % of Exec and Non-Exec board membership by their disability. The percentage of Exec board members who have not declared a disability has reduced by 16%. The percentage of non-Exec board members who have not declared a disability has reduced by 45% in 2023.



Workforce Disability Equality Scheme (WDES)

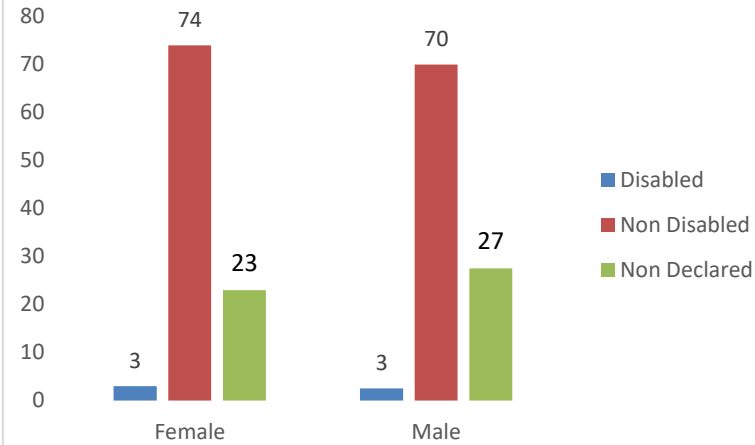
The graphs below show the % of disabled staff by race and sexual orientation for 2022 and 2023



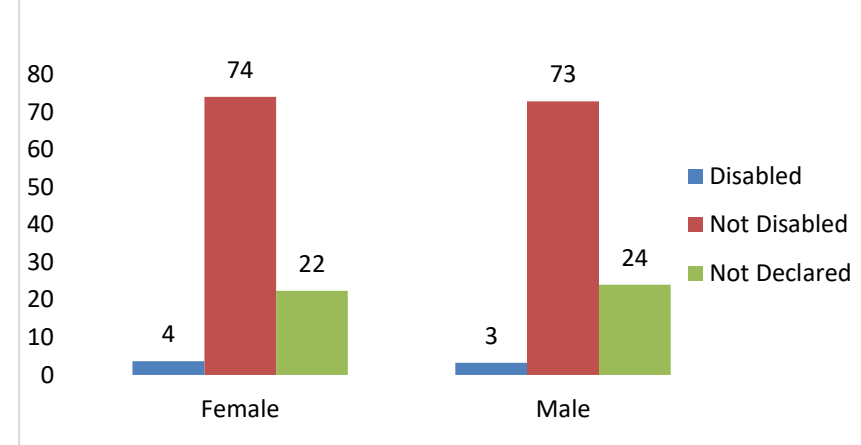
Workforce Disability Equality Scheme (WDES)

The graphs below show the % of disabled staff by gender and age group for 2022 and 2023

2022 - % of Disabled staff by Gender



2023 - % of Disabled Staff by Gender



2022 - % Disabled Staff by Age Group

Band	Disabled	Not Disabled	Not Declared
<=20	7%	61%	32%
21-25	3%	61%	36%
26-30	3%	68%	29%
31-35	3%	76%	21%
36-40	4%	77%	19%
41-45	2%	80%	18%
46-50	3%	79%	18%
51-55	3%	74%	23%
56-60	3%	69%	28%
61-65	3%	64%	33%
66-70	4%	63%	33%
>=71	3%	61%	36%

2023 - % Disabled Staff by Age Group

Band	Disabled	Not Disabled	Not Declared
<=20	8%	65%	27%
21-25	3%	64%	33%
26-30	3%	67%	30%
31-35	4%	77%	19%
36-40	4%	79%	17%
41-45	4%	80%	16%
46-50	3%	82%	15%
51-55	4%	75%	21%
56-60	4%	70%	26%
61-65	4%	64%	32%
66-70	5%	61%	34%
>=71	0%	61%	39%

Next Steps / Actions

The required actions to drive improvement will be delivered through the implementation of the Trust People Plan and Equality, Diversity and Inclusion Plan. Below is a summary of key programmes of work being undertaken in 23/24:

1. We have **launched our new ARC Leadership Development Programme** which will be instrumental in creating the foundation required to support behavioural change necessary to shift the dial on inclusion.
2. **An Inclusive Resourcing and Talent Management Group has been established** to enable us to have more inclusive recruitment processes and ensure **inclusion is at the heart of our succession planning, talent management** programmes with a view to address underrepresentation in senior leadership roles and increase career development opportunities
3. We have developed our new ARC **values and a behavioural framework**, which will be embedded across our People processes including recruitment and appraisal. This creates the structure by which we can recognise great colleagues who live our values, and challenge poor behaviours
4. We have relaunched our **Freedom to Speak Up offer** to improve reporting and staff experience outcomes
5. We have **commenced the roll out of “Just and Learning” principles** across our People processes, improve the experience of our staff going through HR processes, address over-representation of Black, Asian and Minority Ethnic staff in these processes, **create psychological safety and enable a culture of civility, learning and accountability**
6. We have launched the **Cultural Ambassador Programme** to support employee relations work across the Trust
7. We have signed up to the **Diversity Champions Programme** to create a more inclusive workforce for our LGBTQ+ staff
8. We have **signed up to the RACE Equality Code (REC)** to enable us to more effectively tackle issues of race equality within the organisation
9. We are currently rolling out a **development programme for Staff Network** leads and sponsors in order to enhance the role of our Staff Networks and use the networks effectively as reference groups in helping us improve the experience of our diverse staff.