



North Central London
Integrated Care Board

2022 – 2023 Workforce Race Equality Standard (WRES) Report

July 2023

1. Introduction

This report provides information about North Central London Integrated Care Board's (NCL ICB) performance against each of the nine Workforce Race Equality Standards (WRES) indicators for the period 2022-2023. This WRES report is the ICB's first assessment against the WRES indicators since its inception on 1 July 2022.

The report provides an overview of the ICB's performance against the WRES indicators and the key activities that have been undertaken during 2022-2023 to achieve greater race equality. The key priority areas that have been identified to focus on over the next year and beyond have been incorporated into the ICB's 3-year Organisational Development (OD) plan.

2. Key activities/achievements during 2022-2023

- The ICB has been strengthening the approach to leadership and management development that will enable managers and leaders to effectively lead with compassion, inclusivity and support their team members to achieve their potential.
- As part of our People Promise, the ICB has appointed Liz Sayce, Non-Executive Member Board Member as the organisation's Wellbeing and Inclusion Guardian. We are one of the first ICBs to formally introduce this role to our Board and have expanded the role to specifically address our commitment to inclusion.
- The ICB's approach to Equality Impact Assessments (EQIA) has been reviewed and refreshed with a new two stage process. The refreshed approach is accompanied by more comprehensive guidance on the requirements to inform the completion of the EQIA and the strengthening of the governance and approvals process.
- The BME staff network have organised safe space conversations, monthly Black History 365 events, a diversity and inclusion book and film club, cultural conversations and events to raise cultural awareness, as well as the See ME First campaign that demonstrates a commitment to embrace diversity and support and respect each other.
- Our performance against the Workforce Race Equality Standards (WRES) shows that the overall workforce from BME and White backgrounds is broadly reflective of the NCL population demographic. The staff survey results show that BME staff have had improved experiences regarding bullying and harassment from patients/relatives and from staff in comparison to 2021-2022

3. ICB performance against the WRES indicators

WRES Indicator 1: Percentage of staff in each of the AfC Bands 1 - 9 and VSM (including executive board members) compared with the percentage of staff in the overall workforce disaggregated by: non-clinical staff/clinical staff

	All workforce	Band 1 - 7	Band 8a – VSM	Clinical leads on sessional rate
White	50.7%	39%	60%	50%
BME	40.5%	49%	35%	21%
Unknown ethnicity	8.8%	12%	5%	29%

WRES Indicators 2-9

WRES Indicator		Assessment
2	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	4.17 times higher
3	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff	1.88 times higher
4	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	0.72 times higher
5	Percentage of staff personally experiencing harassment, bullying or abuse at work from...Patients / service users, their relatives or other members of the public in the last 12 months	BME staff: 5.3% White staff: 7.9%
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	BME staff: 22.7% White staff: 22.8%
7	Percentage of staff feeling the organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?	BME staff: 34.5% White staff: 49.2%
8	Percentage of staff personally experiencing discrimination at work from any of the following? Manager / team leader or other colleagues in the last 12 months	BME staff: 18% White staff: 7.5%
9	Percentage of BME voting board members in comparison to the overall workforce	BME voting board members: 0% BME overall workforce: 40.5%
	Percentage of BME Board executive membership in comparison to overall workforce	BME board executive members: 11.1% BME overall workforce: 40.5%

4. 2023-2026 Equality, Diversity and Inclusion Plan and Priorities

Whilst there have been a number of achievements across the ICB during 2022-2023, there is significant work that needs to continue over the coming year and beyond to improve the experience of staff and provide a more inclusive culture and environment, particularly in areas such as providing equal opportunities for progression/promotion which has worsened for both staff from a BME and White background, the need to improve the likelihood of BME staff being appointed to a role which has worsened since 2021-2022 and improve the representation of BME staff in senior posts to better reflect the NCL population. Overall, there is a need to improve the experiences of staff and create a culture that is free from bullying, harassment and discrimination.

Over the coming 12 months, we will continue to foster a culture of inclusion and belonging through creating an inclusive community for our staff and patients, with targeted emphasis on:

- Public commitment to becoming an anti-racist organisation
- Participation in the GLA Workforce Integration Network Design Lab programme to becoming an anti-racist organisation
- Develop and deliver an associated programme of work to start to shift the culture towards being anti-racist organisation for staff, patients and our population
- Developing a culture of equity, positive diversity and comprehensive inclusion for all, where staff can bring their whole selves to work safe in the knowledge they will be valued and respected
- Managing the ICB change programme in a fair and equitable way that values diversity and inclusion, recruits, retains and attracts a diverse range of employees
- Prioritisation of the de-biasing recruitment practices and embedding of diverse panels in recruitment practice ahead of the implementation of the outcome of the consultation process across the ICB.

The priorities and actions linked specifically to the WRES indicators are set out in the Equality Information Report (section 7) and the ICB's 3-year OD Plan.