

Workforce Race Equality Standard (WRES)

South Warwickshire NHS Foundation Trust

March 2018

Board Lead	Ann Pope - Director of Human Resources
Lead Manager	Maggie O'Rourke - Senior HR Projects and Equality Lead
Co-Ordinating Commissioner	Equality and Human Rights Leads at South Warwickshire Commissioning Group
Commissioners	South Warwickshire Clinical Commissioning Group Warwickshire Public Health and Coventry North Warwickshire Commissioning Group

This Report and the associated Action Plan can be found via the following unique link:
<https://www.swft.nhs.uk/about-us/equality-and-diversity/publications-and-reports>

This report has been signed off on behalf of the board by
Ann Pope Director of Human Resources 03-AUG-2018

Background Narrative

Any issues of completeness of data:
Any matters relating to reliability of comparisons with previous years:

There are no issues of completeness of data
There are no matters relating to this

Self Reporting

Total number of 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 total staff who have self-reported their ethnicity:
Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity:
Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity:

4432
14.3
100%
Not Applicable
Not Applicable

Workforce data

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

01-Apr-17 to the 31-Mar-18

Workforce Race Equality Indicators

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.

	2017-18	2016-17	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:
Clinical Exc. Medical & Dental	12.90	10.81		All of the indicators where applicable have been linked to EDS2 and scoped into a local action plan which cuts across both lots of indicators and also includes actions in relation to disability.
Non Clinical	13.27	13.08		

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

	2017-18	2016-17	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:
All	1.65	1.58	The increase in white applicants through the process can be explained partly through how and where the Trust advertises and promotes its vacancies. This is done via NHS Jobs and the Trust’s recruitment social media channels. Being online these are essentially international systems through which people from all over the world can apply. Due to right to work restrictions the number of applicants from international (and therefore more ethnically diverse) countries is higher than we are permitted to take through the process. The proportion of applicants at all stages of the process is more diverse than the local communities (Based on 2011 Census data for Warwickshire).	All of the indicators where applicable have been linked to EDS2 and scoped into a local action plan which cuts across both lots of indicators and also includes actions in relation to disability.

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.

	2017-18	2016-17	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:
All	1.50	1.20	Disciplinary data is reviewed by the HR Operational Team to identify any trends or areas of inconsistency.	All of the indicators where applicable have been linked to EDS2 and scoped into a local action plan which cuts across both lots of indicators and also includes actions in relation to disability.

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

	2017-18	2016-17	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:
All	0.49	0.67	The Learning and Development Team analysed all training recorded within the Electronic Staff Record (ESR) Oracle Learning Management (OLM) system and the database developed for staff booking external study leave. This includes a vast selection of non-mandatory training being undertaken in the Trust; including (but not limited to) leadership and management development, HEI University modules up to Masters level, apprenticeship training and educational frameworks, conference attendance, higher skills to support extended roles and information technology development. The data available only reflects the non-mandatory and CPD training accessed by staff booking on to training. It doesn't hold information on staff undertaking CPD independently. The data available also does not allow us to show the numbers of different training sessions for CPD training that might have been accessed by an individual. This data is difficult to capture as non-mandatory and CPD training can be undertaken in a variety of ways, not just by attending training session, i.e. via personal reflection, shadowing, mentor and coaching as well as self-directed study and self organized training.	We review the Equality Delivery System 2 at the same time as we review the National Staff Survey results and workforce data for our annual report. This is supported by an Equality Action Plan which includes references to EDS2 and the Workforce Race Equality Standard(WRES). Our new Equality and Inclusion Strategy has just been reviewed and 3 of the 6 objectives have outcomes relating to the WRES objectives.

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

	2017-18	2016-17	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:
White	28.91	26.36	Diagnostic work is being undertaken to provide the Trust with additional information, after which an action plan will be agreed.	
BME	25.93	26.69		

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

	2017-18	2016-17	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:
White	92.76	94.99	See above.	
BME	82.05	82.93		

7. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues.

	2017-18	2016-17	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:
White	7.03	3.87	See above.	
BME	9.26	7.81		

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

	2017-18	2016-17	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:
White	22.31	20.39	See above.	
BME	25.93	25.00		

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

	2017-18	2016-17	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:
White	-15.2	-15.4		
BME	-8.0	-7.6		

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

The organisation has had a significant amount of change relating to workforce and service delivery; this includes a number of TUPE transfers into and out of the organisation. This has been driven by contractual changes made by commissioners. As such there are changes to the demographic that have been as a result of these changes.