

DATE OF MEETING	26 July 2016
REPORT FOR	Trust Board of Directors - Public
REPORT FROM	Jayne Adamson – HR Specialist Lead
CONTACT OFFICER	Carol Ellis – Interim Head Operational Human Resources
SUBJECT	Equality Monitoring – Work Race Equality Standard (WRES) 2015-16
BACKGROUND DOCUMENT (IF ANY)	N/A
REPORT PREVIOUSLY CONSIDERED BY & DATE(S)	N/A
EXECUTIVE COMMENT (INCLUDING KEY ISSUES OF NOTE OR, WHERE RELEVANT, CONCERN AND / OR NED CHALLENGE THAT THE BOARD NEED TO BE MADE AWARE OF)	The WRES 2015-2016 is the second report which provides data from 2015 and 2016. The report sets out the baseline WRES data as required by the 2015/16 NHS Standard Contract. The report enables the Board to assure itself of progress against a number of indicators of workforce equality. From this baseline document areas of concern can be identified and proactive action taken, if and where needed, to address any areas of concern.
HAVE THE STAFF SIDE BEEN CONSULTED ON THE PROPOSALS?	N/A
HAVE THE RELEVANT SERVICE USERS/CARERS BEEN CONSULTED ON THE PROPOSALS?	N/A
ARE THERE ANY FINANCIAL CONSEQUENCES ARISING FROM THE RECOMMENDATIONS?	N/A
IF YES, HAVE THESE BEEN AGREED WITH THE RELEVANT BUDGET HOLDER AND DIRECTOR OF FINANCE, AND HAVE ANY FUNDING ISSUES BEEN RESOLVED?	N/A
ARE THERE ANY LEGAL IMPLICATIONS ARISING FROM THIS PAPER THAT THE BOARD NEED TO BE MADE AWARE OF?	Yes – failure to publish the WRES report by 31 July 2016 could lead to compliance notices both from the CQC/Monitor and the EHRC.
WHERE RELEVANT, HAS PROPER CONSIDERATION BEEN GIVEN TO THE NHS CONSTITUTION IN ANY DECISIONS OR ACTIONS PROPOSED?	N/A
WHERE RELEVANT, HAS PROPER CONSIDERATION BEEN GIVEN TO SUSTAINABILITY IMPLICATIONS (QUALITY & FINANCIAL) & CLIMATE CHANGE?	N.A
THE PROPOSAL OR ARRANGEMENTS OUTLINED IN THIS PAPER SUPPORT THE ACHIEVEMENT OF THE TRUST OBJECTIVE(S) AND COMPLIANCE WITH THE REGULATORY STANDARDS LISTED	This report contributes towards the Trust obligations under the 2015/16 NHS Standard Contract, Service Condition 13
ACTION REQUIRED BY THE BOARD	To accept the report

NHS Workforce Race Equality Standard (WRES)

Northern Lincolnshire and Goole NHS Foundation Trust Baseline Data

April 2015 to March 2016

Background

The Equality and Diversity Council (EDC) consulted upon a Workforce Race Equality Standard (WRES) for the NHS. This was in response to the evidence of systemic workforce race discrimination in the NHS. (Kline, R. 2013; 2014) and the evidence of the impact of workforce race discrimination on patient experience and care (Dawson, 2009; West, M 2012).

This standard was widely consulted upon over a three month period with key stakeholders and was seen as a positive step forward.

The WRES has now been included in the 2015/2016 NHS standard contract.

The WRES requires NHS organisations to demonstrate progress against a number of indicators of workforce equality, including a specific indicator to address the low levels of Black and Minority Ethnic (BME) Board representation.

This was presented to the Board in April 2015

Our obligations under standard

As a provider organisation we should provide an annual report to our Co-ordinating Commissioner outlining our progress on the WRES. In addition we must publish additional annual statistics to demonstrate progress against a number of indicators.

This standard had to be implemented from April 2015.

The NHS Workforce Race Equality Standard Indicators are:-

This year the submission is due on 31 July 2016.

The HR Directorate commissioned a full review of the Trust progress on Equality and Diversity during June 2016. That report and the action plan will go to Resources Committee for discussion.

Indicator 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.

AFC Band		31 st March 2015	31 st March 2016
1a) Non Clinical Workforce (White)			
1	Under Band 1	0	0
2	Band 1	35	382
3	Band 2	439	657
4	Band 3	434	385
5	Band 4	154	166
6	Band 5	85	93
7	Band 6	49	62
8	Band 7	51	53
9	Band 8A	20	20
10	Band 8B	17	18
11	Band 8C	8	12
12	Band 8D	7	8
13	Band 9	2	2
14	VSM	3	3
1b) Non Clinical Workforce (BME)			
15	Under Band 1	0	0
16	Band 1	0	7
17	Band 2	2	7
18	Band 3	9	8
19	Band 4	3	3
20	Band 5	3	2
21	Band 6	2	3
22	Band 7	0	1
23	Band 8A	0	0
24	Band 8B	0	1
25	Band 8C	0	0
26	Band 8D	0	0
27	Band 9	0	0
28	VSM	0	0
1c) Clinical Workforce (White) - Of which Non Medical			
29	Under Band 1	0	0
30	Band 1	1	7
31	Band 2	545	814
32	Band 3	320	328
33	Band 4	137	198
34	Band 5	1121	1023
35	Band 6	692	720
36	Band 7	415	410
37	Band 8A	92	93
38	Band 8B	18	13
39	Band 8C	20	18
40	Band 8D	4	2
41	Band 9	3	3
42	VSM	11	8
Of which Medical & Dental			
44	Consultants	65	68
45	<i>Of which senior medical staff</i>		
46	Non-consultant career grade	28	26
47	Trainee grades	70	73
48	Other	0	0

1d) Clinical Workforce (BME) of which non medical			
49	Under Band 1	0	0
50	Band 1	0	0
51	Band 2	12	28
52	Band 3	4	6
53	Band 4	6	10
54	Band 5	53	56
55	Band 6	27	33
56	Band 7	13	13
57	Band 8A	4	4
58	Band 8B	0	2
59	Band 8C	1	1
60	Band 8D	0	0
61	Band 9	0	0
62	VSM	2	4
Of which Medical			
63	Consultants	118	132
64	<i>Of which Senior medical staff</i>		
65	Non-consultant career grade	92	90
66	Trainee grades	127	111
67	Other	0	0
1e) Workforce Ethnicity Reporting			
68	White	5621	5707
69	BME	507	524
70	Z Null	1	0
71	Z Not stated/Not given	285	260

Indicator 2 - Relative likelihood of staff being appointed from shortlisting across all posts.

	Descriptor	31st March 2015	31st March 2016
72	Number of shortlisted applicants (White)	4068	2810
73	Number of shortlisted applicants (BME)	718	601
74	Number appointed from shortlisting (White)	1698	560
75	Number appointed from shortlisting (BME)	180	63
76	Relative likelihood of shortlisting / appointed (White)	0.42	0.20
77	Relative likelihood of shortlisting / appointed (BME)	0.25	0.10
78	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	1.66	1.90

Collection of the ethnicity data is part of the automated application process within Trac. When candidates apply they are then asked to complete the equal opportunities form, this element is not compulsory.

In 2015 a data cleansing exercise was completed by Organisational Development. Ethnicity data on record for individuals was circulated to all staff; the percentage return rate was 41%.

Indicator 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.

	Descriptor	31st March 2015	31st March 2016
79	Number of staff in workforce (White)	5621	5707
80	Number of staff in workforce (BME)	507	524
81	Number of staff entering the formal disciplinary process (White)	40	79
82	Number of staff entering the formal disciplinary process (BME)	5	7
83	Likelihood of staff entering the formal disciplinary process (White)	0.01	0.01
84	Likelihood of staff entering the formal disciplinary process (BME)	0.01	0.01
85	Relative likelihood of White entering the formal disciplinary process compared to BME staff	1.39	0.97

The HR, Employee Relations team has developed a spreadsheet dedicated to monitoring casework.

The spreadsheet enables the team to easily identify current and past cases, and their outcomes and can be reported according to age, ethnicity, gender etc.

Indicator 4 - Relative likelihood of staff accessing non-mandatory training and CPD.

	Descriptor	31st March 2015	31st March 2016
86	Number of staff in workforce (White)	5621	5707
87	Number of staff in workforce (BME)	507	524
88	Number of staff accessing non-mandatory training and CPD (White)	1962	3736
89	Number of staff accessing non-mandatory training and CPD (BME)	286	446
90	Likelihood of staff accessing non-mandatory training and CPD (White)	0.35	0.65
91	Likelihood of staff accessing non-mandatory training and CPD (BME)	0.56	0.85
92	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	0.62	0.77

The figures provided include clinical skills development which is monitored through a module by module approach.

The training and development team have limited CPD recorded on the system which will be improved over the coming year.

Indicator 5. KF 25 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

	Ethnicity	31st March 2015	31st March 2016
93	White	31%	23%
94	BME	21%	38%

Evaluation of the data over the two years reveals a reverse trend. This requires ongoing evaluation to determine the longer term trend(s).

Through the Trust's staff survey action plan bullying and harassment training has been made mandatory for all staff. This links to the Trust corporate equality objectives.

Indicator 6. KF 26 Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.

	Ethnicity	31st March 2015	31st March 2016
95	White	26%	21%
96	BME	18%	30%

Indicator 7. KF 21 Percentage believing that trust provides equal opportunities for career progression or promotion.

	Ethnicity	31st March 2015	31st March 2016
97	White	88%	88%
98	BME	88%	83%

Equal opportunities reported an identical score for all staff in the 2015 staff survey. This addressed a reduced perception by BME staff in the previous year's survey.

Through the Trust's staff survey action plan bullying and harassment training has been made mandatory for all staff. This links to the Trust corporate equality objectives.

Indicator 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.

	Ethnicity	31st March 2015	31st March 2016
99	White	4%	4%
100	BME	4%	4%

Both BME and white staff groups reported the same outcome for this staff survey indicator. The position remains unchanged between survey years.

Through the Trust's staff survey action plan bullying and harassment training has been made mandatory for all staff. This links to the Trust corporate equality objectives.

Indicator 9. Percentage difference between the organisations' Board voting membership and its overall workforce.

	Descriptor	31st March 2015	31st March 2016
101	Voting Board Member - White	5	5
102	Voting Board Member - BME	0	0
103	Voting Board Member - % BME	0.0%	0.0%
104	Overall Workforce - % BME	8.3%	8.4%
105	Total Difference	-8.3%	-8.4%