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# Chelsea and Westminster Hospital NHS Foundation Trust Workforce Race Equality Standard (WRES) Annual Report

## 2023/24



## **Foreword**

I was pleased to have been elected by my peers and given the opportunity of stepping into the role of Staff Network Chair in April 2024

Since 2015, all NHS organisations have been required to demonstrate how they are addressing race equality issues in a range of areas through the Workforce Race Equality Standard (WRES). The purpose of the WRES is to highlight the experience of black and minority ethnic (BAME) people working in the NHS against a range of nine key national indicators in comparison to non-BAME people. Data for the WRES is compiled from a number of Trust data sources that include workforce, employee relations, learning and development, recruitment and from the NHS Staff Survey.

As Chair of the ENRICH Staff Network, I want to see real improvements for all of our colleagues. The WRES Annual Report shows that, despite progress across the metrics, disparities still exist with people experiencing the workplace differently depending on your race and ethnicity.

Whilst the term BME is used in this report and in national reporting, in conversations and discussions we want to embrace the term “Global Majority” and continue to grow our network to ensure people get the support they need.

We are committed to working with the Trust’s People Strategy Belonging Sub Group and with colleagues across the North West London Acute Provider Collaborative in meeting NHS England’s EDI Improvement Plan.

Our aim is ensure that people’s voices are heard and actions are taken to reduce the differential experiences based on race and ethnicity. We want to drive real change and improve the lives of our people to reduce barriers and increase equity.

**Emeka Ezechkwu**  
**Head of Employee Services & ENRICH Staff Network Chair**



## Workforce Race Equality Standard Report

The Workforce Race Equality Standard (WRES) came into effect on 1st April 2015. The standard aims to improve the representation and experience of Black, and Minority Ethnic (BME) staff at all levels of the organisation – particularly senior management.

In the context of the WRES, White staff comprises White British, White Irish and White Other (Ethnicity codes A, B, C) whereas BME staff comprise all other categories excluding ‘not stated’. These terms and categorisations are those set out within the WRES guidance nationally and therefore used within the context of this report.

The total workforce as at 31st March 2024 was 7411. BME staff make up 53.7% of the workforce, white staff make up 38.9%, and not stated 7.4%. The BME percentage has increased from 51.2% in March 2023, white staff decreased from 41.5% and not stated a slight change from 7.3% to 7.4%. In comparison as at March 2023 26.4% of the workforce across NHS Trusts nationally came from a BME background and a third of all BME staff 33.2% worked in the London region.

Table 1 and Table 2 show the number of and distribution of White, BME and Not stated staff in non-clinical and clinical bands in 2023 and 2024 with the BME percentage in each band in 2024.

**Table 1: WRES Indicator 1: Non-clinical roles**

WRES indicator 1: Percentage of staff in each AfC Bands 1-9 and VSM as at 31 <sup>st</sup> March 2024									
Non Clinical	2023			% BME 2023	2024			% BME 2024	BME % year on year trend
	White	BME	Not Stated		White	BME	Not Stated		
Band 2	60	68	4	52%	51	73	4	57%	Increase
Band 3	85	128	22	54%	93	143	19	56%	Increase
Band 4	135	147	30	47%	136	140	30	46%	Increase
Band 5	73	91	8	53%	81	108	11	54%	Increase
Band 6	61	56	10	44%	58	60	7	48%	Increase
Band 7	65	53	3	44%	58	59	9	47%	Increase
Band 8a	46	30	3	38%	57	35	1	38%	Increase
Band 8b	40	15	4	25%	42	21	5	31%	Increase
Band 8c	22	17	4	40%	26	17	4	36%	Decrease
Band 8d	16	7	2	28%	19	8	3	27%	Decrease
Band 9	4	4	2	40%	5	4	1	40%	No change
VSM	19	4	1	17%	18	4	0	18%	Increase

\* [NHS Workforce Race Equality Standard 2023 data analysis report for NHS trusts.docx \(live.com\)](#)



The numbers of non-clinical staff across all bandings in the Trust as at 31st March 2024 is 1410, which accounts for 19% of the total workforce.

	Number	Percentage of those in non-clinical roles
White	644	46%
BME	672	47%
Not stated	7	7%

**Table 2: WRES Indicator 1: Clinical roles**

WRES indicator 1: Percentage of staff in each AfC Bands 1-9 and VSM as at 31 <sup>st</sup> March 2024									
Clinical	2023			% BME 2023	2024			% BME 2024	BME % year on year trend
	White	BME	Not Stated		White	BME	Not Stated		
Band 2	111	294	46	65%	101	359	48	71%	Increase
Band 3	110	197	28	59%	100	214	35	61%	Increase
Band 4	67	119	17	59%	65	107	15	57%	Decrease
Band 5	255	845	85	71%	247	978	78	75%	Increase
Band 6	431	541	79	51%	385	596	87	56%	Increase
Band 7	416	269	42	37%	445	275	49	36%	Decrease
Band 8a	128	66	11	32%	141	71	11	32%	No change
Band 8b	40	19	2	31%	39	19	5	30%	Decrease
Band 8c	15	4	2	19%	14	5	2	24%	Increase
Band 8d	6	1	0	14%	6	1	0	14%	No change
Band 9	6	1	0	14%	5	1	0	17%	Increase
VSM	2	0	0	0%	2	0	0	0%	No change
*Consultants	320	218	33	38%	343	230	40	38%	No change
*Career/staff grades	25	32	9	48%	26	30	8	47%	Decrease
*Trainee grades/trust grade	342	349	64	46%	318	422	78	52%	Increase

\* Medical and Dental

The numbers of clinical, medical and dental staff across all bandings in the Trust as at 31st March 2024 is 6001, which accounts for 81% of the total workforce.



	Number	Percentage of those in clinical roles
White	2237	37%
BME	3308	55%
Not stated	456	8%

**Table 3: WRES indicator 2**

<b>WRES indicator 2: Relative likelihood of white staff compared to BME being appointed from shortlisting across all posts</b>				
Trust 2024	Trust 2023	Trust 2022	Trust 2021	Trust 2020
1.62	1.71	1.72	1.60	1.40

Note: equity is a figure of 1.0

The above shows our progress in relation to WRES indicator 2. In 2024 white applicants continue to be more likely to be appointed from shortlisting than BME applications. There is more we can do to reduce this figure building on the recent introduction of Diversity and Inclusion Champions within interviews.

The national average (mean) for WRES indicator 2 in 2023 is 1.59 with London at 1.47. The national data shows that the best performing area in this metric is the East of England at 1.46 and the worst the North East at 2.01.

**Table 4: WRES indicator 3**

<b>WRES indicator 3: Relative likelihood of BME entering the formal disciplinary process</b>				
Trust 2024	Trust 2023	Trust 2022	Trust 2021	Trust 2020
1.02	1.55	1.77	1.91	2.41

Note: equity is a figure of 1.0

The above shows our progress in the relative likelihood of BME staff entering the formal disciplinary process compared to white staff. Ensuring that we embed a just and fair culture has been a Trust priority over the past three years. We are seeing changes and we are performing better than the national average (mean) in 2023 of 1.03 and London average (mean) of 1.41.



**Table 5: WRES indicator 4**

<b>WRES indicator 4: Relative likelihood of white staff accessing non mandatory training and Career Professional Development (CPD)</b>				
Trust 2024	Trust 2023	Trust 2022	Trust 2021	Trust 2020
0.97	1.01	0.90	1.08	1.03

Note: equity is a figure of 1.0

The above shows the relative likelihood of white staff accessing non-mandatory training compared to BME staff. The range which NHS England has deemed as an “non-adverse range” is 0.80 – 1.25 for the indicator, which we are within. As a comparator the national figure for this in 2023 was 1.12 with London being 0.92.

**Table 6: WRES indicators 5 – 8**

	Year on year changes	Year on year narrowing the gap	Ethnicity	2023	2022	2021	2020
<b>WRES Indicator 5:</b> Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Decrease	Widened	WHITE	34.5%	40.9%	37.1%	37.9%
	Decrease		BME	37.2%	43.2%	36.2%	39.6%
<b>WRES Indicator 6:</b> Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	Decrease	Widened	WHITE	20.4%	26.4%	25.1%	26.7%
	Decrease		BME	24.9%	28.5%	29.4%	29.0%
<b>WRES Indicator 7:</b> Percentage believing that trust provides equal opportunities for career progression or promotion	Increase	Widened	WHITE	59.5%	57.2%	59.6%	59.9%
	Increase		BME	50.7%	48.7%	46.0%	45.1%
<b>WRES Indicator 8:</b> Percentage of staff experiencing harassment, bullying or abuse from manager/team leader or other colleagues in last 12 months	Decrease	Widened	WHITE	7.3%	8.1%	7.8%	5.6%
	Decrease		BME	15.6%	16.2%	16.8%	16.1%

The data above, taken from our most recent Staff Survey 2023 results, show positive changes in staff experience across both white and BME staff in each of the metrics from the previous year. The percentage of BME staff believing the trust provides equal opportunities for career progression or promotion reflects improvements on last year and better than national average.



However, overall the experience of BME staff is less favourable than those not from these backgrounds and disparities remain. And for indicator 5 we are 10% worse when compared to the national average.

The gap between the responses from BME staff and white staff year on year has overall widened. Whilst for all staff metrics are improving this suggests that the experience for white staff is improving at a quicker rate than it is for BME staff.

Based on national averages from 2023 against these metrics, as seen in table 7, the Trust scores fall below those of the National average scores for BME staff experiencing harassment bullying or abuse from patients or members of the public. Addressing this is a key priority in our People Strategy and will be a focus of the new Feeling Safe multi-disciplinary group which seeks to reduce levels of violence and aggression experienced by staff.

**Table 7:** Trust Staff Survey Data compared to National Data from 2023 in WRES Indicators 5–8

WRES	Trust Average for BME Staff 2023	National Average Score for BME Staff 2023
5	37.2%	27.3%
6	24.9%	25.2%
7	50.7%	49.6%
8	15.6%	16.1%

**Table 8:** WRES indicators 9

WRES Indicator 9: <i>disaggregated</i>	Year on year trend	Trust 2024	Trust 2023	Trust 2022
% difference between the organisations' Board voting membership and its overall workforce	No change	30%	30%	30%
% difference between organisations' Board executive membership and its overall workforce	Widening	-21.5%	-19.0%	-21.8%

This data demonstrates that our Board is not representative of the wider workforce and we need greater representation of BME colleagues in these positions. This is a continued focus for the Trust in our People strategy. The NHS England EDI Improvement Plan published in June 2023 require us to develop our action in response to the six high impact actions. Our Belonging sub group has developed a detailed action plan to address these high impact actions and the Trust's equality objectives and senior BME representation is a key focus of that plan.

**WRES Action Plan**

Our WRES action plan is part of our wider EDI action plan under the People Strategy and



specific actions we will be taken and monitored over the next 12 months. Our key actions include:

- Launching reciprocal mentoring;
- Piloting a cultural intelligence programme for teams;
- Embed the use of Diversity and Inclusion Champions within recruitment processes;
- Continue to embed the Trust's ENRICH network in order to increase the voice of all BME colleagues and work to address areas for improvement identified in this report.