

Workforce Race Equality Standard – Staff Survey Results and Workforce Data

Background

In order to respond to national challenges around race diversity in the NHS, NHS England has introduced the Workforce Race Equality Standard (WRES). From 1st April 2015 the WRES is mandated for all NHS organisations in the NHS Standard Contract. As a Trust we are asked to gather data across a number of indicators which examine the likelihood of someone from a BAME (Black, Asian and Minority Ethnic) background being recruited, receiving training or being disciplined when compared to white staff. It will also ask us to report on the results of questions in our staff survey including whether staff feel they have been bullied or harassed, if they feel they have equal opportunity for progression and whether staff feel they have been discriminated against.

WRES return data

There are 8 metrics that make up the WRES return. 4 are based on our workforce data and 4 are based on our staff survey results.

The data for 2016 and how this compares with 2015 is stated below.

Our board demographic has not changed since 2015 and therefore this has not been included in the below information.

Workforce data

2015

2016

Relative likelihood of staff being appointed from shortlisting across all posts	72	Number of shortlisted applicants (white):	Headcount		2362		2626
	73	Number of shortlisted applicants(BME):	Headcount		1532		1767
	74	Number appointed from shortlisting (white):	Headcount		97		446
	75	Number appointed from shortlisting (BME):	Headcount		26		175
	76	Relative likelihood of shortlisting/appointed (white):	Auto calculated		0.04		0.17
	77	Relative likelihood of shortlisting/appointed (BME):	Auto calculated		0.02		0.10
	78	Relative likelihood of white staff being appointed from shortlisting compared to BME staff:	Auto calculated		2.42		1.71
Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation Note: This indicator will be based on data from a two year rolling average of the current year and the previous year	79	Number of staff in workforce (white):	Headcount		2757		2854
	80	Number of staff in workforce (BME):	Headcount		982		1076
	81	Number of staff entering the formal disciplinary process (white):	Headcount		90		86
	82	Number of staff entering the formal disciplinary process (BME):	Headcount		48		39
	83	Likelihood of white staff entering the formal disciplinary process:	Auto calculated		0.03		0.03
	84	Likelihood of BME staff entering the formal disciplinary process:	Auto calculated		0.05		0.04
	85	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff:	Auto calculated		1.50		1.20
Relative likelihood of staff accessing non-mandatory training and CPD	86	Number of staff in workforce (white):	Headcount		2757		2854
	87	Number of staff in workforce (BME):	Headcount		982		1076
	88	Number of staff accessing non-mandatory training and CPD (white):	Headcount		163		172
	89	Number of staff accessing non-mandatory training and CPD (BME):	Headcount		37		53
	90	Likelihood of white staff accessing non-mandatory training and CPD:	Auto calculated		0.06		0.06
	91	Likelihood of BME staff accessing non-mandatory training and CPD:	Auto calculated		0.04		0.05
	92	Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff:	Auto calculated		1.57		1.22

Staff Survey Data

Below is the data for these four KF's with the data for 2014 and 2015 and also how this compares to other trusts.

KF25 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

Ethnicity	2015	Average	2014	
White	34	28	31	Increase on 2014 and higher (worse) than average
BME	33	28	32	Increase on 2014 and higher (worse) than average

KF26 Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

Ethnicity	2015	Average	2014	
White	21	25	19	Increase on 2014 but lower (better) than average
BME	24	28	24	Same as 2014 and lower (better) than average

KF21 Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion

Ethnicity	2015	Average	2014	
White	93	89	92	Increase on 2014 and higher (better) than average
BME	81	75	78	Increase on 2014 and higher (better) than average

Q17b In the 12 last months have you personally experienced discrimination at work from manager/team leader or other colleagues?

Ethnicity	2015	Average	2014	
White	4	6	5	Lower than 2014 and lower (better) than average
BME	11	13	11	Same as 2014 but lower (better) than average

Summary of findings

Our 2016 workforce data metrics show an improved position against 2015.

Our board demographic has not changed since 2015.

For KF25 our position has worsened by 1% for BAME staff and we continue to be lower than average. It should also be noted that our position has worsened for white staff by 3%

For KF26 our position has stayed the same for BAME staff and worsened for white staff. Our overall position remains better than average for acute trusts.

For KF 21 our position has improved for both BAME and white staff and we continue to be higher than average for acute trusts.

For Q17 our position has stayed the same for BAME staff and improved for white staff and we continue to be higher than average.

Next steps

- Localised action plans developed by HR Business Partners to be informed by the WRES results and include actions to address the issues identified.
- Targeted conflict resolution and resilience training in priority areas including the development work on a “No Tolerance” campaign to support staff who suffer verbal or physical abuse and harassment from patients and the public.
- Work with BRAP (the human rights and inclusion charity) on training needs as well as the development of our equality objectives and BAME staff networks for a launch in Spring 2016.
- Ensure that we are actively promoting development opportunities to BAME staff and monitoring who our participants are for any gaps/ trends through advertising our bursary scheme and auditing applications.