

# Response ID ANON-R89M-8JDM-3

Submitted to **Workforce Race Equality Standard (WRES) reporting template**  
Submitted on **2017-07-24 10:56:18**

## Introduction

### 1 Name of organisation

**Name of organisation:**

South Warwickshire NHS Foundation Trust

### 2 Date of report

**Month/Year:**

March 2017

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

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

Ann Pope Director of Human Resources

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

**Name and contact details of lead manager compiling this report:**

Maggie O'Rourke Equality Lead

### 5 Names of commissioners this report has been sent to

**Complete as applicable::**

South Warwickshire Clinical Commissioning Group, Warwickshire Public Health and Coventry, North Warwickshire Commissioning Group

## Workforce Race Equality Standard reporting template

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

**Complete as applicable.:**

Suman Ghaiwal Equality and Human Rights Lead for at South Warwickshire Commissioning Group.

### 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:**

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

**Name::**

Chief Executive Glen Burley

**Date::**

24th May 2017

## Background narrative

### 9 Any issues of completeness of data

**Any issues of completeness of data:**

There are no issues of Completeness of Data

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

**Any matters relating to reliability of comparisons with previous years:**

There are no matters relating to this.

## Self reporting

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

**Total nuber of staff employed within this organisation at the date of the report:**

4376

**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:**

13.8

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

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

100%

**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:**

Not Applicable

**15 Are any steps planned during the current 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:**

Not Applicable

**Workforce data**

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

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

From the 1st April 2016 to the 31st March 2017

**Workforce Race Equality Indicators**

**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:**

Clinical exc Medical & Dental 10.81%

Non Clinical 13.08%

**Data for previous year:**

Clinical exc Medical & Dental 10.61%

Non Clinical 12.92%

**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 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.

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

**Data for reporting year:**

1.58

**Data for previous year:**

1.79

**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:**

See Above

**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:**

1.20

**Data for previous year:**

1.19

**The implications of the data and any additional background explanatory narrative:**

Disciplinary data is reviewed by the HR Operational team to identify any trends, or areas of inconsistency.

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

See Above

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

**Data for reporting year:**

0.67

**Data for previous year:**

0.54

**The implications of the data and any additional background explanatory narrative:**

For the template the learning and development department analyzed all training recorded within the staff electronic record learning management system and the data base held for staff booking external study leave. However the data only reflect the non mandatory and CPD training accessed either by staff booking on to training. its doesn't hold information of staff undertaking CPD independently . The data also doesn't allow to show the numbers of different training session of CPD Training that might have been accessed by 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 that are recorded by via personal reflection , shadowing, mentor and coaching as well as self directed study and self organized training . The data does demonstrate that we have able to show 65% of those staff from white ethnic group access non training as apposed to 98% of BME access non mandatory training.

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

See Above

## **Workforce Race Equality Indicators**

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

**White:**

26.36

**BME:**

26.69

**White:**

31.3

**BME:**

29.55

**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:**

Local Survey to be circulated to all staff with all protected characteristics evaluate on responses. This will provide SWFT with additional information from across the whole organisation. A group has also been set-up to specifically to look at initiatives to deal with abuse from patients and relatives. The group membership includes two Directors, Head of Operational HR and the Trade Union Convenor.

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

**White:**

94.99

**BME:**

82.93

**White:**

96.27

**BME:**

95.45

**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:**

As Above

### **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.**

**White:**

3.87

**BME:**

7.81

**White:**

4.23

**BME:**

11.36

**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:**

See Above

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

**White:**

20.39

**BME:**

25.00

**White:**

23.47

**BME:**

22.73

**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:**

As Above

## **Workforce Race Equality Indicators**

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

**White:**

-15.4

**BME:**

-7.6

**White:**

-13.4

**BME:**

-8.1

**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:**

**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?:**

No factors.

**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.**

**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.:**

SWFT has developed a local action plan in partnership with the Trade Unions which incorporates EDS2, WRES and WDES. The action plan is monitored by the local Equality group who membership includes the Equality lead for all of the Clinical Commissioning groups in Warwickshire, Warwickshire Race equality Partnership, Health Watch, Local Trade Union leads and two Directors, The action plan and progress reports will be signed off by the in May and the WRES template and link to supporting action plan on the Trust Web-site will be sent to NHS England.