Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

Nottinghamshire Healthcare NHS Foundation Trust

Date of report: month/year

July 2017

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

Clare Teeney - Director of Human Resources

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

Karon Glynn-(Forensic Services); Katharine Browne, Tracey Duggan-(Local Partnerships); Amanda Westerman-(Bassetlaw), R Kline (NHS Eng

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

Simon Castle- Simon.Castle1@nhs.net (Nottingham City CCG)

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

https://www.nottinghamshirehealthcare.nhs.uk/equality-and-diversity-reports

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

Equality & Diversity Subcommittee (24th July 2017)

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

None

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

Indicator 1: Please note that due to the reclassification of the category VSM in the 2017 WRES Technical Guidance the percentages in the sub categories of the 2017 template pertaining to 'Data from previous year' (i.e. 2016) differ from that reported in the 2016 template.

Indicator 4: Due to a more accurate data reporting system within the Trust there is a slight variance in the figure reported in the 2017 template 'Data from previous year' (i.e. 2016) from that reported in the 2016 template.

Indicator 9: A data correction has been made to the 'Data from previous year' (i.e. 2016) column.

2. Total numbers of staff

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

9800 Heads as at 31 March 2017

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

10.8%

3. Self reporting

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

98%

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

Yes, we conduct periodic validations and data quality checks. Self-reporting using the Electronic Staff Record (ESR) self reporting system is encouraged and promoted at team meetings and on Trust induction for all new starters and thereafter via mandatory Equality & Diversity sessions.

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

This is planned as a discussion item at the next meeting of the newly established BME Staff Network and the re-launched Race, Religion and Belief Equality Steering Group.

4. Workforce data

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

April 2016 to March 2017

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.	Bands 1-9 - 9.9% Medical - 40.8% VSM - 0.0% Clinical - 11.1% NonClinical -6.8% Total - 10.8%	Bands 1-9 - 8.9% Medical - 38.3% VSM - 0.0% Clinical - 9.9% NonClinical -6.2% Total - 9.6%	Overall the data shows an improvement in the percentages of BME staff in the organisation and increases across all areas, including Band 7 and above, with the exception of VSM.	Links to Corporate Strategic Objective 4: Make the Trust a great place to work and Strategic E&D (E6): To ensure we have a diverse workforce that reflects the diverse communities we serve. This is a focal objective within the WRES action plan; monitored by E&D Subcommittee who provide assurance to the Workforce, E&D Committee of Trust Board.//
2	Relative likelihood of staff being appointed from shortlisting across all posts.	Relative Likelihood is 1.49	Relative Likelihood is 1.66	The overall likelihood of White staff being appointed from shortlisting compared to BME staff has decreased from 1.66 (2015/16) to 1.49 (2016/17)	Links to Corporate Strategic Objective 4: Make the Trust a great place to work and Strategic E&D (E6): To develop a diverse workforce that reflects the diverse communities we serve. This is a focal objective within the WRES action plan; monitored by E&D Subcommittee who provide assurance to the Workforce, E&D Committee of Trust Board.//
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.	Relative Likelihood is 1.33	Relative Likelihood is 1.00	The likelihood of BME staff entering the formal disciplinary process compared to White staff has increased from 1.00 in 2015/16 to 1.33 in 2016/17. It is noted there has been an increase in the numbers of BME staff entering the formal disciplinary process and a decrease in the number of staff in the unknown category.	Links to Corporate Strategic Objective 4: Make the Trust a great place to work. This is part of a planned discussion item at the next meeting of the BME Staff Network and the re-launched Race, religion and Belief Equality Steering Group.//
4	Relative likelihood of staff accessing non-mandatory training and CPD.	Relative Likelihood is 1.36	Relative Likelihood is 1.16	The likelihood of White staff accessing non mandatory training and CPD, compared to BME staff, has seen an increase from 1.16 (2015/16) to 1.36 (2016/17). During 2015/16 42.6% of staff from BME backgrounds accessed non mandatory training & CPD, this shows a reduction in 2016/17 to 34.9%.	This is part of a planned discussion item at the next meeting of the BME Staff Network and the re-launched Race, religion and Belief Equality Steering Group. Links to Corporate Strategic Objective 4: Make the Trust a great place to work.//

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, compare the outcomes of the responses for White and BME staff.				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White 30% BME 38%	White 32% BME 62%	The percentage of BME staff stating they have experienced harassment, bullying or abuse from patients in the last 12 months has seen a 24% reduction from the previous period.	Links to Corporate Strategic Objective 4: Make the Trust a great place to work & Strategic E&D (E7): Staff engagement, bullying and harassment, This is a focal objective within the WRES action plan.//
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White 22% BME 25%	White 21% BME 25%	The percentage of BME staff agreeing that they have experienced harassment, bullying or abuse from staff in the last 12 months is reported at the same level as the previous period (25%)	Links to Corporate Strategic Objective 4: Make the Trust a great place to work & Strategic E&D Objective (E7): Staff engagement, bullying and harassment, This is a focal objective within the WRES action plan.//
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White 89% BME 74%	White 91% BME 89%	The percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion has seen a 15% reduction from the previous period.	Links to Corporate Strategic Objective 4: Make the Trust a great place to work & Strategic E&D Objective (E2): BME Network, (E6) Recruitment & retention, (E7) Staff engagement, This is a focal objective within the WRES action plan.//
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 6% BME 11%	White 6% BME 19%	The percentage of BME staff personally experiencing discrimination at work from managers or other colleagues has seen an 8% reduction from the previous period.	Links to Corporate Strategic Objective 4: Make the Trust a great place to work & Strategic E&D Objective (E7): Staff engagement, bullying and harassment, This is a focal objective within the WRES action plan.//
	Board representation indicator For this indicator, compare the difference for White and BME staff.				
9	Percentage difference between the organisations' Board voting membership and its overall workforce.	-4.5%	-3.4%	31/03/17 31/03/16 Board BME membership 6.3% 6.3% Workforce BME total 10.8% 9.6%	Links to Corporate Strategic Objective 4: Make the Trust a great place to work. Actions are in place via the WRES Action Plan to try and address the under-representation of BME Staff at Board Level in partnership with NHSI.//

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.

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

A number of WRES indicators are based on data from the National NHS Staff Survey. It should be noted that in 2015 a 10% sample of staff were invited to complete the Survey. In 2016 all Trust staff were encouraged to complete it i.e. a whole staff survey. Response rate 48%.

It is important to note that as in the 2016 WRES data report, bank staff are included in this report due to the important part they play in helping the Trust to achieve its objective of creating a diverse workforce which is reflective of the diverse communities we serve. Consequently there is a commitment to exploring the expansion of the existing data reported to include other categories of non-substantive staff who also contribute significantly to the workforce priorities and services of the Trust e.g. locums, volunteers, work experience placements and honorary contracts, in line with the Trust's overarching strategy – 'Our Strategy 2016-2021'.//

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.

This WRES Action Plan accompanies this report and focuses on 2 main objectives: Recruitment and Talent Management; and Bullying, Harassment, Discrimination and Victimisation. Furthermore the Strategic Equality and Diversity Action Plan, incorporating the EDS2, has been updated to incorporate actions resulting from this analysis. This is monitored six monthly by the Equality and Diversity Subcommittee who are required to provide assurance of its progress to the Workforce, Equality and Diversity Committee of Board. The actions contained within are driven by the Race, Religion and Belief Equality Steering Group and in future will be scrutinised and supported by the newly established BME Staff Network. The WRES Action Plan is published on the Trust website at:
http://www.nottinghamshirehealthcare.nhs.uk/equality-and-diversity-reports //

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