

# NHS Workforce Race Equality Standard (WRES)

## Great Ormond Street Hospital (GOSH) 2021 data analysis



The WRES was developed in 2015 as a result of evidence that NHS staff from a BAME background had a poorer experience at work and had less career opportunities than their white colleagues.

The WRES contains nine performance indicators.

- Four of the indicators relate specifically to workforce data
- Four are based on data from responses to the annual NHS staff survey
- One considers BAME representation on boards

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing.

We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care and represent the diverse communities we serve.

We have submitted our WRES data since 2016 and now has six years of data that can be used to inform real quality improvement in the working lives of our BAME colleagues.

Implementing the WRES and acting on what the data tells us can have positive impact on:

- Staff and our patients
- Organisational culture
- Creating an inclusive workplace
- Psychical and mental wellbeing
- Social justice



## GOSH WRES data 2021 show that:

### Staff representation

Our BAME staff representation is **31%**  
In 2021 we showed a small increase on the **29%** reported in 2020



### Disciplinary investigation

BAME staff are **2.87** times more likely to enter formal disciplinary process compared to white staff  
In 2021 it has gone up from **2.67** reported in 2020



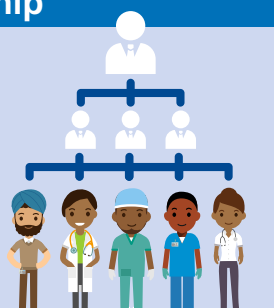
### Shortlisting

White staff are **2.09** times more than likely to be appointed from shortlisting  
In 2021 we have slightly reduced the gap on the **2.25** reported in 2020



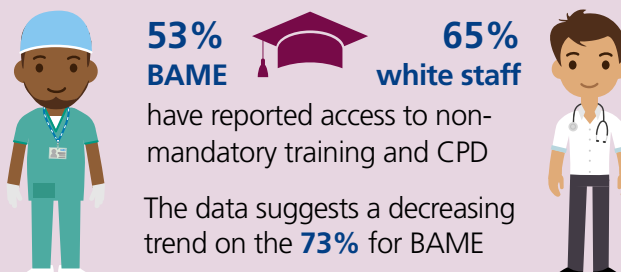
### Representative leadership

BAME staff are underrepresented in pay bands 7- 9 and at Very Senior Manager level and overrepresented in pay bands 2,3 and 4



### Non-mandatory training and CPD

**53% BAME** and **65% white staff** have reported access to non-mandatory training and CPD  
The data suggests a decreasing trend on the **73%** for BAME



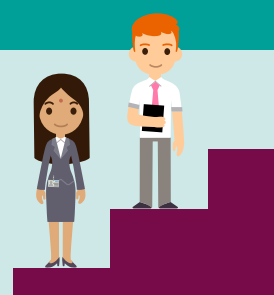
### Bullying and harassment

**29%** percent of our BAME colleagues reported bullying and harassment from other colleagues



### Career progression

**55%** BAME staff believe that GOSH provides equal opportunities for career progression as opposed to **86%** white staff



### Reporting discrimination

**18%** percent BAME staff reported discrimination at work from a manager, team leader or a colleague as opposed to **6%** white staff



### Board membership

GOSH board members by ethnicity shows **75%** white board members, **19%** BAME and **6%** for which data is unknown/null

