Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

East Kent Hospitals University NHS Foundation Trust

Date of report: month/year

July 2016

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

Sandra Le Blanc Dir HR

Name and contact details of lead manager compiling this report

Bruce Campion-Smith, Head of Diversity and Inclusion, bruce.campion-smith@nhs.net 01227 864077, 07826890938

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

Ashford CCG, Canterbury and Coastal CCG, Dartford, Gravesham And Swanley CCG, NHS Medway CCG, West Kent CCG, South Kent Coas

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

Co-ordinating Commissioner for the East Kent CCG Contract is: Simon Perks, Accountable Officer NHS Canterbury and Coastal Clinical Comm

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

http://www.ekhuft.nhs.uk/patients-and-visitors/about-us/boards-and-committees/diversity-and-inclusion/

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

Sandra Le Blanc Director of Human Resources 28th July 2016

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

87.95% of our staff have declared their ethnicity. There is a plan in place to encourage self completion and update of equality data on all staff records in October 2016.

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

None

2. Total numbers of staff

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

7927

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

14.23%

3. Self reporting

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

87.95%

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

None

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

Yes (See Action Plan)

4. Workforce data

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

01/04/15 - 31/03/16

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.	BME % workforce 14.23% Clinical 20.00% non-clinical	BME % workforce 14.21 Clinical 17.50% Non-clinical		Action Plan will be published 5th August 2016
2	Relative likelihood of staff being appointed from shortlisting across all posts.	1.54	1.59	This data is reliable and demonstrates a significant dis-proportionality. However, there is a reduced dis-proportionality between attendance at interview and appointment where the relative likelihood of White staff being appointed from interview compared to BME staff is reduced to 1.45	Action Plan will be published 5th August 2016
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.	0.56	1.35	The Trust figures for entering the formal disciplinary process are so low that it is impossible to draw any conclusions.	No Further Action at this stage.
4	Relative likelihood of staff accessing non-mandatory training and CPD.	1.25	1.16	White staff were 1.16 times more likely to access non-mandatory training and CPD, In 2015/6 that ratio has increased to 1.25 times more likely. Only in house Class Room based courses have been included in this report. A full list is included in the attached document.	Action Plan will be published 5th August 2016

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 32.19 BME 31.77	White 33.54 BME 31.21	This data indicates that our BME staff report lower levels of bullying and harassment than white our staff	Action Plan will be published 5th August 2016
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White 42.22 BME 39.43	White 41.82 BME 38.35	This data indicates that our BME staff report lower levels of bullying and harassment than white our staff	Action Plan will be published 5th August 2016
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White 82.48 BME 67.38	White 77.44 BME 67.60	% of our White staff believing that trust provides equal opportunities for career progression or promotion has increased by 6.4%. % of our BME staff believing that trust provides	Action Plan will be published 5th August 2016
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 9.01 BME 20.58	White 10.49 BME 19.64	Our BME staff are 2.28 times more likely than our White staff to report that in the last 12 months they have personally experienced discrimination at work from any of the following Manager/team leader or other colleagues	Action Plan will be published 5th August 2016
	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.	-15.6%	+3.9%		

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?

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.

Action Plan published 5th August 2016

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