

# Improving race equality in the NHS

## KEY FINDINGS FROM THE WORKFORCE RACE EQUALITY STANDARD (WRES) 2019 REPORT

**19.7%** of NHS staff are **BME** (275,800)\*



**16,112** more **BME** staff in the NHS in 2019 than 2018\*



**8.4%** of trust board members are **BME**



**10.2%** increase (approx 4,500) in **BME** doctors over last two years



**BME** staff at very senior manager level increased by **30%** since 2016



As pay bands increase, the proportion of **BME** staff decreases from 24.5% at band 5 to **6.5%** at very senior manager level



**BME** staff are **1.5 times** more likely to enter a formal disciplinary process than **white** staff



Staff perceptions of discrimination, bullying, harassment and abuse **have not changed**



**BME** and **white** staff beliefs around equal opportunities in the workplace **have not changed**



**White** applicants are **1.46 times** more likely to be appointed from shortlisting than **BME** applicants



[www.nhsemployers.org](http://www.nhsemployers.org) [enquiries@nhsemployers.org](mailto:enquiries@nhsemployers.org) [@nhsemployers](https://twitter.com/nhsemployers)

\*Source: [NHS England and NHS Improvement, WRES 2019 report](#)  
Figures quoted are compared to 2018 data unless stated and refer to NHS trusts and CCGs.

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# Taking Action

## ORGANISATIONS



Create a culture where racism is not tolerated, respond quickly to complaints.



Tell your story. Explain why workforce race equality is so important for staff and patients.



Appoint a board lead for WRES and EDS2 implementation.



Board lead to actively engage with staff groups such as BME networks.



Use positive action measures to encourage diverse shortlisting and diverse appointment panels.



Commit to developing leaders from under-represented groups and link your discussions with your regional talent boards.



Create an independent panel to review all disciplinary cases beyond a first written warning before processing.

## INDIVIDUALS



Speak up and challenge inappropriate behaviours via HR, your manager or equality lead.



Improve understanding of unconscious bias and white privilege.



Attend internal training on equality, diversity and inclusion.



Challenge leaders for transparency around WRES action plans.



Add race equality, diversity and inclusion issues to meeting agendas.



Request the WRES data for your department and compare it to the wider organisation.



Participate in a reverse mentoring programme.



Be curious and ask questions.

## Access further information

[NHS Workforce Race Equality Standard 2019 annual report](#)

[NHS Workforce Race Equality Standard resources](#)

[Join the BME Leadership Network](#)