

Workforce Race Equality at LTHT 2022/2023

The below box sets out the key actions of the Trust for **September 2022 to August 2023**, which aim to improve race equality in the workplace.

- For comprehensive data, please visit (To insert link to 'NHS Workforce Race Equality Standard Data Collection Submission 2022')
- For comprehensive action plan and updated review, please visit (To insert link to 'LTHT Equality, Diversity and Inclusion Action Plan')

Our Race Equality Actions

A Inclusive Conversations Organisational Development and Culture (OD&C) to continue to support all Clinical Service Units (CSUs) to have meaningful conversations on inclusivity within their teams, including on race inclusion. This will be achieved by OD&C facilitating ICs at senior management level and subsequent delivery of Inclusive Conversations Facilitator Training to enable and empower CSUs to roll out to all of their staff.

B Mandatory Equality, Diversity and Inclusion Training OD&C to further improve the compliance rate across the Trust in completing the mandatory e-learning package by working in collaboration with Human Resources Business Partners (HRBPs) and individual CSUs.

C Moving Forward, Moving Up, Nurture Up, Ready Now OD&C to a) complete Cohort 4 of our positive action development programme Moving Forward for 21 Black, Minority and Ethnic (BME) staff in supervisory roles and launch Cohort 5, b) promote Moving Up career development programme to ensure at least 28 staff from protected groups, including BME, undertake throughout the year, c) complete the pilot cohort of the Nurture You programme for 25 BME Nurses and evaluate how to run in the future, and d) Support 9 Internationally recruited staff on the Ready Now programme to accelerate their career in line with their previous leadership experience.

D Reciprocal Mentoring OD&C to complete Cohort 2 of the mentoring scheme and launch Cohort 3 to a) expand cultural competence and reduce unconscious bias of at least 12 staff at Board and senior management level each cohort and b) expand leadership skills of at least 12 BME staff each cohort.

E Inclusive Recruitment OD&C and Resourcing to further roll out Inclusion Ambassadors Programme to provide assurance of fairness in the recruitment and selection process. OD&C to review IA peer support and ensure sufficient numbers of IAs across CSUs in collaboration with HRBPs to ensure presence on every Band 8+ interview, launch Stage 2 whereby IAs involved in the recruitment process at the outset at advert stage and support CSUs to incorporate IAs into other interviews where BME underrepresentation. Resourcing to review and equality impact assess the Recruitment Procedure and provide resources to Recruiting Managers for all interviews, including the Inclusive Recruitment Toolkit produced by West Yorkshire Health and Care Partnership. To include the process behind secondment, fixed term and permanent roles.

F BME Champions, Dignity at Work Advisors and Freedom to Speak Up Champions OD&C and the BME Staff Network to continue to improve the number and BME representation of key support, ensuring it is reflective of the overall workforce and present in all CSUs in collaboration with HRBPs, to in turn encourage and empower BME staff to report inequality.

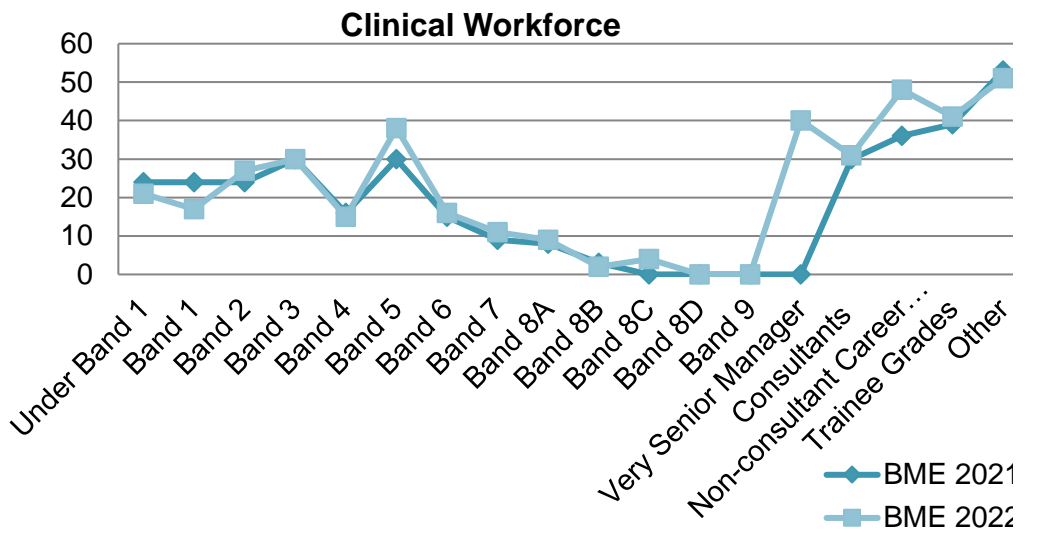
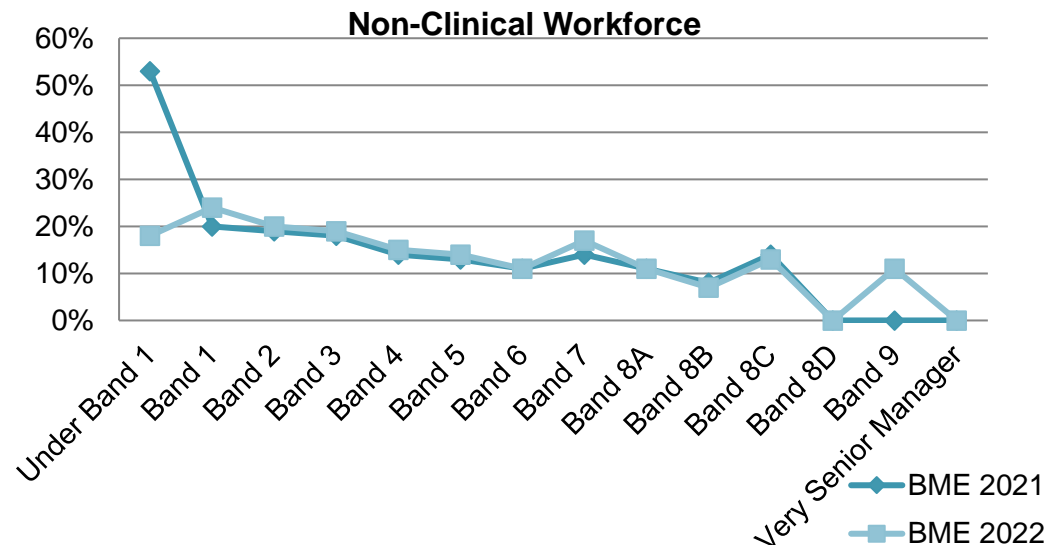
G Management and Leadership Programmes OD&C to continue to incorporate equality, diversity and inclusion, including bias, privilege and microaggressions, into management and leadership programme material to in turn enable and empower management to be consistently conscious and fair in all decision-making and generate healthy and inclusive working environment. To include the allocation of stretch assignments and development of talent pools and succession planning.

H Bespoke Race Equality Training OD&C, Chief Nurse Team and the BME Staff Network to co-deliver bespoke race equality training within CSUs to enable and empower staff to take positive action and meaningfully contribute to creating a working environment free from racism. To explore 'Train the Trainer' within CSUs to scale up the impact.

I Leeds Citywide, West Yorkshire and National Race Equality Collaborative OD&C to continue to work in collaboration with partners nationally, across the city and region to launch and implement initiatives that are instrumental in bringing about positive change in the workplace for our BME staff. To include supporting the BME Staff Network identify a second WRES Expert.

J BME Allyship OD&C and the BME Staff Network to continue to integrate the BME Allyship Programme to help facilitate courageous conversations that will be transformational for our Trust. To explore 'Train the Trainer' within CSUs to scale up the impact.

K Staff Engagement OD&C, Chief Nurse Team and the BME Staff Network to further amplify the voices of BME staff through the 'Amplifying Voices, Mending Divides' book at CSU EDI workshops, Black History Month, Inclusive Conversations. To develop AVMD theatre piece to build upon book and enhance impact.



2022/2023 Actions

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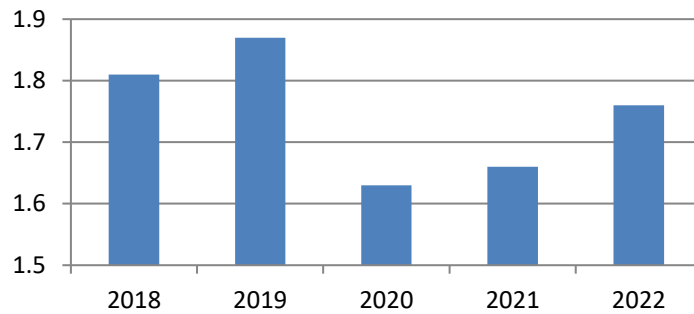
2022 Key Findings

Representative workforce across all protected characteristics at all levels
 Overall BME representation remains broadly representative of the BME communities in Leeds, but not at all levels. Significant BME underrepresentation remains present at Band 8A and above, but with some improvement for both clinical and non-clinical workforce.

Representation of BME at Board and senior management levels
 BME at Board remains underrepresented and has reduced from 11.1% to 5.3% by losing one BME person.

2 Likelihood of staff being appointed from shortlisted

Likelihood of white staff being appointed from shortlisted compared to BME staff



■ LTHT Relative likelihood of white staff being appointed from shortlisted

A figure of 1.2 or greater indicates BME having a substantially worse outcome compared to white

2022/2023 Actions

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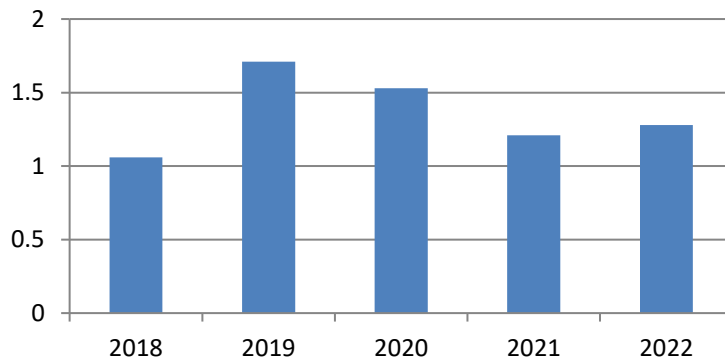
2023 Key Findings

Equity of Experience

Shortlisted BME applicants are less likely to be appointed compared to white applicants and this remains an area for improvement. The likelihood ratio has increased at a greater rate compared to last year from 1.66 to 1.76 this year.

3 Likelihood of staff entering formal disciplinary process

Likelihood of BME staff entering the formal disciplinary compared to white staff



■ LTHT Relative likelihood of BME staff entering the formal disciplinary process

A figure of 1.2 or greater indicates BME having a substantially worse outcome compared to white

2022/23 Actions

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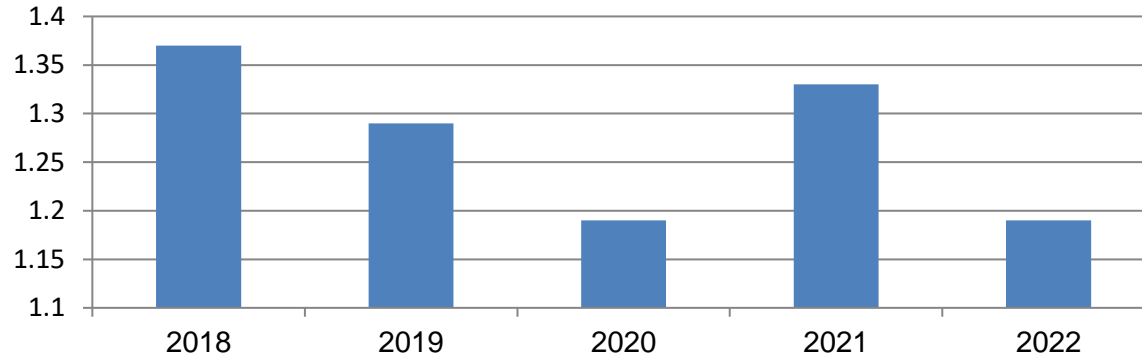
2022 Key Findings

Equity of Experience

BME colleagues are more likely to enter the formal disciplinary process and this remains an area for improvement. The likelihood ratio has increased from 1.21 to 1.28 and therefore falls immediately outside the non-adverse range showing BME staff to have a substantially worse outcome compared to white staff.

4 Likelihood of staff accessing non-mandatory training and continuous personal development

Likelihood of white staff accessing non-mandatory training and continuous personal development to BME staff



2022/23 Actions

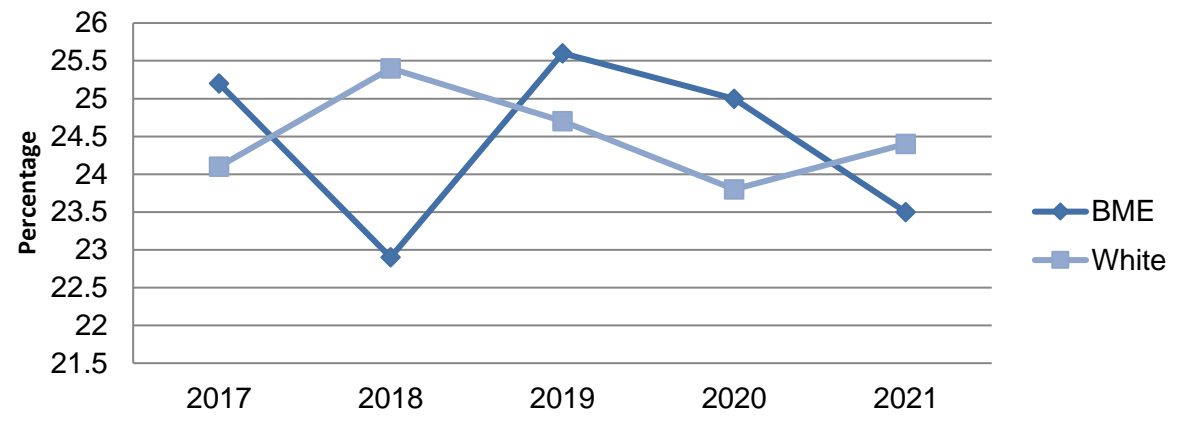
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2022 Key Findings

Belief in Equal Opportunities
 Following a change in year-on-year improvement last year, the likelihood ratio has returned to showing no worse outcome for BME staff compared to white staff by the ratio improving from 1.33 last year to 1.19.

5 Percentage of staff experiencing harassment, bullying/abuse from patients, relatives/public

2021 NHS Staff Survey: Staff experiencing bullying, harassment or abuse from patients, relatives or the public



2022/23 Actions

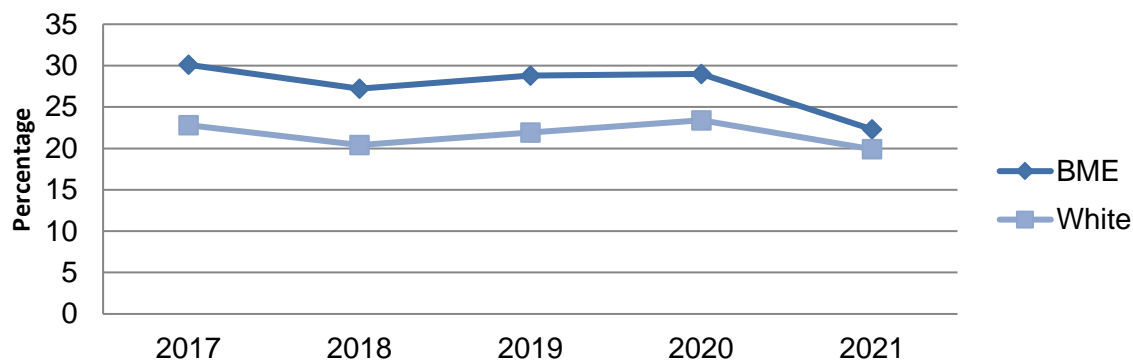
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2022 Key Findings

Staff survey results show a continuous decrease in BME staff experiencing harassment, bullying/abuse from patients, relatives/public (23.5% compared to 25% last year) whilst an increase in white. This has resulted in a shift in trend and the closing of the gap in experience between BME staff and white colleagues.

6 Percentage of staff experiencing harassment, bullying/abuse from staff

2021 NHS Staff Survey: Staff experiencing harassment, bullying/abuse from staff



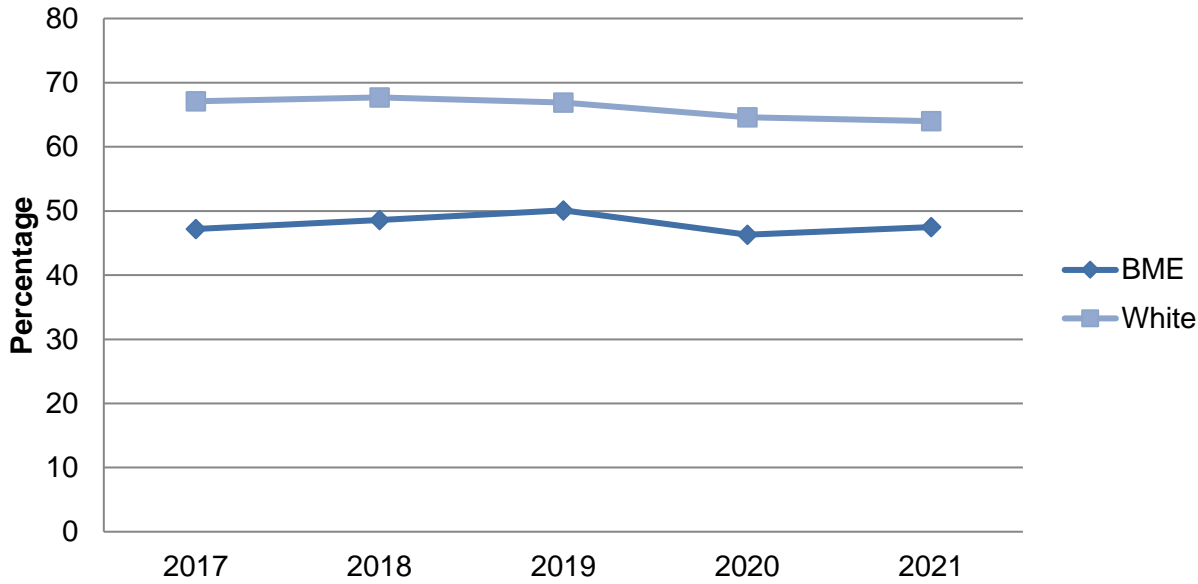
2022/23 Actions										
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2022 Key Findings

There is a decrease in both BME staff (29% to 22.3%) and white staff (23.4% to 19.9%) experiencing harassment, bullying/abuse from staff along with a close in gap in experience.

7 Percentage of staff believing Trust provides equal opportunities for career progression or promotion

2021 NHS Staff Survey: Staff believing that the organisation provides equal opportunities for career progression or promotion



2022/23 Actions

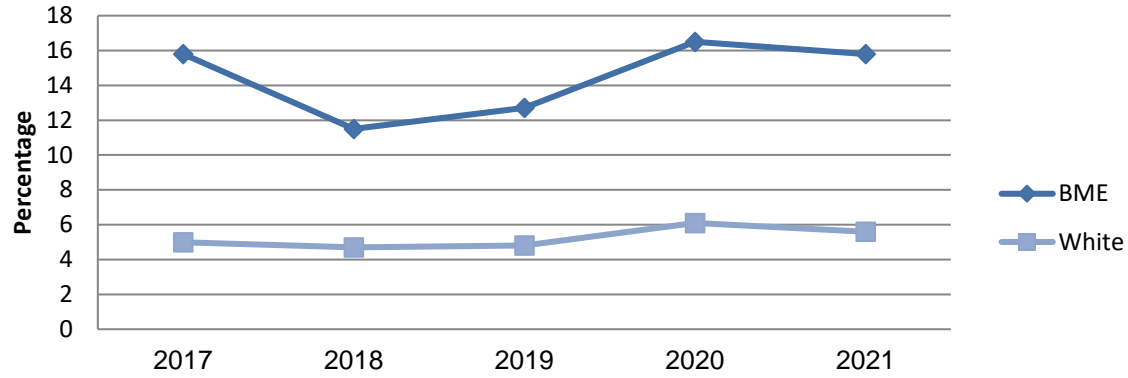
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2022 Key Findings

There is a decrease in white staff (64.6% to 64.0%) and increase in BME staff (46.3% to 47.5%) believing the Trust provide equal opportunities for career progression/promotion. This has resulted in a shift in trend from widening to closing the gap in experience.

8 Percentage of staff experiencing discrimination at work from their manager, team leader or other colleagues

2021 NHS Staff Survey: Staff experiencing discrimination at work from their Manager, Team Leader or colleagues



2022/23 Actions

A	B	C	D	E	F	G	H	I	J	K
✓	✓				✓	✓	✓		✓	✓

2022 Key Findings

There is a decrease in BME staff (16.5% to 15.8%) and white staff (6.1% to 5.6%) personally experiencing discrimination at work. This has resulted in a shift in trend compared to last year from an increase to decrease in experience.