

KMPT Workforce Race Equality Standard 2023/2024

KMPT's Workforce Race Equality Standard (WRES) was introduced in within the NHS in 2015 to focus on the experiences of KMPT BAME staff in the workplace compared to White staff. The Workforce Race Equality Standard (WRES) provides a framework for NHS Trusts to report, demonstrate and monitor progress against a number of indicators of workforce equality, and to ensure that employees from Black, Asian and Minority Ethnic (BAME) backgrounds receive fair treatment in the workplace and have equal access to career opportunities. NHS Trusts are required to publish their data at yearly intervals to show progress from the previous year. It is therefore mandatory for KMPT to report on WRES and track progress.

The WRES focuses on meeting requirements around ethnicity on 9 Race Equality Indicators. These indicators are a combination of workforce data¹ and results from the National Staff Survey 2022. Indicators 1-4 and 9 are based on data taken from ESR, Recruitment, Employee Relations and Learning and Development. Indicator 9 has been verified by the Trust Secretary. Indicators 5-8 are based on data from KMPT's 2023 staff survey.

Overall the data shows a representation of KMPT's BAME staff across KMPT has increased to 28.0% in 2023/2024. In accordance with NHS England's WRES data, the BAME representation in the NHS across the South East is 26.4% and across England nationally is also 26.4% up from 24.2% in 2022.

Indicator 1 - Percentage of staff in each of the Agenda for Change (AfC) Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.

Indicator 2- Relative likelihood of staff being appointed from shortlisting across all posts

Indicator 3 - Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

Indicator 4 - Relative likelihood of staff accessing non-mandatory training and CPD

Indicator 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.

Indicator 6 - Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.

¹ The data analysed from KMPT's Electronic Records System (ESR) and the 2022 Staff Survey.

Indicator 7 - Percentage believing that Trust provides equal opportunities for career progression or promotion.

Indicator 8 - In the last 12 months have you personally experienced discrimination at work from any of the following: Manager/team leaders or other colleagues?

Indicator 9 - Percentage difference between the organisations' Board voting membership and its overall workforce

It should be noted that the data for indicators 5-8 are not included in the WRES template submission.

Indicator 1: Percentage of staff in each of the AfC Bands 1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce.

At 28.0%, this indicator is exceeding KMPT’s target of 22% (based on the representation of Black, Asian and Minority Ethnic staff in KMPT’s overall workforce population in 2023/2024). KMPT are continuing to see improvements in its BAME representation.

Workforce Employed by KMPT

Workforce Group (Clinical & non-clinical)	2021/2022 Total number	%	2022/2023 Total Number	%	2023/2024 Total Number	
BAME	822	23.5%	928	25%	1083	28%
White	2541	72.5%	2566	69.1%	2584	66.8%
Not stated	142	4.1%	218	5.9%	200	5.2%
Total	3505		3712		3867	

Percentage of BAME staff by banding for both clinical and non-clinical

2023/2024 Pay Band	Non-clinical						Clinical					
	White	BAME	Unknown	White %	BAME %	Unknown %	White	BAME	Unknown	White %	BAME %	Unknown %
Band 2	204	45	20	5.27%	1.16%	0.51%	117	154	14	3.02%	3.98%	0.36%
Band 3	221	26	12	5.71%	0.67%	0.31%	333	97	24	8.61%	2.50%	0.62%
Band 4	142	11	5	3.67%	2.28%	0.12%	149	85	8	3.85%	2.19%	0.20%

Band 5	87	14	5	2.24%	0.36%	0.12%	121	133	23	3.12%	3.43%	0.59%
Band 6	76	13	2	1.96%	0.33%	0.05%	416	216	40	10.75%	5.58%	1.03%
Band 7	88	8	2	2.27%	0.20%	0.05%	255	80	14	6.59%	2.06%	0.36%
Band 8 A	43	8	2	1.11%	0.20%	0.05%	106	30	7	2.74%	0.77%	0.18%
Band 8B	22	7	0	0.56%	0.18%	0%	41	5	3	1.06%	0.12%	0.07%
Band 8C	22	2	0	0.56%	0.05%	0%	30	6	0	0.77%	0.15%	0%
Band 8D	17	1	1	0.43%	0.02%	0.02%	6	2	0	0.10%	0.05%	0%
Band 9	4	1	3	0.10%	0.02%	0.07%	2	1	0	0.05%	0.02%	0%
VSM	3	1	2	0.07%	0.02%	0.05%	0	0	1	0%	0%	0.02%
Consultant	-	-	-	-	-	-	33	61	4	0.85%	1.57%	0.10%
Senior Medical Manager	-	-	-	-	-	-	0	2	0	0%	0.05%	0%
Medical Consultants	-	-	-	-	-	-	8	19	5	0.20%	0.49%	0.12%
Medical Non-consultant career grades	-	-	-	-	-	-	17	57	3	0.43%	1.47%	0.07%
Medical trainee grades	-	-	-	-	-	-	21	0	0	0.54%	0%	0%

Although the data shows that BAME staff are still under represented in the majority of bandings there has been an increase in BAME staff in 2023/2024 in all bandings. The majority of non-clinical BAME staff are in bands 2 and 3, whereas in clinical the majority of BAME staff are in bands 2, 5 and 6. The data shows there are more BAME staff in clinical bands 2 and 5 than white staff and bands 4, 8A and 8D BAME work force doubling when compared to the previous year.

Workforce by group banding

Band (Non-Clinical)	2-5	6-7	8+
BAME	82	21	20
White	567	164	111
Unknown	37	4	8

Band (Clinical)	2-5	6-7	8+
BAME	336	296	44
White	599	671	185
Unknown	46	54	11

Indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts.

1st April 2023 – 31st March 2024

	White	BAME	Unknown
Number of shortlisted applicants	2350	3839	96
Number of appointed applicants	386	244	20
Appointment %	16.43%	6.36%	20.83%
Likelihood	2.58		

2024 has seen an increase for both BAME and white applicants being shortlisting and an increase in applicants appointed, the data shows that more BAME applicants were shortlisted than white applicants however, less BAME staff were appointed. Through the calculations of the likelihood of staff being appointed to KMPT the likelihood shows that white staff are **2.58** times more likely to be appointed into KMPT, an increase from 2023 which was **1.91**.

Although there is work within recruitment to address barriers within the recruitment process, which includes a refreshed recruitment policy, the reintroduction of diverse interview panels, the network chairs are being consulted with regards to job advert wording, job description wording and are being utilised as a consultation group for changes to the recruitment process. The recruitment team are looking at other external websites to advertised vacancies on and are developing a training package for all recruiting managers and Cultural Inclusion Ambassadors to attend which will include de-biasing recruitment (unconscious bias). Results of these actions will be monitored and evaluated with the measure being the next WRES submission in 2025/26.

Indicator 3: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

1st April 2023- 31st March 2024

	White	%	BAME	%	Unknown	%
Workforce	2584	66.8%	1083	28%	200	5.17%
Number of disciplinarys	13	0.50%	6	0.55%	0	0%
Likelihood	1.10					

The likelihood of BAME staff entering into formal disciplinary process has decreased from 3.35 (2022/2023) to 1.10 (2023/2024). This is a significant decrease of 2.25 indicating BAME staff are not disproportionately effected compared to white staff. A value of 1.0 indicates an equitable disciplinary process, with white staff showing at 0.50% and BAME staff at 0.55%.

2022/23 data showing BAME staff were 3.35 times more likely to enter a formal disciplinary process, was due to an investigation that took place in which the majority of staff were from a BAME background. Lessons have been learned from the process and impact and changes have been made, a new Central Investigations Team are now in place, and the ER Team are launching the Restorative Just a Learning Culture question to support decision making when investigating concerns raised.

A monthly measure of this indicator is reported to the IQPR, therefore any significant increase will be picked up and explored within the monthly timeframe.

Indicator 4: Relative likelihood of staff accessing non-mandatory training and CPD

	White	%	BAME	%	Unknown	%
Workforce	2584	66.8%	1083	28%	200	5.17%
Number of staff accessing non-mandatory training and CPD	2578	99.77	1083	100.0%	24	12.0%
Likelihood	0.99/1.00					

The relative likelihood of white staff compared to BAME staff accessing non-mandatory/CPD training is 0.99/1.00, a slight decrease from 2022/2023 which was 1.04. This indicates that BAME staff are accessing non-mandatory training and CPD at an almost same rate as white staff. KMPT will need maintain this to ensure both BAME and white staff are equally accessing mandatory training.

Indicator 5: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.

2021 Staff Survey		2022 Staff Survey		2023 Staff Survey	
White	BAME	White	BAME	White	BAME
26.8%	35.4%	28.0%	35.7%	25.3%	35.2%
1650 responses	463 responses	1735 responses	446 responses	1477 responses	400 responses

400 (35.2%) of BAME staff who completed the staff survey stated that they have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months. This is a slight decrease from last year of 0.4%. (46 less responses from BAME staff). The percentage remains high and above the national average for BAME staff at 31.4%. White staff experience has also decreased by 2.6%.

Responses from staff have declined for both white and BAME, however BAME staff do have a higher engagement response than white staff to the staff survey.

Work is currently underway to improve staff experience and to reduce violence and aggression, as well as being a strategic objective, V&A is also priority are 1 in the new EDI plan which has a named executive sponsor and three subject matter experts (SME). Work on in-patient wards have started with the roll out of Safety Culture Bundles which includes safety cross data collection, training in allyship and trauma informed support is currently being developed, with a scope of the number of sessions to be delivered over the next 12 months and the potential of a train the trainer session so the rollout is consistent and all inpatient staff have the opportunity to attend. Patient welcome packs are being reviewed to include a statement on violence, aggression and abuse towards our staff, consequences are being discussed and victim impact statements will also be designed and implemented.

Indicator 6: Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.

2021 Staff Survey		2022 Staff Survey		2023 Staff Survey	
White	BAME	White	BAME	White	BAME
18.0%	18.0%	16.2%	19.8%	19.0%	20.6%
1655 responses	461 responses	1731 responses	445 responses	1479 responses	393 responses

In the latest staff survey, 20.6% of BAME staff reported experiencing harassment, bullying, or abuse from other staff members in the past 12 months. This represents a 0.8% increase from the previous year, even with 52 fewer responses from BAME staff. Nonetheless, this percentage remains slightly below the national average for BAME staff, which is 20.9%.

Conversely, the incidence among white staff has increased more significantly, rising from 16.2% in 2022 to 19.0%. The rise in reported harassment, bullying, or abuse among both BAME and white staff is concerning and highlights the need for targeted interventions. To address this issue, KMPT will look to implement several measures such as: improving and promoting reporting mechanisms to ensure staff feel safe and supported when reporting incidents and speaking up, strengthen the position of staff networks to raise concerns to the Trust and to their respective executive sponsor and ensure the leadership demonstrates a strong commitment to tackling harassment and bullying, including clear communication unacceptable behaviours and provide visible support for affected staff.

Indicator 7: Percentage believing that Trust provides equal opportunities for career progression or promotion.

2021 Staff Survey		2022 Staff Survey		2023 Staff Survey	
White	BAME	White	BAME	White	BAME
62.8%	51.5%	62.8%	50.8%	60.7%	47.3%
1690 responses	474 responses	1723 responses	443 responses	1477 responses	397 responses

47.3% of BAME staff stated believing the Trust provides equal opportunities for career progression or promotion (46 less responses from BAME staff). This is a decrease of 3.5% of BAME staff believing that KMPT provides equal opportunities compared to the previous year. This does not correlate with indicator 2 showing an increase in BAME applicants being appointed from shortlisting or indicator 4 staff accessing non-mandatory training and CPD as this data shows that BAME staff are accessing training at an equal rate to white staff.

Development of the Band 7 and above strategy will address barriers to progression, with initiatives such as skills analysis, introducing an assessment centre where identified staff will go through a series of assessments to help provide insights into personalised development plans, coaching and mentoring from the 160 top KMPT leaders, reframing secondments as development opportunities, reframing the 3 allocated work with days to provide opportunities for staff to experience working in a service of choice, guaranteed interviews for ready now talent, structured feedback template following interview,

Indicator 8: In the last 12 months have you personally experienced discrimination at work from any of the following: Manager/team leaders or other colleagues?

2021 Staff Survey		2022 Staff Survey		2023 Staff Survey	
White	BAME	White	BAME	White	BAME
6.7%	12.6%	5.7%	10.8%	7.4%	13.7%
1693 responses	475 responses	1736 responses	444 responses	1462 responses	394 responses

13.7% of BAME staff stated that they had personally experienced discrimination. The staff survey indicates that this has increased for our BAME staff from 10.8% to 13.7%. This is lower than the average of 13.9% across the NHS. However, it is significantly higher than our white staff where 7.4% of staff stated that they experience discrimination from managers/team leader/colleagues, also an increase of 1.7% compared to the previous year.

Work has commenced on the six priority areas of the EDI Plan, following phase 1 of the Cultural Transformation Programme, which includes actions to address behaviours including accountability.

Indicator 9: Percentage difference between the organisations’ board voting membership and its overall workforce

Staff	Total Board Members	Voting board members	% of voting board members	Overall workforce
White	13	11	84.6%	2584
BAME	3	2	15.4%	1083
Unknown	0	0	0%	200

Proportion of voting Board Members of Black, Asian and Minority Ethnicities has increased from 14.3% since last year to 15.4%. This is due to a slight reduction in white board members.