

Appendix C

WRES – baseline data and narrative 02/12/15

WRES standard	Data for Reporting year	Data for the 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
Workforce metrics				
1. Percentage of BME staff at bands 8 and 9 (excluding the board members)	51%	41%	Requires further exploration	The Trust has seen an increase in the percentage of BME staff in bands 8 – 9 and VSM compared to the percentage of BME staff in the overall workforce. The Trust is committed to the NHS Equality and Diversity Competency Framework to recruit, develop and support strategic leaders to advance equality outcomes. We aspire to be a leading Trust in the way we implement and deliver the EDS and Equality Objectives.
2. Likelihood of BME staff being shortlisted compared to white staff	45%	Data not available	Requires further exploration as to why 55% of BME staff are not appointed once being shortlisted	Monitoring information is not disclosed to interview panels at the short listing stage of the recruitment process. Equality and diversity is covered during recruitment & selection training for managers, with training provided on protected characteristics.
3. Likelihood of BME staff entering formal disciplinary compared to white staff	38%	45%	Although we are pleased to note a decline in the percentages from the previous year, action needs to be taken to reduce the number further.	Regular audit of equality data in relation to formal disciplinary processes
4. Likelihood of BME staff accessing non mandatory training and CPD compared to white		84%	Data obtained from the 2014 staff survey shows that equal percentages of BME and white staff are	The Trust offers staff access to learning that both develops them as professionals and enhances the services that we offer. We have a strong Apprenticeship programme across the Trust which enables staff paid at Bands 1 – 4 to access a relevant qualification in relation to their current role. Since April 2012, over 120 staff have participated in the programme which has a positive impact

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				on those staff who may not have had access to qualifications previously in their careers. In addition, a ground-breaking Apprenticeship approach has been introduced, called Apprenticeship Steps targeted at young adults with learning disabilities in the community to give them the skills to undertake a full Apprenticeship built on a strong foundation of skills preparation for the workplace. Twice weekly placements are offered, and this approach will build staff awareness and understanding of learning disabilities and ensure a positive attitude towards employment of those job seekers.
National NHS Staff Survey Findings				
5. KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months		White 29% BME 30%	No significant difference noted in 2014. Unfortunately we do not have the data for the current year, but we continue to address this through our equality & diversity and bullying & harassment training programs and the rigorous enforcement of our harassment policy	No significant difference noted in 2014; action plan to be developed once data is available should this highlight any concerns
6. KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months		White 25% BME 24%	No significant difference noted in 2014. Unfortunately we do not have the data for the current year, but we continue to address this through our equality & diversity and bullying & harassment training programs and the	An action plan will be developed once data is available should this highlight any concerns. The Trust's bullying & harassment policy is being updated to make it more straightforward for staff to report incidents, with clear pathways to address concerns. In addition, training sessions on the prevention of bullying & harassment are run on a regular basis to raise awareness around this issue

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			rigorous enforcement of our harassment policy	
7. KF 27. Percentage believing the Trust provides equal opportunities for career progression or promotion		White 92% BME 74%	Requires further exploration and action if the pattern is repeated in the current year	An action plan to be developed once data is available should this highlight any concerns.
8. KF 23. In the last 12 months have you personally experienced discrimination at work		White 5.9% BME 10.7%	NB the results were adjusted in August 2016 as recorded wrongly as White 10% and BME 21% - The correct figures show in the left hand column	Action plan to be developed once data is available; we continue to address this through our management training, equalities training and bullying & harassment training programmes.
9. Boards are broadly representative of the population they serve	White x 14 BME x1		The current board is not representative of the population in relation to ethnicity. Action needs to be taken to address this.	