

# Workforce Race Equality Standard (WRES) Report 2023

A photograph of two women sitting at a table in a meeting. The woman on the left is a white woman with short blonde hair, wearing a white shirt, gesturing with her right hand. The woman on the right is a Black woman with braided hair, wearing green glasses and a red and white striped shirt, holding a blue pen and a smartphone. They are both smiling and looking at each other. The background is a bookshelf filled with books.

\*The WRES information in the tables in this report is based on the NHS format for WRES and data is reported where it is available.

**“Our workforce will embrace diversity with a culture of inclusivity that puts wellbeing first and enables a colleague voice. Our colleagues will be supported to be their best.”**

Connect Health, an independent healthcare provider, is required to publish the annual workforce race equality standard (WRES) report to our website. This is the WRES report for 2023.



# WRES Indicator 1

Table 1: Comparison of BME colleagues 31st March 2022 and 31st March 2023

	2022 BME Workforce Headcount	2022 BME Workforce %	2023 BME Workforce Headcount	2023 BME Workforce %
Total Workforce	126	15.59%	123	13.70%

Table 2: Comparison of total workforce by ethnicity 31st March 2022 and 31st March 2023

	2022	2023	Change
BME	15.59%	13.70%	1.89% decrease
White	70.55%	71.60%	1.05% Increase
Not Disclosed	13.86%	14.70%	0.84% Increase
Total Headcount	808	898	

Table 3: Percentage comparison of workforce analysed by Clinical and Non-Clinical classification, pay band and ethnicity 31st March 2022 and 31st March 2023

	2022			2023			Movement Comparison- +/-		
Payscale	BME	White	Not Disclosed	BME	White	Not Disclosed	BME	White	Not Disclosed
<b>Clinical</b>									
Non-Management	9.90%	31.68%	6.93%	9.02%	33.52%	7.04%	-0.88%	1.84%	0.31%
Managers	0.87%	7.43%	1.36%	1.56%	7.68%	1.45%	0.69%	0.25%	0.09%
Senior Managers	0.49%	1.24%	0.12%	0.22%	1.22%	0.22%	-0.27%	-0.02%	0.10%
<b>Non-Clinical</b>									
Non-Management	3.46%	21.78%	3.47%	2.23%	22.27%	3.90%	-1.23%	0.49%	0.43%
Managers	0.62%	6.19%	1.86%	0.67%	5.23%	1.78%	0.05%	-0.96%	-0.08%
Senior Managers	0.25%	2.23%	0.12%	0.00%	1.66%	0.11%	-0.25%	-0.57%	-0.01%

## WRES Indicator 2

Table 4: Recruitment for the period 1st April 2021 – 31st March 2022.

	Applicants	Shortlisted	Appointments	Likelihood of Appointment
BME	584	335 (57%)	21	0.06
White	1328	713 (54%)	109	0.15
Not Disclosed	658	242 (37%)	2	0.008

Table 5: Recruitment for the period 1st April 2022 – 31st March 2023

	Applicants	Shortlisted	Appointments	Likelihood of Appointment
BME	489	164 (34%)	10	0.06
White	599	159 (27%)	58	0.36
Not Disclosed	25	9 (36%)	1	0.22

## WRES Indicator 3

**Relative likelihood of colleagues entering the formal disciplinary process, measured by entry into formal disciplinary investigation (2 year rolling average):**

There were 11 formal disciplinary investigations, 9 (81%) were of those were white colleagues, 2 (19%) BME and 0 (0%) not disclosed. When comparing with overall workforce, 71% white colleagues employed (81% investigation) 14% BME employed (19% investigation).

# WRES Indicator 4: Mandatory Learning

	2021/2022	2022/2023
Number of colleagues	126 BME (15.59%) 570 White (70.55%)	123 BME (13.70%) 643 White (71.60%)
Based on the above figure, number of colleagues accessing non-mandatory training and CPD	103 BME (81.75%) 479 White (84.04%)	115 BME (93.50%) 615 White (95.65%)
Relative likelihood of white colleagues accessing non-mandatory training and CPD compared to BME colleagues	1.03	1.02

## WRES Indicator 5-8

NHS WRES indicator 5-8 is based on colleague survey questions, this data is not available, although we plan to include the questions in future staff surveys.

## WRES Indicator 9

	Voting Members 2022/2023	Comparison with the workforce 2022/23
BME	0.00%	13.70%

# Action Plan

- Continue to use company wide colleague engagement group to support our equality and diversity (EDI) enhancements.
- Train colleagues to become company mental health first aiders to support colleagues.
- Enhance our Better Health at Work offering to continue to improve well-being.
- Continue to recognise colleague achievement in our annual awards ceremonies.
- Include questions in our colleague surveys to support WRES reporting.
- Enhance reporting the workforce EDI profile.
- Undertake a review of our recruitment and selection process.
- Partner with BASRaT/SST/STA for advertising.
- Pilot international recruitment agency.
- Enable targeted social media advertisements and geotargeting.
- Develop colleague stories for social media to use in recruitment advertising.
- Introduce a four-tiered leadership programme to support managers and leaders to progress.
- Actively promote our learning academy to continue to enable our colleagues to learn.
- Promote apprenticeships for all professions.
- Introduce a wider CPD offering to support colleagues with learning to meet career aspirations.