

**Trust Board of Directors Meeting
Report Summary**

Date of Meeting: 6th July 2023	
Title of Document: Bank Workforce Race Equality Standard (BWRES)	
To be presented by: Kate Read, Director of People & OD	Author: Clare Harper, Business Manager – HR OD
1. Status: For Approval	
2. Purpose:	
Relates to:	
Strategic Objective	
Operational performance	
Quality	
Legal/Regulatory/Audit	National requirement by NHS England to submit BWRES data by 30 June 2023
Finance	
Governance	
NHS policy/public consultation	
Accreditation/inspection	
Anchor institutions	
ICS/ICB/Alliance	
Board Assurance Framework (BAF) Risk	
Other	
3. Summary: There are an estimated 150,000 bank-only workers in NHS trusts and to support NHS England’s strategic aim of improving the quality of bank provision as a flexible option for staff, it has been decided that the scope of the NHS Workforce Race Equality Standard (WRES) will be expanded to cover bank-only workers for the first time. The WRES team have therefore developed a set of indicators for NHS bank only workers, designed to explore the experiences of this group and are aligned to the People Promise and People Plan.	
ESNEFT Data There are 3 BWRES indicators as part of the data submission which will be collated from a combination of the Trust (Medical Bank staff) and NHSP and is shown in Appendix 1 .	

The Bank data provided shows that:

- The percentage of men (18%) compared to women (82%) is almost comparative to the ESNEFT Trust wide figures.
- There are a higher proportion of male and female bank staff who work in clinical roles compared to non-clinical and this is comparative to the substantive trust wide figures.
- The number of global majority men who do bank work are disproportionately higher than white men (compared to overall substantive staff and local population).

Please note: Due to current GDPR restrictions, NHSP have advised that within their data set provided for Clinical and Non-Clinical bank staff, a zero value does not necessarily mean that there are no workers however they are unable to provide a value where the number is lower than 10 to preserve the anonymity of the workers. We have therefore agreed that before next year's submission, NHSP will notify all NHSP workers of the data collection requirement to ensure they are fully aware that any disclosure of a protected characteristic will be reported to the national team as part of the annual ESNEFT BWRES data submission.

Reporting Timeline

The Bank WRES (BWRES) data submission deadline is 30 June 2023 after which the data will be analysed by the national team and presented in a report for NHS trusts later in the year.

4. Recommendations / Actions

The Board is asked to:

- The findings from the MWRES 2020 report;
- Approval of the submission under Board Standing Order 6.2, which allows the Chair and Chief Executive acting jointly to approve matters on behalf of the Board in urgent situations, consulting at least two Non-Executive colleagues
- Note that an ESNEFT BWRES comparator report be drafted post receipt of the national report later this year.

APPENDIX 1

ESNEFT 2021-23 Bank Workforce Race Equality Standard Data Submission

		Active NHS Bank Workers (refers to individuals who solely hold a NHS zero hours contract who have undertaken work/paid training within a 6 month																																					
		Men										Women																											
		White		Mixed			BME Asian or Asian British			Black or Black		Other Ethnic		White		Mixed			BME Asian or Asian British			Black or Black		Other Ethnic															
		British	Irish	Any other White background	White and Black	White and Black African	White and Asian	Any other mixed background	Indian	Pakistani	Bangladeshi	Any other Asian background	Caribbean	African	Any other Black background	Chinese	Any other ethnic group	Not stated	British	Irish	Any other White background	White and Black	White and Black African	White and Asian	Any other mixed background	Indian	Pakistani	Bangladeshi	Any other Asian background	Caribbean	African	Any other Black background	Chinese	Any other ethnic group	Not stated				
Indicator 1	Non-clinical ATC	Under band 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
		Band 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
		Band 2	65	0	0	0	0	0	0	13	0	0	0	0	0	0	0	0	0	186	0	36	0	0	0	0	0	0	0	0	0	16	0	0	0				
		Band 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
		Band 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
		Band 5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
		Band 6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	Band 7 and above	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	Clinical ATC	Under band 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
		Band 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
		Band 2	18	0	0	0	0	0	0	15	0	0	16	0	0	0	0	0	0	230	0	32	0	0	0	0	0	0	21	0	46	0	0	0	53				
		Band 3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
		Band 4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
		Band 5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	162	0	16	0	0	0	0	0	0	11	0	13	0	0	0	39				
Band 6		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	70	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Band 7 and above	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Medical and dental		26	1	8	0	0	1	2	22	10	3	14	1	5	8	1	9	11	18	1	16	0	0	1	1	11	9	1	10	1	2	7	2	5	7				
Total		109	1	8	0	0	1	2	50	10	3	30	1	5	8	1	9	11	770	1	100	0	0	1	1	11	9	1	42	1	77	7	2	5	99				
		All bank staff in the last 12 months																																					
		White		Mixed			BME Asian or Asian British			Black or Black		Other Ethnic																											
		British	Irish	Any other White background	White and Black	White and Black African	White and Asian	Any other mixed background	Indian	Pakistani	Bangladeshi	Any other Asian background	Caribbean	African	Any other Black background	Chinese	Any other ethnic group	Not stated																					
Indicator 2	Number of bank workers entering the formal disciplinary process in the last 12 months (including externally provided bank workers)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																						
Indicator 3	Number of bank worker dismissals in the last 12 months	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																						

NOTE TO POINT
 Re Clinical / Non-Clinical Bank Staff: Due to NHSP GDPR restrictions, a zero value does not necessarily mean that there are no workers and they are unable to provide a value where the number is lower than 10 to preserve the anonymity of the workers.

NB: The ethnicity codes of BME used by the National WRES Team in the data submission template above are referred to as global majority within the narrative of this report.