

Revealed: Trusts with the worst levels of discrimination for minority ethnic staff

By [Nick Kituno](#), [Lawrence Dunhill](#) 15 March 2021

The acute trusts with the highest and lowest proportions of minority ethnic staff who told the NHS staff survey they had experienced discrimination from colleagues or managers can be revealed today.

The exclusive *HSJ* analysis also shows the acute trusts which have most improved and deteriorated on this measure, as well those which had the largest gap between the proportion of minority ethnic and white staff who worked on covid-19 wards or areas in previous 12 months.

The survey was conducted in October and November last year.

On average a significantly higher proportion of minority ethnic staff worked on covid wards. There was no overall correlation between a trust's discrepancy on this measure, and the extent to which discrimination increased or decreased.

HSJ just analysed acute trusts because of the small sample sizes in many non-acute.

Worst ten

	Minority ethnic staff experiencing discrimination from colleagues/managers in 2020 (%)	Percentage point change on 2019	Respondents
Tameside and Glossop Integrated Care NHS Foundation Trust	26.2	11.1	195
James Paget University Hospitals NHS Foundation Trust	25.9	11.1	185
East Cheshire NHS Trust	25.6	7.7	86
County Durham and Darlington NHS Foundation Trust	25.4	10.4	122

	Minority ethnic staff experiencing discrimination from colleagues/managers in 2020 (%)	Percentage point change on 2019	Respondents
East Kent Hospitals University NHS Foundation Trust	24.0	6.8	484
Walsall Healthcare NHS Trust	23.9	4.1	314
Gloucestershire Hospitals NHS Foundation Trust	23.6	4.9	458
Northumbria Healthcare NHS Foundation Trust	22.9	15.0	35
North Cumbria Integrated Care NHS Foundation Trust	22.7	New trust	110
Northampton General Hospital NHS Trust	22.3	1.6	560

County Durham and Darlington FT told *HSJ*: “While we are disappointed, we accept the survey results”. It added that work has begun to better understand the feelings and experiences of minority ethnic colleagues in the trust, which will inform an action plan.

Mark Smith, chief people officer at Northampton General Hospital Trust, said its result provided “important insight” and showed where the trust needs to “further improve”.

North Cumbria Integrated Care FT said it will be working to build on “BAME leadership and progression opportunities” over the next two years, as well as reviewing parts of its recruitment processes.

Deborah Lee, chief executive of Gloucestershire Hospitals FT, said the results confirm “what we have known for some time” and that addressing the issue “has been a huge focus for the organisation in the last 18 months and continues to be our highest priority”.

Northumbria Healthcare FT flagged that it only had 35 respondents for this question, and [that it performed strongly when considering a bundle of indicators of “equality, diversity and inclusion”](#). It said it takes discrimination “incredibly seriously” and it is being regularly monitored through internal surveys.

Anna Hills, chief executive of James Paget University Hospitals FT, said her trust would be completing “further work” on the back of the survey results.

Tameside and Glossop Integrated Care FT told *HSJ* it is “committed to the equality, diversity and inclusion agenda”, with last year being the second of its EDI strategy which aims to “address inequalities and disparities faced by all groups”.

East Cheshire Trust declined to comment, while the other two trusts in the above table been approached by *HSJ*.

Commenting on the gap between minority ethnic and white staff working on covid wards at Yeovil District Hospital NHS Foundation Trust, a spokesperson said: “Without the context this data could be misleading. Of our BAME staff who responded to the staff survey 89 per cent work in clinical roles, compared to 57 per cent of White respondents. Therefore, it is to be expected that a higher percentage of staff working on ‘COVID wards’ will be from a BAME background.”

Best ten

	Minority ethnic staff experiencing discrimination from colleagues/managers in 2020 (%)	Percentage point change	Respondents
Royal Berkshire NHS Foundation Trust	10.7	-0.5	787
Warrington and Halton Teaching Hospitals NHS Foundation Trust	11.2	0.5	98
The Mid Yorkshire Hospitals NHS Trust	11.3	-5.1	62
Wrightington, Wigan and Leigh Teaching Hospitals NHS Foundation Trust	11.8	-8.2	136
Surrey and Sussex Healthcare NHS Trust	12.4	2.9	1027
Alder Hey Children’s NHS Foundation Trust	12.4	-3.4	121

	Minority ethnic staff experiencing discrimination from colleagues/managers in 2020 (%)	Percentage point change	Respondents
George Eliot Hospital NHS Trust	12.5	-3.3	72
Sheffield Children's NHS Foundation Trust	12.6	4.0	119
The Royal Wolverhampton NHS Trust	12.7	0.5	755
Somerset NHS Foundation Trust	12.8	New trust	329

Ten most deteriorated

	Minority ethnic staff experiencing discrimination from colleagues/managers in 2020 (%)	Percentage point change	Respondents
Northumbria Healthcare NHS Foundation Trust	22.9	15.0	35
James Paget University Hospitals NHS Foundation Trust	25.9	11.1	185
Tameside and Glossop Integrated Care NHS Foundation Trust	26.2	11.1	195
County Durham and Darlington NHS Foundation Trust	25.4	10.4	122
South Tees Hospitals NHS Foundation Trust	19.7	8.2	193
East Cheshire NHS Trust	25.6	7.7	86

	Minority ethnic staff experiencing discrimination from colleagues/managers in 2020 (%)	Percentage point change	Respondents
Royal Devon and Exeter NHS Foundation Trust	19.5	7.6	226
Great Western Hospitals NHS Foundation Trust	16.0	7.3	81
Buckinghamshire Healthcare NHS Trust	18.6	7.2	596
University Hospitals Coventry and Warwickshire NHS Trust	18.8	7.1	775

Ten most improved

	Minority ethnic staff experiencing discrimination from colleagues/managers in 2020 (%)	Percentage point change	Respondents
Wrightington, Wigan and Leigh Teaching Hospitals NHS Foundation Trust	11.8	-8.2	136
Bolton NHS Foundation Trust	15.3	-5.9	249
The Mid Yorkshire Hospitals NHS Trust	11.3	-5.1	62
Blackpool Teaching Hospitals NHS Foundation Trust	13.7	-4.1	278
The Rotherham NHS Foundation Trust	14.7	-4.1	163
Alder Hey Children's NHS Foundation Trust	12.4	-3.4	121

	Minority ethnic staff experiencing discrimination from colleagues/managers in 2020 (%)	Percentage point change	Respondents
George Eliot Hospital NHS Trust	12.5	-3.3	72
Norfolk and Norwich University Hospitals NHS Foundation Trust	18.4	-2.6	440
Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust	14.1	-2.4	205
Northern Devon Healthcare NHS Trust	17.8	-2.2	101

Largest gap between minority ethnic/white staff in relation to working on covid wards

	Percentage of minority ethnic staff who worked on a covid ward or area	Percentage of White staff who worked on a covid ward or area	Percentage point gap
Wye Valley NHS Trust	63%	26%	37.01
Yeovil District Hospital NHS Foundation Trust	64%	34%	30.07
Isle of Wight NHS Trust (acute sector)	62%	33%	29.43
West Suffolk NHS Foundation Trust	60%	31%	29.27
James Paget University Hospitals NHS Foundation Trust	67%	39%	28.59

	Percentage of minority ethnic staff who worked on a covid ward or area	Percentage of White staff who worked on a covid ward or area	Percentage point gap
Northern Devon Healthcare NHS Trust	50%	23%	27.61
Surrey and Sussex Healthcare NHS Trust	69%	43%	25.95
The Princess Alexandra Hospital NHS Trust	59%	34%	25.47
Countess of Chester Hospital NHS Foundation Trust	66%	41%	25.46
Mid and South Essex NHS Foundation Trust	66%	41%	25.23