

Workforce Race Equality Standard (WRES) reporting template

This information must be submitted to NHS England by using an [online form](#), which this MS Word document replicates for ease of editing.

Introduction

1. Name of organisation

Name of organisation

Sussex Community NHS Foundation Trust

2. Date of report

Month/Year

August 2018

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

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Caroline Haynes, Director of Human Resources and Organisational Development

4. Name and contact details of lead manager compiling this report

Name and contact details of lead manager compiling this report

Naomi Bonetti OD & Inclusion Facilitator n.bonetti@nhs.net

5. Names of commissioners this report has been sent to

Complete as applicable:

Central Sussex Commissioning Alliance

6. Name and contact details of co-ordinating commissioner this report has been sent to

Complete as applicable.

Adam Doyle (Accountable Officer) Central Sussex Commissioning Alliance,
adam.doyle5@nhs.net

7. Unique URL link on which this report and associated Action Plan will be found

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

<https://www.sussexcommunity.nhs.uk/about-us/equality-diversity.htm>

8. This report has been signed off by on behalf of the board on

Name:

Caroline Haynes

Date:

22/08/18

9. Any issues of completeness of data

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Sussex Community NHS Foundation Trust is strongly committed to workforce racial equality and the completeness of ethnicity data to support our equality strategy.

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

Indicator 3: Relative likelihood of people entering the formal disciplinary process. The disciplinary data indicates a very small sample of staff who enter the process.

11. Total number of staff employed within this organisation at the date of the report:

Total number of staff employed within this organisation at the date of the report

There were 4927 employed by the Trust as at 31 March 18

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

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

The proportion of BME staff employed within the Trust is 8.4% (n.416) as at 31st March 2018

13. The proportion of total staff who have self-reporting their ethnicity?

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

The proportion of staff who have self-reported their ethnicity was 93.4% (n.4604). within Bands 1 – 9 in Agenda for Change 7.43% (n.312) had an unknown or not stated ethnicity.

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

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

Recruitment and Electronic Staff Record (ESR) self service allows some staff to inform the Trust about their data and update it if required.

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

The continuing roll out of self service for staff to their electronic records and promotion of the importance at Statutory Training Days.

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

The reporting year covers 1st April 2017 – 31st March 2018, the workforce snapshots are effective as at 31st March 2018.

17. 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.

Data for reporting year

Workforce (%)

White = 85

BME = 8.4

VSM (%)

White = 83.3

BME = 0

Data for previous year

Workforce (%)

White = 86.05

BME = 7.86

VSM (%)

White = 100

BME = 0

The implications of the data and any additional background explanatory narrative

Unknown and Unstated ethnicity reflect on the VSM information.

In 2017 our BAME workforce numbers 378 our reporting figures for this year have grown by 38 members of staff to (n.416) a 10% growth.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

Through the BAME network and the Inclusion and Recruitment teams

- Encouraging representation in senior management and at board level through creating a pipeline of BAME talent
- Support more racially equitable selection decisions from shortlisting within recruitment through further measures to reduce the likelihood of bias occurring. The BAME staff network is planning to establish and train a pool of BAME staff to sit on interview panels for senior manager positions.

This links to the Trusts equality strategy objective 2 Promote workforce racial equality and with EDS2 (3.1) Fair NHS recruitment and selection processes lead to a more representative workforce at all levels.

18. Relative likelihood of staff being appointed from shortlisting across all posts.

Data for reporting year

White candidates were 1.79 times likely to appointed than a BAME candidate

Data for previous year

White candidates were 1.69 times more likely to be appointed that a BAME candidate

The implications of the data and any additional background explanatory narrative

These figures have shown a very slight deterioration from last year although still shows an improvement from 2016 when white candidates were 2.2 times more likely to be appointed.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The metric is embedded into the quarterly performance reporting to the board. The BAME network have also identified that one of their key objectives is to:- 'Support more racially equitable selection decisions from shortlisting within recruitment through further measures to reduce the likelihood of bias occurring. The BAME staff network is planning to establish and train a pool of BAME staff to sit on interview panels for senior manager positions'.

This links to the Trusts equality strategy objective two Promote workforce racial equality and with EDS2 (3.1) Fair NHS recruitment and selection processes lead to a more representative workforce at all levels.

19. 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.

Data for reporting year

In 2016-2018 BAME staff were 1.89 times likely to enter a formal disciplinary process

Data for previous year

In 2015-17 BAME staff were 3.3 times more likely to enter a formal disciplinary process

The implications of the data and any additional background explanatory narrative

There were 22 disciplinary cases in 2016 – 2018 and of those BAME staff accounted for 3 staff members.

In general disciplinary cases have reduced due to a refocus of engaging the process informally where possible and appropriate.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

In general disciplinary cases have reduced due to a refocus of engaging the process informally where possible and appropriate. The BAME network are continuing to monitor these figures on a regular basis and have access to reviewing cases and decisions on an anonymised basis.

This links to the Trusts equality strategy objective two Promote workforce racial equality and with EDS2 outcome 3.6 Staff report positive experiences of their membership of the workforce.

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

Data for reporting year

White people were 0.95 times as likely to access non-mandatory training as BAME staff

Data for previous year

BAME staff were 1.03 times as likely to access non mandatory training as white staff.

The implications of the data and any additional background explanatory narrative

Training appears to accessed fairly equally amongst staff.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The BAME network have been advertising the NHS leadership programmes to their members to encourage wider participation. This continues to link in with the Equality and Diversity strategy objective 2 and with EDS2 outcome 3.3 Through support, training, personal development and performance appraisal, staff are confident and competent to do their work, so that services are commissioned or provided appropriately.

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

Data for reporting year:

2017-2018

White

22.78% reported bullying or abuse from patients, relatives or the public

BME

30.34% reported bullying or abuse from patients, relatives or the public

Data for previous year:

2016-2017

White

23.73% reported bullying or abuse from patients, relatives or the public

BME

29.33% reported bullying or abuse from patients, relatives or the public

The implications of the data and any additional background explanatory narrative

BAME members of staff have reported an increase of bullying from 29.33% to 30.34% this shows a near return to the 2015-2016 figure of 30.7%

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The Trust board receive a monthly report relating to incidence of racism from patients or members of the public. This data is extracted from our Incident Reporting System and so is reliant on the correct sub-codes being chosen when the form is completed. The importance of accurate reporting is being championed by the BAME network.

This continues to link in with the Equality and Diversity strategy objective 2 and with EDS2 outcome 3.4 Staff are free from abuse, harassment, bullying and violence from both patients and their relatives and colleagues, with redress being open and fair to all

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

Data for reporting year:

2017-2018

White

18.26% reported experiencing harassment, bullying or abuse from staff

BME

21.23% reported experiencing harassment, bullying or abuse from staff

Data for previous year:

2016 - 2017

White

19.96% reported experiencing harassment, bullying or abuse from staff

BME

25.17% reported experiencing harassment, bullying or abuse from staff

The implications of the data and any additional background explanatory narrative

This does show a downward trend which is the right direction, but shows that with the BAME network the Trust has a zero tolerance to these types of behaviour's as promoted in the Anti-Bullying campaign.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

The network have engaged with a BAME psychologist from Sussex Partnership NHS Trust who has led a discussion on identifying harassment and feelings of vulnerability and how to create strategies for resilience to tackle this.

The Diversity & Inclusion team are offering support to members of staff who have experienced abuse, bullying and harassment reported on the Trust incident reporting system.

This continues to link in with the Equality and Diversity strategy objective 2 and with EDS2 outcome 3.4 Staff are free from abuse, harassment, bullying and violence from both patients and their relatives and colleagues, with redress being open and fair to all

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

Data for reporting year:

2017-2018

White

91.42% believes the Trust offers equal opportunity for career progression or promotion

BME

78.81% believes the Trust offers equal opportunity for career progression or promotion

Data for previous year:

2016-2017

White

92.83% believes the Trust offers equal opportunity for career progression or promotion

BME

78.81% believes the Trust offers equal opportunity for career progression or promotion

The implications of the data and any additional background explanatory narrative

Whilst belief in the equality of opportunity has fallen within white and BAME staff the most significant drop is within BAME staff

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

Please see actions reported for indicators 17 and 20

24. 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.

Data for reporting year:

2017-2018

White

5.42 % have experienced discrimination at work from managers or colleagues

BME

13.71% % have experienced discrimination at work from managers or colleagues

Data for previous year:

2016 - 2017

White

4.48% % have experienced discrimination at work from managers or colleagues

BME

14.09% % have experienced discrimination at work from managers or colleagues

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

Please see actions stated in 22

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

Data for reporting year:

2017-2018

White

-1.7% difference

BME

-8.4% difference

Data for previous year:

2016 - 2017

White

+13.9% difference

BME

-7.1% difference

The implications of the data and any additional background explanatory narrative

Due to the small numbers involved and that VSM / Board member has chosen not to state their ethnicity this has impacted on the overall figures and picture.
To note there are no executives or non-executives who identify as BAME.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective

Please see actions reported for 17 and 18

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

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

The Trusts Annual Equality Report 2017/2018 which summarises progress and development areas for race equality will be available from October
<https://www.sussexcommunity.nhs.uk/about-us/equality-diversity.htm>

27. Organisations should produce a detailed WRES action plan, agreed by its board.

It is good practice for this action plan to be published on the organisation's website, alongside their WRES data. Such a plan would elaborate on the actions summarised in this report, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other workstreams agreed at board level, such as EDS2. You are asked to provide a link to your WRES action plan in the space below.

<https://www.sussexcommunity.nhs.uk/about-us/equality-diversity.htm>