

## Workforce Race Equality Standard (WRES) reporting template

Name of organisation

**Maidstone and Tunbridge Wells NHS Trust**

Date of report :

Month **July**

Year **2017**

Name and title of Board lead for the WRES

**Simon Hart, Director of Workforce**

Name and contact details of lead manager compiling this report

**Jo Garrity, Head of Staff Engagement and Equality**

**Jo.garrity@nhs.net**

Names of commissioners this report has been sent to

**?????**

Name and contact details of coordinating commissioner this report has been sent to

**?????**

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

**TBC**

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

Date:

Name:

### Background narrative

9. Any issues of completeness of data

**None**

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

**None**

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

**5823**

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

**19.5%**

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

**98%**

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

**Yes. Targeted emails and letters have been sent to staff who had not declared their ethnic origin on ESR.**

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

**Yes. Targeted emails and letters will be sent to staff who have not declared their ethnic origin on ESR.**

#### Workforce Data

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

**1/4/15 – 31/3/16**

#### Workforce Race Equality Indicators

For each of these workforce indicators, compare the data for White and BME staff.

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 (2017):

Band	Non Clinical	
	White	BME
Under Band 1	0	0
Band 1	172	168
Band 2	335	42
Band 3	265	20
Band 4	283	19
Band 5	76	3
Band 6	60	6
Band 7	50	3
Band 8A	52	2
Band 8B	18	2
Band 8C	14	1
Band 8D	6	0
Band 9	4	0
VSM	3	1
<b>Total</b>	<b>1338 (22%)</b>	<b>267 (44%)</b>

Band	Clinical	
	White	BME
Under Band 1	0	0
Band 1	21	4
Band 2	372	135
Band 3	290	36
Band 4	104	6
Band 5	678	280
Band 6	631	91
Band 7	491	45
Band 8A	105	19
Band 8B	8	2
Band 8C	9	1
Band 8D	7	1
Band 9	1	0
VSM	2	0
<b>Total</b>	<b>3141 (51%)</b>	<b>934 (15%)</b>

Data for previous year (2016):

Band	Non Clinical	
	White	BME
Under Band 1	0	0
Band 1	181	162
Band 2	348	43
Band 3	255	17
Band 4	283	19
Band 5	85	3
Band 6	74	4
Band 7	48	7
Band 8A	51	0
Band 8B	21	1
Band 8C	9	0
Band 8D	8	0
Band 9	1	0
VSM	1	0
<b>Total</b>	<b>1365 (22%)</b>	<b>256 (4%)</b>

Band	Clinical	
	White	BME
Under Band 1	0	0
Band 1	21	3
Band 2	405	122
Band 3	317	38
Band 4	100	5
Band 5	705	284
Band 6	610	82
Band 7	481	38
Band 8A	103	14
Band 8B	24	2
Band 8C	11	0
Band 8D	8	0
Band 9	0	0
VSM	0	0
<b>Total</b>	<b>3207 (52%)</b>	<b>809 (13%)</b>

The implications of the data and any additional background explanatory narrative.

**The number of clinical BME staff has increased by 2% on the previous year.**

Action taken and planned including eg. Does the indicator link to EDS2 evidence and/or a corporate Equality Objective.

**This area will be addressed by actions taken to reduce any disproportion in the recruitment process.**

**This indicator links to EDS2 outcomes 3.1.**

**This also links to Corporate Equality Objective 3 to enable a robust recruitment process to be in place with appropriate checks and balances to avoid discrimination.**

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

Data for reporting year (2017):

**White: 0.29**

**BME: 0.19**

**White staff are 1.48 times more likely to be appointed than BME staff**

Data for previous year (2016):

**White: 0.24**

**BME: 0.14**

**White staff are 1.74 times more likely to be appointed than BME staff**

The implications of the data and any additional background explanatory narrative.

**Whilst white staff are still more likely to be appointed from shortlisting than BME staff, the gap has reduced by 0.26.**

Action taken and planned including eg. Does the indicator link to EDS2 evidence and/or a corporate Equal Objective.

**An in-depth exploration into recruitment data will identify performance against this indicator across the Trust. Targeted actions will address those areas where changes will have the greatest impact.**

**This links to EDS2 Outcome 3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels.**

**This also links to Corporate Equality Objective 3 - work with the Learning and Development team to create a recruitment training program addressing unconscious bias to enable a robust recruitment process to be in place with appropriate checks and balances to avoid discrimination**

19. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into 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 (2017):

**White: 0.01**

**BME: 0.01**

**BME staff are 1.13 times more likely to enter the disciplinary process than white staff**

Data for previous year (2016):

**White: 0.02**

**BME: 0.03**

**BME staff are 1.75 times more likely to enter the disciplinary process than white staff**

The implications of the data and any additional background explanatory narrative.

**There has been a significant reduction in the number of BME staff entering the formal disciplinary process which may in part be due to a more refined and accurate reporting process.**

Action taken and planned including eg. Does the indicator link to EDS2 evidence and/or a corporate Equal Objective.

**Further action is not planned at this time.**

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

Data for reporting year:

**White: 0.50**

**BME: 0.66**

**White staff are 0.75 times more likely to access non mandatory training than BME staff**

Data for previous year:

**White: 0.50**

**BME: 0.44**

**White staff are 1.11 times more likely to access non mandatory training than BME staff**

The implications of the data and any additional background explanatory narrative.

**The number of BME staff accessing non mandatory training has increased this year.**

Action taken and planned including eg. Does the indicator link to EDS2 evidence and/or a corporate Equal Objective.

**The Stepping Up Programme from the NHS Leadership Academy has been advertised throughout the Trust. Staff identified as BME at band 8a and above (as profiled on ESR) were contacted to promote the Ready Now Programme – support was offered from a member of staff who has already been through the programme.**

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

21. KF25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.

	<b>2017</b>	<b>2016</b>
<b>White</b>	31.5%	22.06%
<b>BME</b>	27.3%	29.3%

The implications of the data and any additional background explanatory narrative.

**The incidents of staff experiencing harassment from patients has generally reduced this year with 7.4% fewer BME staff having that experience.**

Action taken and planned including eg. Does the indicator link to EDS2 evidence and/or a corporate Equal Objective.

**This indicator links to EDS2 Outcome 3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source.**

**This also links to Corporate Objective 4 - Work with Cultural Diversity Network group to celebrate diversity in the Trust and provide a supportive environment to enable the BME community to have a voice.**

22. KF26. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months

	2017	2016
White	24.8%	21%
BME	21.2%	24.5%

The implications of the data and any additional background explanatory narrative.

**The number of white staff experiencing harassment from staff has increased this year compared with a 3.3% reduction for BME staff.**

Action taken and planned including eg. Does the indicator link to EDS2 evidence and/or a corporate Equal Objective.

**This indicator links to Equality Objective 4: Create and work with Cultural Diversity Network group to celebrate diversity in the Trust and provide a supportive environment to enable the BME community to have a voice.**

23. KF21. Percentage believing that trust provides equal opportunities for career progression or promotion.

	2017	2016
White	89.3%	88.3%
BME	90.9%	71%

The implications of the data and any additional background explanatory narrative.

**The number of BME staff believing the Trust provides equal opportunities for career progression has risen by nearly 20% this year.**

Action taken and planned including eg. Does the indicator link to EDS2 evidence and/or a corporate Equal Objective.

**The development of the Cultural Diversity Network has provided an opportunity to support staff in their career progression.**

24. Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues

	2017	2016
White	6.84%	6.04%
BME	4.62%	15.7%

The implications of the data and any additional background explanatory narrative.

**The number of BME staff experiencing discrimination from their manager or colleagues has reduced by over a third this year.**

Action taken and planned including eg. Does the indicator link to EDS2 evidence and/or a corporate Equal Objective.

**In depth analysis will be undertaken of those areas where levels of staff reporting discrimination are of greatest concern and develop targeted action plans to address issues.**

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

**White: 14.5%**

**BME: -11.5%**

**White: 14.5%**

**BME: -9.3%**

The implications of the data and any additional background explanatory narrative.

**These figures do not take account of those staff who have not declared their ethnicity and therefore are not strictly comparable as all voting members of the board have declared their ethnicity.**

Action taken and planned including eg. Does the indicator link to EDS2 evidence and/or a corporate Equal Objective.

**None**



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

**No.**

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.