

Workforce Race Equality Standard (WRES) Report 2024

A photograph of two women sitting at a table in what appears to be a library or office setting. The woman on the left is a white woman with short blonde hair, wearing a white button-down shirt, gesturing with her right hand while speaking. The woman on the right is a Black woman with short dark hair, wearing green-rimmed glasses and a red and white striped shirt, holding a pen and listening. Bookshelves filled with books are visible in the background.

*The WRES information in the tables in this report is based on the NHS format for WRES and data is reported where it is available.

“Our workforce will embrace diversity with a culture of inclusivity that puts wellbeing first and enables a colleague voice. Our colleagues will be supported to be their best.”

Connect Health, an independent healthcare provider, is required to publish the annual workforce race equality standard (WRES) report to our website.
This is the WRES report for 2024.



WRES Indicator 1: Overall Workforce

Table 1: Comparison of BAME colleagues 31st March 2023 and 31st March 2024

	2023 BAME Workforce Headcount	2023 BAME Workforce %	2024 BAME Workforce Headcount	2024 BAME Workforce %
Total Workforce	123	13.70%	106	13.42%

Table 2: Comparison of total workforce by ethnicity 31st March 2023 and 31st March 2024

	2023	2024	Change
BAME	13.70%	13.42%	0.28% Decrease
White	71.60%	64.18%	7.42% Decrease
Not Disclosed	14.70%	22.40%	7.70% Increase
Total Headcount	898	790	12.03% Decrease

Table 3: Percentage comparison of workforce analysed by Clinical and Non-Clinical classification, pay band and ethnicity 31st March 2023 and 31st March 2024

	2023			2024			Movement Comparison- +/-		
Payscale	BAME	White	Not Dis- closed	BAME	White	Not Dis- closed	BAME	White	Not Dis- closed
Clinical									
Non- Management	9.02%	33.52%	7.04%	9.36%	29.25%	12.40%	0.34%	-4.27%	5.36%
Managers	1.56%	7.68%	1.45%	1.52%	7.34%	2.15%	-0.04%	-0.34%	0.70%
Senior Managers	0.22%	1.22%	0.22%	0.00%	0.63%	0.00%	-0.22%	-0.59%	-0.22%
Non-Clinical									
Non- Management	2.23%	22.27%	3.90%	1.90%	19.36%	5.83%	-0.33%	-2.91%	1.93%
Managers	0.67%	5.23%	1.78%	0.51%	5.19%	1.39%	-0.16%	-0.04%	-0.39%
Senior Managers	0.00%	1.66%	0.11%	0.13%	2.41%	0.63%	0.13%	0.75%	0.52%

Recruitment

Table 4: Recruitment for the period 1st April 2022 – 31st March 2023.

	Applicants	Shortlisted	Appointments	Likelihood of Appointment
BAME	489	164 (34%)	10	0.06
White	599	159 (27%)	58	0.36
Not Disclosed	25	9 (36%)	1	0.22

Table 5: Recruitment for the period 1st April 2023 – 31st March 2024

	Applicants	Shortlisted	Appointments	Likelihood of Appointment
BAME	773	258 (33%)	20	0.08
White	328	109 (33%)	32	0.29
Not Disclosed	22	7 (32%)	6	0.86

WRES Indicator 3: Disciplinary

Relative likelihood of colleagues entering the formal disciplinary process, measured by entry into formal disciplinary investigation (2 year rolling average):

There were 19 formal disciplinary cases. 13 (68%) of those were White, 4 (21%) BAME and 2 (11%) not disclosed. When comparing with overall workforce, 64% White employed (68% investigation) and 13% BAME employed (21% investigation).

WRES Indicator 4: Non-Mandatory Training

	2022/2023	2023/2024
Number of colleagues	123 BAME (13.70%) 643 White (71.60%)	106 BAME (13.42%) 507 White (64.18%)
Based on the above figure, number of colleagues accessing non-mandatory training and CPD	115 BAME (93.50%) 615 White (95.65%)	104 BAME (98.11%) 484 White (95.46%)
Relative likelihood of white colleagues accessing non-mandatory training and CPD compared to BAME colleagues	1.02	0.97

Staff Survey Indicators

	WRES Indicator 5 – 8 Staff Survey Question				
	Overall 2023/2024	BAME 2022/23	BAME 2023/24	White 2022/23	White 2023/24
1. Percentage of staff who tell us they have experienced harassment, bullying or abuse from patients, relatives or the public in last 12 months	20.80%	Data currently not available			
2. Percentage of staff who tell us they have experienced harassment, bullying or abuse from staff in last 12 months-	5.90%				
3. Percentage believing that the organisation provides equal opportunities for career progression or promotion-	78.69%				
4. In the last 12 months have you personally experienced discrimination at work from any of the following?	4.81%				
Manager/ team leader	N/A				
or other colleagues	4.81%				

WRES Indicator 9

	Voting Members 2023/2024	Comparison with the workforce 2023/24
BAME	0.00%	13.42%

Action Plan

- Use our companywide Equality, Diversity, and Inclusion (EDI) Committee to drive forward and support our EDI enhancements.
- Continue to enhance reporting of the workforce EDI profile through colleague data collection and analysis of ONS data.
- Aim to report fully on WRES indicators 5-8 for Staff Survey by introducing EDI colleague data capture through our annual Colleague Survey.
- Continue our participation in Disability Confident Scheme.
- Continue to recognise and share knowledge companywide of key dates on the Diversity and Inclusion Calendar.
- Continue to educate and hold our leaders accountable for EDI initiatives through the Leadership Development Programme.
- Continue to recognise colleagues' achievements in our annual awards events.
- Provide a knowledge hub to support EDI initiatives and learning and development, accessible to all colleagues.
- Continue maintaining excellence for the North East Better Health at Work Award.
- Continue upskilling our Mental Health First Aiders to support our colleagues.