Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation	Date of report: month/year	
Sussex Community NHS Foundation Trust	June	2016

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

Gareth Baker (Director of People and Strategy)

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

Horsham and Mid Sussex CCG; High Weald and Lewes CCG; Brighton & Hove CCG

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

http://thepulse/our-trust/equality-diversity/

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

Gareth Baker (Director of People and Strategy), 8 June 2016

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Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

Sussex Community NHS Foundation Trust is strongly committed to racial equality, and is prioritising the completeness of workforce ethnicity data within our refreshed equality strategy and supporting plans.

Not all records have complete ethnicity information. The choice of “Not Stated” is reserved for those staff who leave blank any requests through applications via NHS Jobs / TRAC etc. The value of "NULL" is used where staff were hired directly (not though NHS Jobs / TRAC) and the information was not requested.

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

The reliability of comparisons between 2015/16 and the previous year 2014/15 will be affected by the transfer of 233 staff into the Trust for adult community health services in the High Weald, Lewes and Havens area. Please note that staff in these services are included within workforce reporting indicators but are not included in the staff survey 2015 results.

2. Total numbers of staff

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

The headcount of staff primary assignment only is 4,682 as at 31 March 2016

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

The proportion of Black and Minority Ethnic (BME) staff who have self-reported their ethnicity on Electronic Staff Records (ESR) is 7.6%

3. Self reporting

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

The staff ethnicity completeness is 93.72%. The remaining 6.28% are “Not Stated”

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

Recognising the importance of having accurate workforce data and to increase completeness, the following steps were taken:

- Leadership workshops about the importance of equality and inclusion were held in April and June 2015, including data completeness
- Use of ESR self-sevice was encouraged to allow staff to review their data more generally.

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

The self reporting by ethnicity findings provide part of the basis for developing in 2015 a new 4-year strategic objective in the Trust's Equality Strategy to '3.6 Develop information systems and practice to enable equality monitoring'.

This includes an action to mandate training access and funding panel requests to include staff completion of an equal opportunities monitoring form to be used to update their staff record.

4. Workforce data

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

The reporting year period covers 1st April 2015 – 31st March 2016; the staff list is effective 31st March 2016. Data from the previous reporting year (2014-15) is included where available.

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.	Overall workforce White = 86.7% BME = 7.07% VSM White = 100% BME = 0%	Overall workforce White = 87.7% BME = 6.4% VSM White = 93.3% BME = 6.7%	BME staff as a proportion of the workforce has grown by 10% (an additional 56 heads) between 2014/15 to 2015/16, with the majority of growth within clinical staff.	The findings for indicators 1 and 2 provide the basis for developing a 4-year equality objective to 'Attract, recruit and retain for diversity'. Training access and funding panel requests will include a mandatory request for staff to complete an equal opportunities monitoring form to be used to update their staff record
2	Relative likelihood of staff being appointed from shortlisting across all posts.	White staff are 1.4 times more likely to be appointed than BME staff (from shortlisting) across all posts	White staff are 1.3 times more likely to be appointed than BME staff (from shortlisting) across all posts	BME people were less likely to be appointed in 2015/16 than they were in 2014/15 compared to white people, from shortlisting. In 2015/16 there were 3,005 white people shortlisted (79%) and 138 appointed (84%) compared to 791 BME people shortlisted (21%) and 26 appointed (16%).	Actions planned include embedding WRES metric 2 within the Trust's performance framework to provide a focus for improvement at Board level through to service managers appraisals. HR Management training learning outcomes will be reviewed and updated to include unconscious bias. Recruitment panel guidance will be issued for senior leadership posts to introduce minority
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.	BME staff are 1.9 times more likely to enter a formal disciplinary than white staff (compared to % of the workforce)	Disciplinary data for analysis is only available from April 2014	BME staff are disproportionately more likely to enter a formal disciplinary process than white staff (almost twice as likely). Decisions about whether to proceed to formal processes after exploratory discussions between managers and their staff more typically favour white staff.	Equality and diversity training for managers will be rolled out in 2016/17, including the equitable application of disciplinary processes. This links to a 4-year equality objective to 'Support staff and management competence to provide equitable services and workplaces' Targeted advice will be offered to individual
4	Relative likelihood of staff accessing non-mandatory training and CPD.	White staff are 1.3 times more likely to access non-mandatory training than BME staff (compared to % of the workforce)	White staff are 1.1 times more likely to access non-mandatory training than BME staff (compared to the workforce)	Staff that have attended leadership training are identified by “leader”, “mentor”, or “supervisor” in the course or class title. The Trust is unable to differentiate between other training attended as statutory for role or developmental. Attendance on courses is higher amongst higher banded staff, which are more likely to be white.	The findings for WRES indicator 4 provide the basis for developing a 4-year equality objective to 'Attract, recruit and retain for diversity'. Positive action requirements will be introduced for managers talent managing staff from under-represented groups, including BME staff

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 28.15 BME 30.77	White 25.59 BME 34.78	The data indicates in 2015/16 roughly equivalent levels of harassment, bullying or abuse from patient relatives of the public between BME and white respondents. This will be monitored. The BME sample size is 26 in 2015 and 23 in 2014.	These findings provide part of the basis for developing in 2015 a new 4-year strategic objective in the Trust's Equality Strategy 'Cultivate an inclusive and respectful culture that addresses evidence of prejudice'.
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White 21.98 BME 11.54	White 15.69 BME 13.04	Over one fifth of white respondents reported experience of harassment, bullying or abuse from staff, compared to 12% of BME respondents. The BME sample size is 26 in 2015 and 23 in 2014	As above (see indicator 5 actions)
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White 95.11 BME 88.89	White 92.42 BME 75.00	Greater numbers of white respondents (95%) believe the Trust provides equal opportunities for career progression of promotion than BME respondents (89%). The BME sample size is 18 in 2015 and 16 in 2014.	These findings provide the basis for developing in 2015 a new 4-year strategic objective in the Trust's Equality Strategy '3.8 Attract, recruit and retain for diversity' (see indicators 1-4 actions above)
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 6.43 BME 11.11	White 5.29 BME 13.04	As a proportion, significantly more BME respondents (11%) reported discrimination from their manager/team leader or other colleagues compared to white respondents (6%). The BME sample size is 27 in 2015 and 23 in 2014.	As above (see indicator 5 actions)
	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.	White +13.38 BME -7.6	White +13.38 BME -6.8	The Trust's Board voting membership is unrepresentative of the ethnic profile of the workforce, with no executive or non-executive identifying as BME. This profile is static over time.	The Board is briefed on their representation annually with workshops delivered in 2015.

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?

The disciplinary data can has only been collected in a way that can be analysed for the purposes of this report since April 2014, so previous two year rolling data is not possible.

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.

The actions have been used to update the Sussex Community NHS Foundation Trust Equality Strategy plan. They are clearly identifiable through cross-referencing. The action plan is available by visiting the website http://www.sussexcommunity.nhs.uk/equality-diversity.htm

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