

# Understanding our Workforce Inequalities

## NHS Frimley Board

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*19 July 2022*

# Frimley ICS

## Workforce EDI Overview

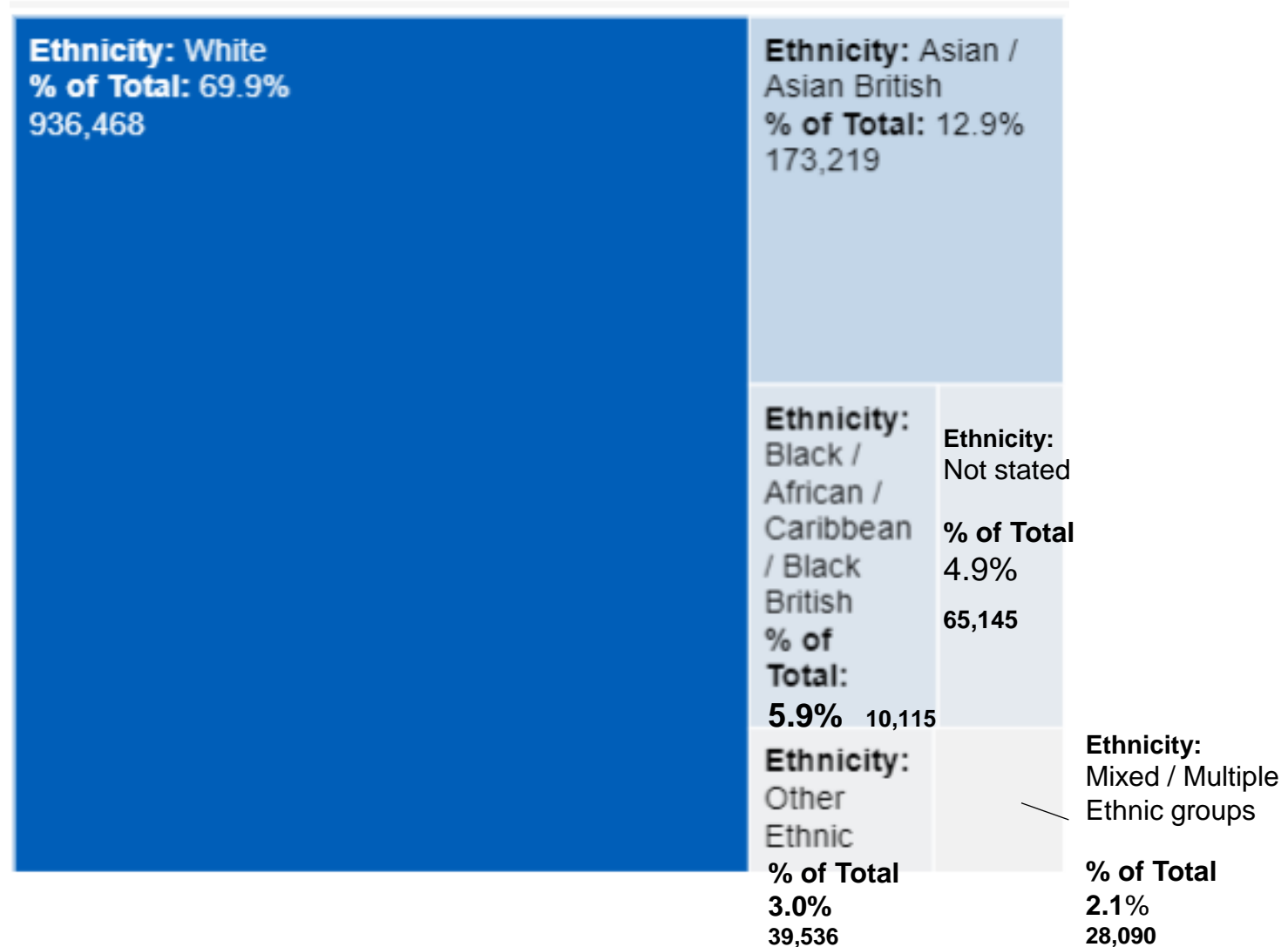
13<sup>th</sup> July 2022



# Workforce by Ethnicity – England

Ethnicity | WTE | April 2022 - hover over the boxes for further detail

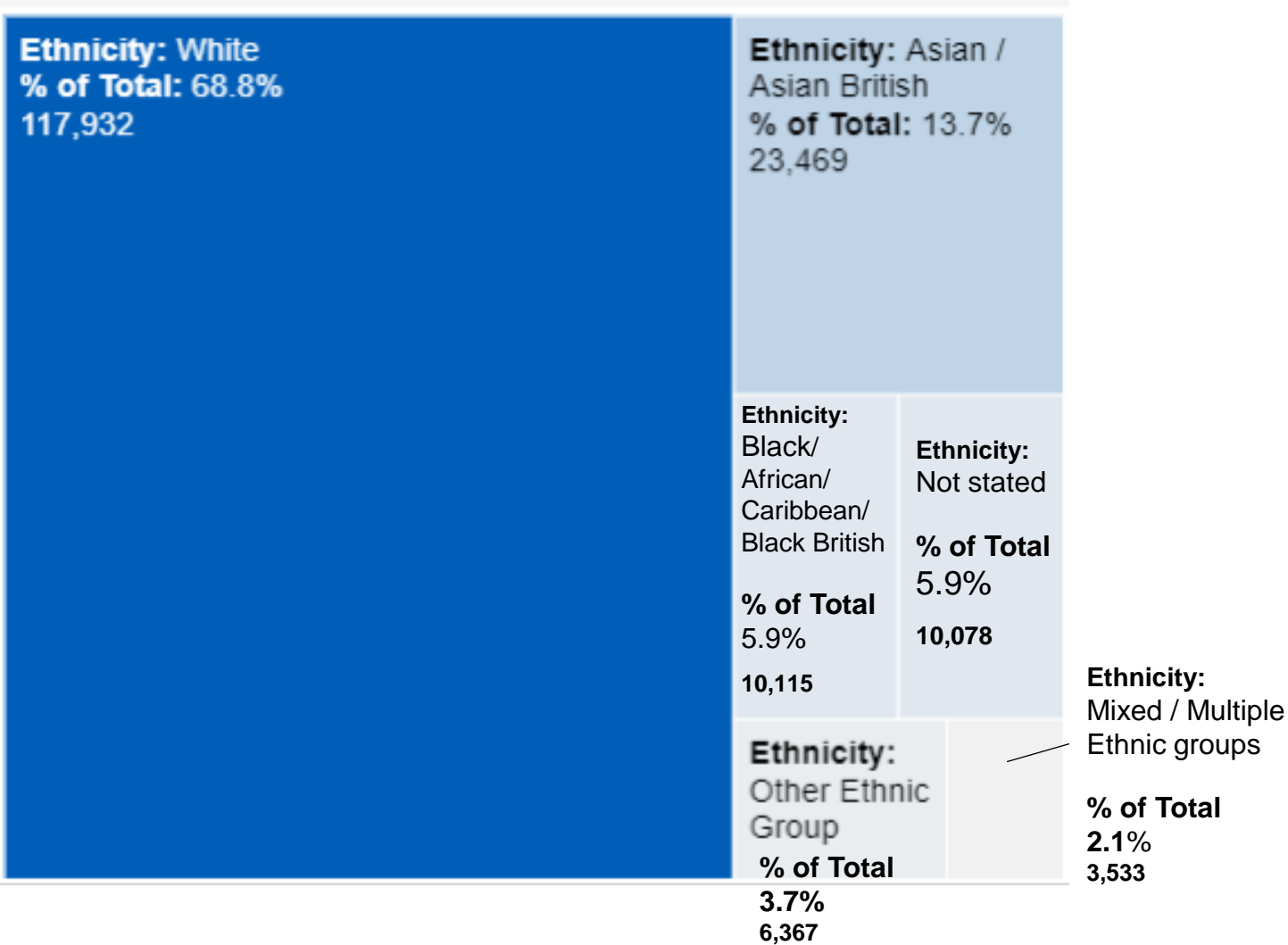
**Total staff in England:**  
 1,649,173



# Workforce by Ethnicity – South East Region

Total staff in the South East:  
211,748

Ethnicity | WTE | April 2022 - hover over the boxes for further detail



# Workforce by Ethnicity – Frimley ICS

Ethnicity | WTE | May 2022 - hover over the boxes for further detail

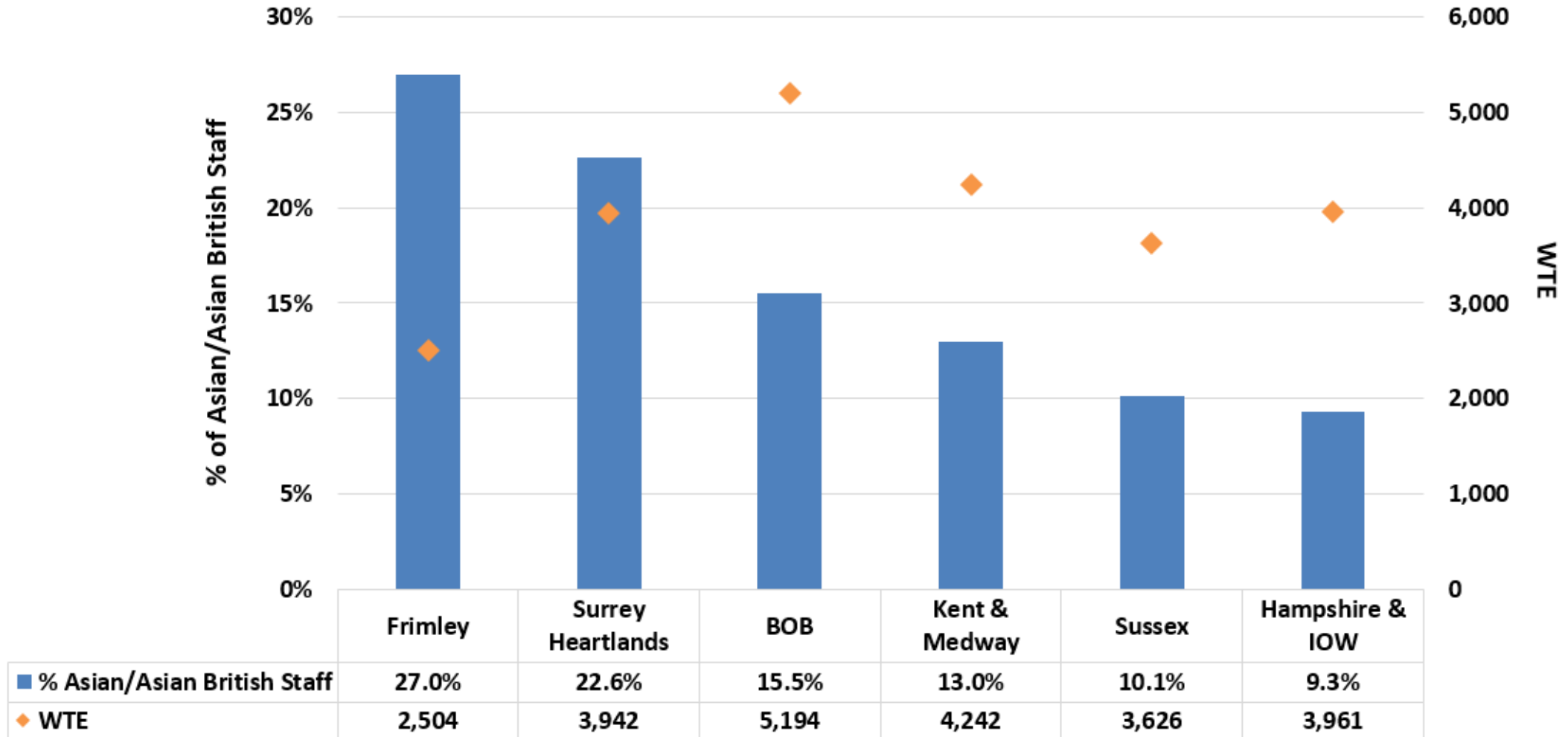
**Total staff in the Frimley ICS:**  
12,357

Frimley has the highest proportion of non-White staff in the South East region, predominantly contributed to from the Asian/Asian British demographic.



# ICS Breakdown

Proportion of Asian/Asian British Staff and WTE  
by ICS in the South East



# Frimley Workforce EDI

## Key points for Frimley ICS:

- Frimley has a higher proportion of female staff compared to South East (74.5%).
- There is a higher proportion of staff from European Economic Area compared to the region (7.2%).
- Frimley has a lower risk of retirement than the South East region (19.3%)

## WRES

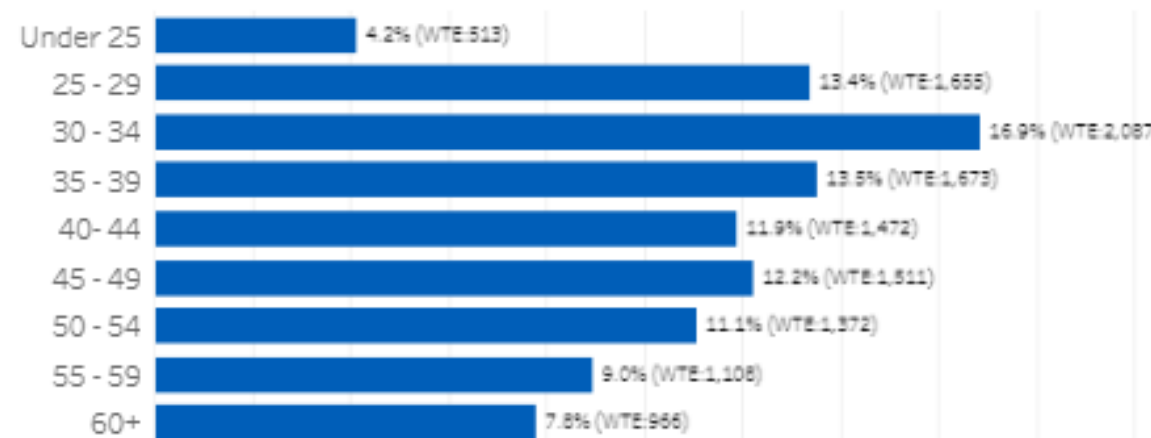
- Key priority areas are Indicator 5 (staff experiencing harassment, bullying or abuse from patients/public) and Indicator 1 for progression from Lower to Upper Band levels.

## WDES

- Main area of priority for Frimley is Metric 1 Disability declaration rate of clinical and non-clinical staff.
- Frimley is strong in terms of disability representation at Board level.

Risk of Retirement	% From EEA	Female %	Male %
16.8%	8.7%	72.5%	27.5%

## Age Profile (age bands)



# FHFT Ethnicity Changes 2018-2021

## Frimley NHS FT

**BME workforce 39.3%**

Pay Banding	Total Headcount in Band 2021	BAME % 2021 in that Band	BAME % 2020 in that Band	BAME % 2019 in that Band	BAME % 2018 in that Band
1	138	65%	56.8%	60.2%	56.9%
2	2344	42.2%	41.9%	39.3%	36.2%
3	977	28.5%	27.3%	28.6%	25.4%
4	780	27.6%	22.4%	21.8%	20.6%
5	1738	54.8%	53.4%	48.3%	38.7%
6	1629	37.8%	34.2%	34.1%	31.7%
7	967	24.6%	23%	21.2%	20.7%
8a	290	22.1%	20.8%	19.4%	17.6%
8b	103	18.4%	20%	21.3%	18.1%
8c	68	14.7%	14.3%	11.5%	8.6%
8d	15	0%	0%	5.9%	13.3%
9	4	25%	0%	0%	0%



# BHFT Ethnicity Breakdown 2022



Berkshire NHS

BME workforce 28%

Band	Asian	Black	Mixed	Not Stated	Other	White	BME Total %
Band 2	19.92%	16.26%	2.85%	3.25%	3.25%	54.07%	39%
Band 3	11.69%	9.08%	4.31%	2.00%	1.54%	71.38%	25%
Band 4	13.04%	5.03%	2.17%	2.58%	1.63%	75.41%	20%
Band 5	12.59%	18.71%	2.80%	2.97%	2.10%	60.84%	34%
Band 6	9.62%	11.44%	2.53%	2.94%	0.81%	72.47%	23.5%
Band 7	10.57%	10.19%	2.55%	3.06%	1.53%	71.97%	23%
Band 8 - Range A	12.46%	8.90%	2.37%	1.78%	0.89%	73.59%	23%
Band 8 - Range B	5.52%	4.14%	4.14%	1.38%	1.38%	83.45%	13.8%
Band 8 - Range C	9.84%	8.20%	3.28%	1.64%	0.00%	77.05%	21%
Band 8 - Range D	3.03%	3.03%	0.00%	9.09%	0.00%	84.85%	6%
Band 9	9.09%	0.00%	9.09%	27.27%	0.00%	54.55%	18%
Other	40.17%	2.93%	2.51%	10.04%	3.77%	40.59%	
Grand Total	13.01%	10.10%	2.81%	3.10%	1.58%	69.29%	

# SABP Ethnicity data 2022

	BME Headcount	
	No	Yes
2-Band 2	54.5%	45.5%
3-Band 3	65.6%	34.4%
4-Band 4	78.0%	22.0%
5-Band 5	71.8%	28.2%
6-Band 6	71.4%	28.6%
7-Band 7	73.2%	26.8%
8-Band 8a	77.1%	22.9%
9-Band 8b	84.4%	15.6%
91-Band 8c	82.4%	17.6%
92-Band 8d	75.9%	24.1%
93-Band 9	86.7%	13.3%
Medical Trainee Grade	33.3%	66.7%
96-Medical & Dental Non-Consultant Career Grade	29.0%	71.0%
95-Medical & Dental Consultant	41.3%	58.7%
Local Grade	81.8%	18.2%
Very Senior Manager	62.5%	37.5%
Grand Total	69.3%	30.7%

## EDI – Workforce Race Equality Standard (WRES)

		F CCG	FHNFT	BHNFT	SABPNFT
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months	White	7.4%	27.2%	19.9%	22.3%
	BME	11.4%	30.7%	29.4%	27.4%
Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White	12.2%	21.1%	14.4%	16.2%
	BME	22.9%	24.4%	22.9%	17.5%
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	White	62.3%	59.5%	67.5%	64.0%
	BME	17.1%	50.1%	45.7%	51.2%
Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months	White	4.6%	5.8%	5.3%	4.7%
	BME	22.9%	15.2%	14.4%	9.1%

- As many as 1 in 3 staff members have experienced unacceptable harassment, bullying or abuse from the public or colleagues
- Equality of opportunity shows on average a greater than 10% gap
- What initiatives are there in each trust that can be shared across the system to address underlying negative experience of BME staff?

## EDI – Workforce Disability Equality Standard (WDES)

		F CCG	FHNFT	BHNFT	SABPNFT
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months	Non LTHC	8.1%	27.4%	20.0%	21.4%
	LTHC*	11.5%	33.5%	30.0%	30.3%
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	Non LTHC	8.0%	16.3%	11.1%	11.5%
	LTHC	15.4%	24.5%	19.3%	17.6%
Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	Non LTHC	51.7%	56.8%	64.3%	62.7%
	LTHC	57.1%	50.1%	52.9%	55.3%
Percentage of staff satisfied with the extent to which their organisation values their work	Non LTHC	55.6%	46.4%	61.1%	58.2%
	LTHC	42.9%	33.3%	51.5%	52.2%
Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	LTHC	71.4%	68.8%	81.30%	78.9%

- Experience of staff recording having a Long Term Condition shows a more negative position than those without

\* LTHC = Long Term Health Condition

# Equality, Diversity & Inclusion

## Berkshire Health NHS FT

*'Despite this work, over the last four to five years, the indicators show we are making little change, especially for our BAME staff. This is a major concern and as we must reduce the inequalities affecting people with protected characteristics.'* **Staff Survey Report 2022**

### Actions identified:

- Review staff survey results and work with networks and services to agree priorities
- Review the recruitment processes and introduce inclusive recruitment training
- Design and deliver an inclusive talent strategy
- Refresh our leadership offers
- Focus on declaration rates

## Frimley CCG

*'It is clear that in addition to the ongoing work being undertaken on addressing racism and racial disparity, there is much work to be undertaken to understand and respond to the needs of our staff living with a disability.'*

### **FCCG Staff Survey Report 2022**

### Areas to address:

- Preventing bullying, harassment and discrimination
- Developing confidence in the organisation addressing concerns that individuals raise about themselves and clinical services
- Respecting individual difference
- Career progression

## Key area of focus for all Trusts

## Surrey & Borders NHS FT

- Trust wide action plan around WDES supported by BME network
- Data on disability and ethnicity to be shared with relevant networks to feed into action plans

## Frimley Health NHS FT

*'...opportunity in the area of disability is also vital, as part of our continuing commitment to building an inclusive workplace culture where everyone belongs.'* **Staff Survey Report 2022**

### **Actions :**

- Campaign focused on zero tolerance of discrimination from patients/public
- Expansion of network forums
- Reducing cases of discrimination ( improve WRES scores)
- Improve representation of BME staff in senior roles

# EDI Priorities

## Bracknell Forest:-

- Continue to build allyship programme
- Celebrating cultural diversity group
- Compassionate conversations
- Retention of BME staff

## Slough Borough Council:-

- Improve BME representation
- Build Equality Diversity & Inclusion into recruitment process
- Build inclusive cultures

## RBWM

- Recruitment of equality and community engagement officer
- Equality Impact Assessments
- Inclusive Recruitment

## Surrey County Council:-

- Building EDI into all training /induction
- Review of recruitment processes
- Explore over –representation of BME staff in disciplinarys

# Frimley ICS 5 EDI Strategic Ambitions

Building a  
robust data  
set



## Frimley System Actions

1. Co – creating of EDI strategy ambitions
2. EDI Professionals Network
3. Inclusive Recruitment toolkit
4. Just Culture work - deep dive into BME staff into formal disciplinary process
5. Snowy White Peaks programme supported by HEE



## Frimley System Next Steps

1. Continue to develop a robust data strategy across the Frimley system
2. Agree system priorities (workforce and population)
3. ICB – Board Champion
4. System anti-racist strategy
5. Develop ICB shadow/mirror board
6. Extend the Snowy White Peaks programme supported by HEE
7. Develop allies against racism programme with Frimley Academy
8. Reciprocal mentoring programme
9. Cultural Intelligence



## Equality, Diversity and Inclusion Conference 2022

# Think Differently, Do differently

How do we increase diversity, reduce inequalities and promote meaningful inclusion across our system?

Come together with colleagues across Frimley Health and Care Integrated Care System for an interactive day to share, learn and explore.

**Save the Date!**

**Wednesday 19 October 2022**

**10:00 – 15:00**

**Ascot Racecourse**

Please forward to colleagues who may be interested

# Questions?