

Improving race equality in the NHS

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

19.7% of NHS staff are **BME***



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



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



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



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



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



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



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



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



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



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*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](#)