

Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)



Template for completion

Name of organisation

Date of report: month/year

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Name and title of Board lead for the Workforce Race Equality Standard

Name and contact details of lead manager compiling this report

Names of commissioners this report has been sent to (complete as applicable)

Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)

Unique URL link on which this Report and associated Action Plan will be found

This report has been signed off by on behalf of the Board on (insert name and date)

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

b. Any matters relating to reliability of comparisons with previous years

2. Total numbers of staff

a. Employed within this organisation at the date of the report

b. Proportion of BME staff employed within this organisation at the date of the report

Report on the WRES indicators, continued

3. Self reporting

a. The proportion of total staff who have self-reported their ethnicity

b. Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity

c. Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity

4. Workforce data

a. What period does the organisation's workforce data refer to?

Report on the WRES indicators, continued

5. Workforce Race Equality Indicators

Please note that only high level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES Action Plans.

	Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	For each of these four workforce indicators, compare the data for White and BME staff				
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. Organisations should undertake this calculation separately for non-clinical and for clinical staff.				
2	Relative likelihood of staff being appointed from shortlisting across all posts.				
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.				
4	Relative likelihood of staff accessing non-mandatory training and CPD.				

Report on the WRES indicators, continued

	Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
	National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, <u>compare the outcomes of the responses for White and BME staff.</u>				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White BME	White BME		
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White BME	White BME		
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White BME	White BME		
8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	White BME	White BME		
	Board representation indicator For this indicator, <u>compare the difference for White and BME staff.</u>				
9	Percentage difference between the organisations' Board voting membership and its overall workforce.				

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

Note 2. Please refer to the WRES Technical Guidance for clarification on the precise means for implementing each indicator.

Report on the WRES indicators, continued

6. Are there any other factors or data which should be taken into consideration in assessing progress?

7. Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.

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and prevent future editing



Indicator 1 – BME staff in bands 1-9, VSM, Medical, Clinical and Non-Clinical compared with BME staff in the overall workforce: 2015 & 2016

Mar-15	BME	White	Not Stated	Grand Total	% of BME Staff
<i>Band 1</i>	32	376	6	414	7.7%
<i>Band 2</i>	214	1276	15	1505	14.2%
<i>Band 3</i>	118	1649	17	1784	6.6%
<i>Band 4</i>	34	654	8	696	4.9%
<i>Band 5</i>	187	1645	27	1859	10.1%
<i>Band 6</i>	116	1574	18	1708	6.8%
<i>Band 7</i>	46	784	29	859	5.4%
<i>Band 8a</i>	16	264	5	285	5.6%
<i>Band 8b</i>	4	103	2	109	3.7%
<i>Band 8c</i>	0	49	2	51	0.0%
<i>Band 8d</i>	2	25	2	29	6.9%
<i>Band 9</i>	0	9	0	9	0.0%
Band 1-9	769	8408	131	9308	8.3%
VSM*	54	126	16	196	27.6%
Medical	102	136	19	257	39.7%
Non AFC	19	109	30	158	12.0%
Grand Total	890	8653	180	9723	9.2%

	BME	White	Not Stated	Grand Total	% of BME Staff
% of staff Bands 1-9	769	8408	131	9308	8.3%
% of staff VSM	54	126	16	196	27.6%
% of staff Medical	102	136	19	257	39.7%
% of staff Clinical	735	6201	138	7074	10.4%
% of staff Non Clinical	155	2452	42	2649	5.9%
% of staff Overall	890	8653	180	9723	9.2%

*VSM= Bands 8d and above, including senior medical and dental on an equivalent salary or above, and Board members.

Mar-16	BME	White	Not Stated	Grand Total	% of BME Staff
<i>Band 1</i>	39	390	4	433	9.0%
<i>Band 2</i>	256	1318	26	1600	16.0%
<i>Band 3</i>	123	1614	14	1751	7.0%
<i>Band 4</i>	33	651	8	692	4.8%
<i>Band 5</i>	189	1660	38	1887	10.0%
<i>Band 6</i>	128	1566	29	1723	7.4%
<i>Band 7</i>	45	784	30	859	5.2%
<i>Band 8a</i>	9	252	9	270	3.3%
<i>Band 8b</i>	5	111	2	118	4.2%
<i>Band 8c</i>	1	67	1	69	1.4%
<i>Band 8d</i>	1	15	1	17	5.9%
<i>Band 9</i>	0	6	0	6	0.0%
Band 1-9	829	8434	162	9425	8.8%
VSM*	48	117	14	179	26.8%
Medical	97	132	19	248	39.1%
Non AFC	16	83	1	100	16.0%
Grand Total	942	8649	182	9773	9.6%

	BME	White	Not Stated	Grand Total	% of BME Staff
% of staff Bands 1-9	829	8434	162	9425	8.8%
% of staff VSM	48	117	14	179	26.8%
% of staff Medical	97	132	19	248	39.1%
% of staff Clinical	778	6218	145	7141	10.9%
% of staff Non Clinical	164	2431	37	2632	6.2%
% of staff Overall	942	8649	182	9773	9.6%

*VSM= Bands 8d and above, including senior medical and dental on an equivalent salary or above, and Board members.