# 2023 – 2024 WRES Data Review

## Population Data

In relation to ethnicity data the 2021 Census shows the following:
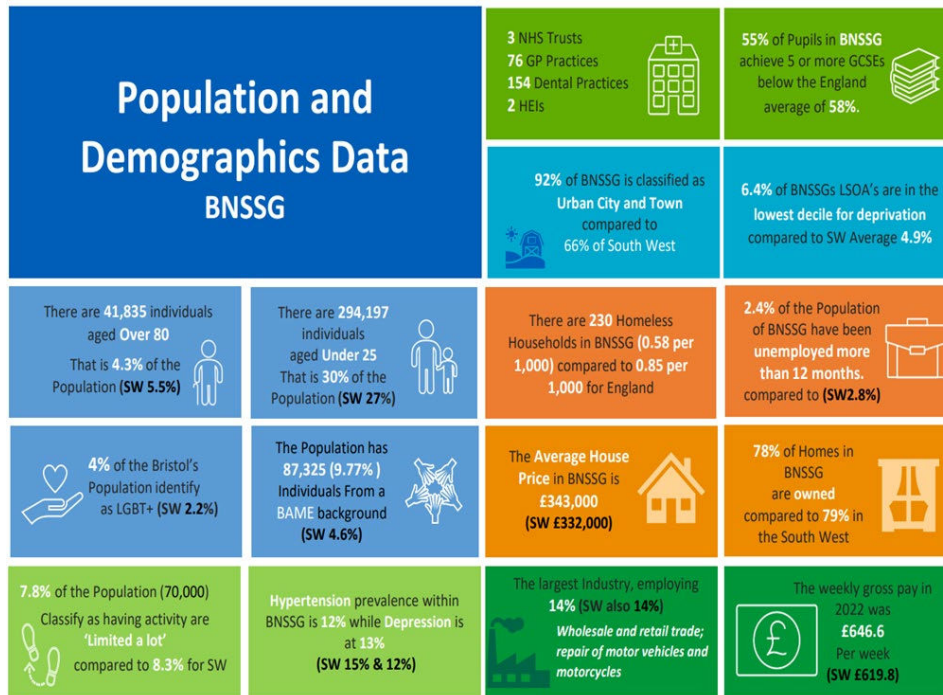
| | Bristol (%) | North Somerset (%) | South Glos (%) | England (%) |
|---|---|---|---|---|
| Asian, Asian British or Asian Welsh | 6.6 | 1.5 | 3.8 | 9.6 |
| Black, Black British, Black Welsh, Caribbean or African | 5.9 | 0.5 | 1.6 | 4.2 |
| Mixed or Multiple ethnic groups | 4.5 | 1.7 | 2.5 | 3 |
| White | 81.1 | 95.7 | 91.2 | 81 |
| Other ethnic group | 1.9 | 0.6 | 0.9 | 2.2 |

Within NHS WRES data sets, ethnicity is recorded as While, BME or Unknown / Null. Within this report we use the term 'BME' to refer to people who identify as Black or as part of a minoritised ethnicity, community or group. We recognise that this is a contested term and not everyone will identify with it however for the purpose of analysis we have used the term so that we can draw comparisons between people from White British and BME backgrounds in line with the recording of data within NHS data sets.

Therefore, for comparison purposes:

| | Bristol (%) | North Somerset (%) | South Glos (%) | England (%) |
|---|---|---|---|---|
| BME | 18.9 | 4.3 | 8.8 | 19 |
| White | 81.1 | 95.7 | 91.2 | 81 |

Additionally, BNSSG Population and Demographics Data is as follows:

Together we are BNSSG

**Population and Demographics Data BNSSG**

**3** NHS Trusts
**76** GP Practices
**154** Dental Practices
**2** HEIs

**55%** of Pupils in BNSSG achieve 5 or more GCSEs below the England average of **58%**.

**92%** of BNSSG is classified as **Urban City and Town** compared to 66% of South West

**6.4%** of BNSSGs LSOA's are in the lowest decile for deprivation compared to SW Average **4.9%**

There are **41,835** individuals aged **Over 80**
That is **4.3%** of the Population **(SW 5.5%)**

There are **294,197** individuals aged **Under 25**
That is **30%** of the Population **(SW 27%)**

There are **230** Homeless Households in BNSSG (**0.58** per 1,000) compared to **0.85** per 1,000 for England

**2.4%** of the Population of BNSSG have been unemployed more than 12 months. compared to **(SW2.8%)**

**4%** of the Bristol's Population identify as LGBT+ **(SW 2.2%)**

The Population has **87,325 (9.77%)** Individuals From a **BAME** background **(SW 4.6%)**

The **Average House Price** in BNSSG is **£343,000** (SW **£332,000**)

**78%** of Homes in BNSSG are owned compared to **79%** in the South West

**7.8%** of the Population (70,000) Classify as having activity are 'Limited a lot' compared to **8.3%** for SW

**Hypertension** prevalence within BNSSG is **12%** while **Depression** is at **13%** **(SW 15% & 12%)**

The largest Industry, employing **14%** (SW also **14%**) *Wholesale and retail trade; repair of motor vehicles and motorcycles*

The weekly gross pay in 2022 was **£646.6** Per week **(SW £619.8)**

Staff Address analysis indicates the following:
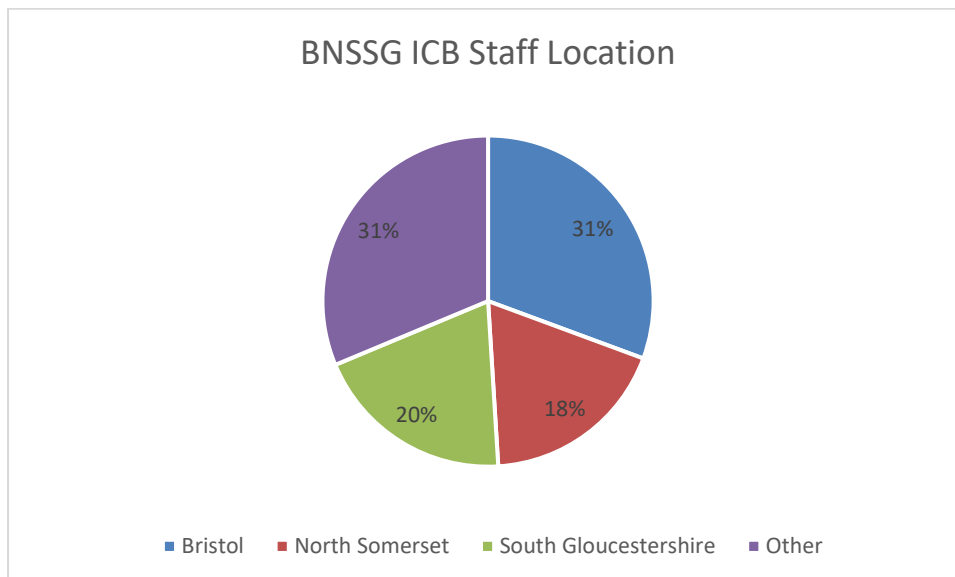


## WRES DATA

The Full BNSSG ICB WRES Report is available in Appendix One.

Year on year analysis of staff in post shows that in 2023-24 we had our highest recorded percentage of staff with a BME ethnicity although it should also be noted that the 'unknown' category has reduced during the same period and therefore may indicate an underreporting previously.

**Together we are BNSSG**

| | Headcount | | | | Percentages | | |
|---|---|---|---|---|---|---|---|
| Year | BME | White | Unknown | Total | BME | White | Unknown |
| 2018/19 | 34 | 302 | 71 | 407 | 8.40% | 74.20% | 17.40% |
| 2019/20 | 47 | 388 | 60 | 495 | 9.50% | 78.40% | 12.10% |
| 2020/21 | 43 | 382 | 38 | 463 | 9.30% | 82.50% | 8.20% |
| 2021/22 | 46 | 449 | 39 | 534 | 8.60% | 84.10% | 7.30% |
| 2022/23 | 47 | 448 | 45 | 540 | 8.70% | 82.96% | 8.33% |
| 2023/24 | 47 | 403 | 32 | 482 | 9.75% | 83.61% | 6.64% |

While this is a positive trend it must be noted that for both clinical and non-clinical staff the highest percentage of BME staff members are within the lowest band clusters.

| Banding | Non-Clinical | | | Clinical | | |
|---|---|---|---|---|---|---|
| | BME | White | Unknown | BME | White | Unknown |
| <1 to 4 | 15.7% | 80.0% | 4.3% | | | |
| 5 to 7 | 6.0% | 88.7% | 5.3% | 15.5% | 77.4% | 7.1% |
| 8a & 8b | 8.0% | 86.6% | 6.0% | 9.1% | 87.9% | 3.0% |
| 8c to VSM | 8.6% | 84% | 8.0% | 0.0% | 100% | 0.0% |

It should also be noted that we are underrepresented at board level with 7.14% recorded as BME, 71.43% White and 21.43% unknown.

Recruitment data shows the following:

| Ethnicity Grouping | % of total All Applications | % of total Shortlisted | % of total interviewed | % of total appointed |
|---|---|---|---|---|
| **White** | 37.88 | 68.92 | 84.13 | 85.71 |
| **BME** | 58.63 | 25.50 | 12.70 | 12.24 |
| **Unknown** | 3.69 | 2.58 | 3.17 | 2.04 |

The data indicates that we are not underrepresented in terms of applications however the proportion of non-white candidates that are then shortlisted reduces significantly. We then find that a high proportion of these candidate do not attend interview or have interviews withdrawn (87.5% of all BME shortlisted candidates vs 69% of white candidates) reducing the proportion attending interview still further. Withdrawal data provided by candidates is limited (provided in only 35% of cases) and reduced further when reviewed by ethnicity.

**Together we are BNSSG**

Withdrawal Reasons by ethnicity and % of grand total:

| Reason | BME | Unknown | White | Total |
|---|---|---|---|---|
| Been made another job offer | 0.00% | 3.03% | 13.64% | 16.67% |
| Decided I do not wish to relocate | 1.52% | 0.00% | 0.00% | 1.52% |
| Due to not being able to get time off work | 0.00% | 1.52% | 3.03% | 4.55% |
| Due to problems with travel arrangements | 4.55% | 0.00% | 0.00% | 4.55% |
| Due to sickness | 0.00% | 0.00% | 7.58% | 7.58% |
| I do not wish to give a reason | 0.00% | 0.00% | 7.58% | 7.58% |
| Looking for higher banded role | 0.00% | 0.00% | 1.52% | 1.52% |
| My personal circumstances have changed | 3.03% | 0.00% | 6.06% | 9.09% |
| No longer interested in this post | 0.00% | 0.00% | 6.06% | 6.06% |
| Resubmitted my application | 0.00% | 1.52% | 4.55% | 6.06% |
| Staying with current employer | 0.00% | 0.00% | 3.03% | 3.03% |
| Unable to work the hours/shifts offered | 0.00% | 0.00% | 1.52% | 1.52% |
| None provided | 7.58% | 0.00% | 19.70% | 27.27% |
| Require remote only | 1.52% | 1.52% | 0.00% | 3.03% |

Withdrawal reasons by ethnicity and % of column total:

| Reason | BME | Unknown | White | Total |
|---|---|---|---|---|
| Been made another job offer | 0.00% | 40.00% | 18.37% | 16.67% |
| Decided I do not wish to relocate | 8.33% | 0.00% | 0.00% | 1.52% |
| Due to not being able to get time off work | 0.00% | 20.00% | 4.08% | 4.55% |
| Due to problems with travel arrangements | 25.00% | 0.00% | 0.00% | 4.55% |
| Due to sickness | 0.00% | 0.00% | 10.20% | 7.58% |
| I do not wish to give a reason | 0.00% | 0.00% | 10.20% | 7.58% |
| Looking for higher banded role | 0.00% | 0.00% | 2.04% | 1.52% |
| My personal circumstances have changed | 16.67% | 0.00% | 8.16% | 9.09% |
| No longer interested in this post | 0.00% | 0.00% | 8.16% | 6.06% |
| Resubmitted my application | 0.00% | 20.00% | 6.12% | 6.06% |
| Staying with current employer | 0.00% | 0.00% | 4.08% | 3.03% |
| Unable to work the hours/shifts offered | 0.00% | 0.00% | 2.04% | 1.52% |
| None provided | 41.67% | 0.00% | 26.53% | 27.27% |
| Require remote only | 8.33% | 20.00% | 0.00% | 3.03% |

The WRES data indicates that the relative likelihood of white candidates being appointed from shortlisting compared to BME candidates is 2.59

Likelihood of entering into a formal disciplinary process – while the numbers are very small for the ICB (4 individuals in total), any figures above 1.0 indicates that BME staff are more likely to enter into formal disciplinary processes than White staff members, this figure is reported at 2.86 (a figure above 1 indicates that BME staff are more likely than white staff to enter formal disciplinary processes).

**Together we are BNSSG**

Additional information from the staff survey has also been reviewed in the context of ethnicity (see Appendix 2).

To summarise (noting max sample size of white – 333, BME – 26):

| Experienced Bullying & Harassment | % organisation overall | % White | % BME |
|---|---|---|---|
| From Patients / service users, their relatives or members of the public | 10 | 9 | 15 |
| From Managers | 10 | 9 | 23 |
| From Other Colleagues | 11 | 11 | 4 |

| Does your organisation act fairly with regard to career progression / promotion | % organisation overall | % White | % BME |
|---|---|---|---|
| Yes | 55 | 56 | 50 |
| No | 11 | 10 | 15 |
| Don't Know | 35 | 34 | 35 |

| Experienced Discrimination from patients / service users, their relatives or other members of the public | % organisation overall | % White | % BME |
|---|---|---|---|
| Yes | 1 | 1 | 4 |
| No | 99 | 99 | 96 |

| Experienced Discrimination from manager or other colleagues | % organisation overall | % White | % BME |
|---|---|---|---|
| Yes | 8 | 7 | 12 |
| No | 92 | 93 | 88 |

Other Questions with a 10% differential:

| Question | % organisation overall | % White | % BME |
|---|---|---|---|
| I look forward to going to work – rarely / never | 18 | 19 | 0 |
| I am enthusiastic about my job – often / always | 56 | 55 | 68 |
| I am able to make improvements happen in my area of work – strongly disagree / disagree | 14 | 13 | 23 |
| I am able to meet the conflicting demands on my time at work – agree / strongly agree | 39 | 39 | 54 |
| I have adequate material, supplies and equipment to do my work – strongly disagree / disagree | 9 | 8 | 23 |
| The extent to which my organisation values my work – satisfied / very satisfied | 47 | 46 | 62 |
| I have unrealistic time pressures – never/rarely | 24 | 23 | 35 |
| Relationships at work are strained - never/rarely | 55 | 56 | 46 |
| Experienced musculoskeletal problems (last 12 months) as a result of work | 21 | 20 | 31 |

Together we are BNSSG

| | | | |
|---|---|---|---|
| Have come to work despite not feeling well enough to perform your duties (last 3 months) | 52 | 52 | 38 |
| Exhausted at thought of another day / shift at work – often / always | 25 | 25 | 15 |
| Feel worn out at the end of your working day / shift – often / always | 38 | 38 | 27 |
| There are opportunities for me to develop my career in this organisation – agree / strongly agree | 40 | 40 | 62 |
| I feel supported to develop my potential – agree / strongly agree | 57 | 57 | 69 |
| I am able to access the right training and development when I need to - – agree / strongly agree | 51 | 49 | 77 |
| My organisation acts on concerns raised by patients / service users – agree / strongly agree | 66 | 65 | 81 |

## Actions:

As part of our ongoing OD plan we will include an extensive inclusive recruitment review and develop an action plan to support this work. The data indicates that while we do not have an issue in attracting candidates, while no equalities or personal data is provided to hiring managers at the shortlisting stage, the data shows that the challenge is within the appointment process. The review will need work with hiring managers to de-bias the selection stages and also provide more information to candidates with regard to the realities of the role (location, hybrid working arrangements etc) in advance.

Additionally within the OD plan we will build in activities to support a zero-tolerance approach to discrimination and improved reporting mechanisms and support for staff impacted by discrimination and harassment. The first of these activities, a Speak Up, Speak Out training session will be delivered in September 2024.

A review of our policies and processes related to disciplinary is also required to removing bias from this process.

We will ensure that we start to record protected characteristic information for talent and learning activities and better understand if there are discrepancies in how this information is being accessed.

## Appendix One
WRES data collection

## Appendix 2
Ethnicity grouped staff survey information

**Together we are BNSSG**