

WORKFORCE RACE EQUALITY STANDARD (WRES) 2024 REPORT



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Implementing the Workforce Race Equality Standard (WRES) is a requirement for NHS commissioners and NHS healthcare providers including independent organisations, through the NHS standard contract.

The WRES is important because studies shows that a motivated, included and valued workforce helps deliver high quality patient care, increased patient satisfaction and better patient safety.

Compton Care has been collating and submitting data in relation to WRES since 2017 when it became a requirement for independent healthcare providers to publish their data.

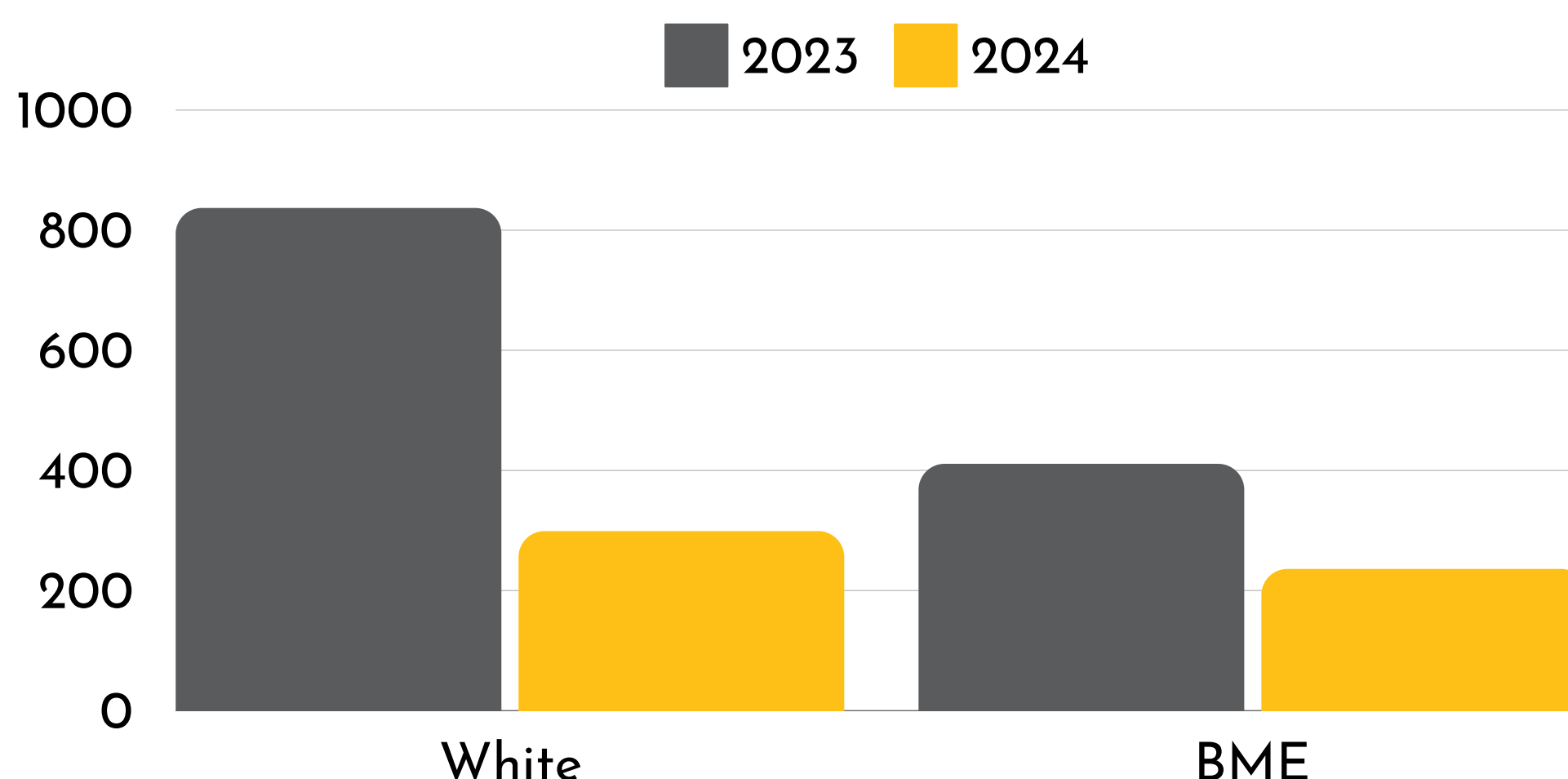
WRES was designed to deliver tangible and lasting improvements in race inclusion. With the aim of showing progress against a number of indicators of workforce equality. The WRES is intended to provide a platform and direction to encourage and help NHS organisations to:

- Reduce the differences in the treatment and experience between BAME and white staff.
- Compare not only their progress in reducing the gaps in treatment and experience but to make comparisons with similar organisations about the overall level of such progress over time
- Identify and take necessary remedial action on the causes of ethnic disparities in the metric outcomes. As part of our NHS Standard Contract, we are required to publish our data and action plan on our website.

WHAT OUR DATA SHOWS

Our workforce demographics for 2024 saw Compton's total workforce recorded as 370 compared to 363 in 2023. During the reporting period we have since seen an increase in the diversity of our workforce with 9.19% of staff reporting their ethnicity as BME compared to 7.44% in 2023. During this period we have worked to encourage all staff to declare their equality data in our HR Information System and as a result the number of those where their ethnicity is unknown has dropped to 9.46% compared to 11.11% in 2023.

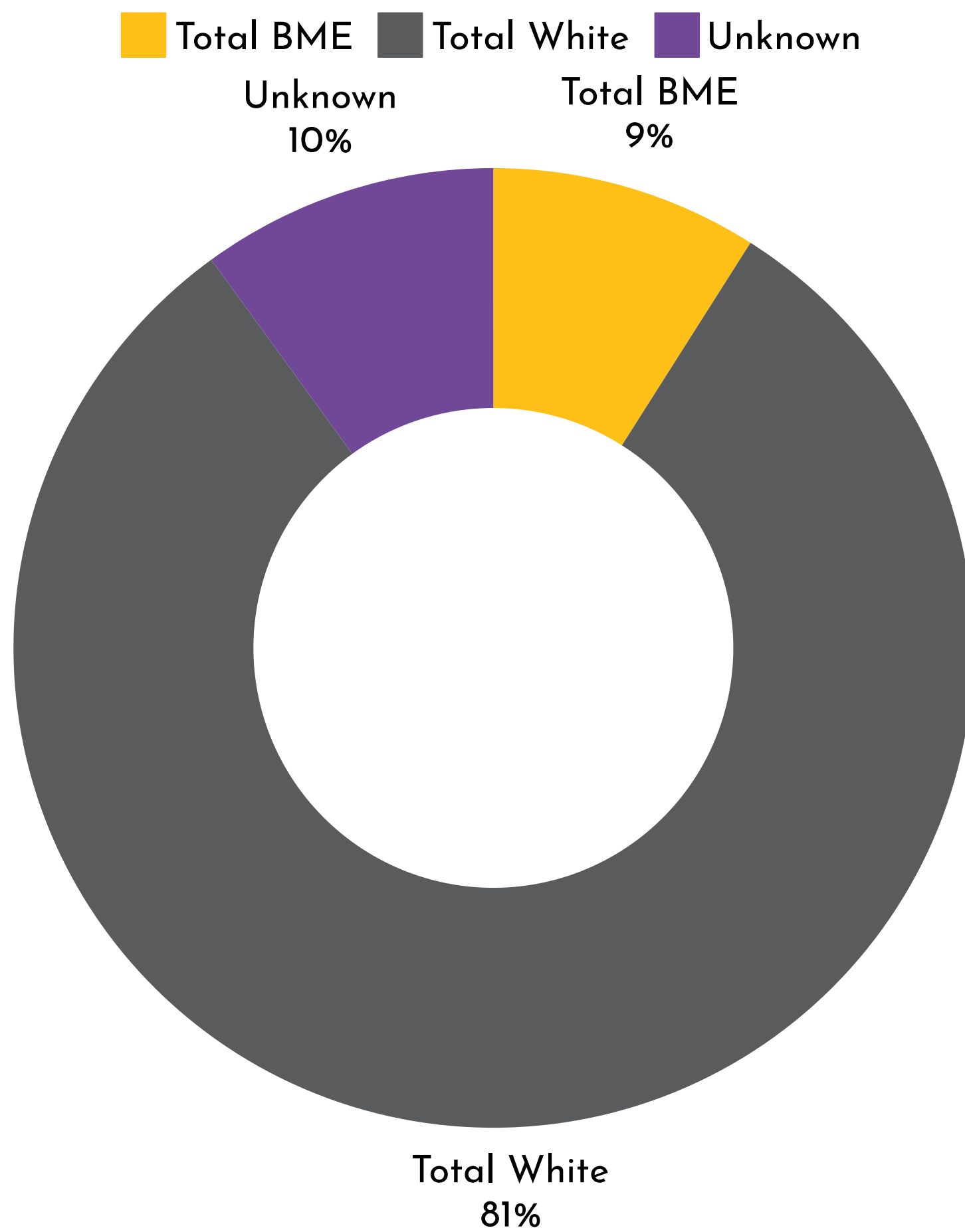
Changes to our recruitment processes during 2024 has seen the introduction of anonymised recruitment. This has had a positive impact on our EDI data and this is also reflected in our WRES data. In 2023 we reported that white candidates were 2.8 times more likely to be appointed from shortlisting. In 2024 this figure had dropped to 1.6. We have also seen a more balanced number of applications from candidates across all backgrounds as can be seen below.



Across our pay bands the largest proportion of BME staff are in bands 3 to 6 with the lowest representation in bands 8 and above. There is a larger proportion of BME staff working in non-clinical roles than in clinical roles

We are currently undertaking a full EDI review to identify how we can build on our successes and further areas where we may be able to improve.

WORKFORCE DEMOGRAPHICS 2024



Period from which the workforce data was taken to compile this report:
1st July 2022 to 30th June 2023