Workforce Race Equality Standard

REPORTING TEMPLATE

Template for completion

Name of provider organisation

University Hospitals of Leicester NHS Trust

Date of report: month/year

August 2015

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

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Name and contact details of lead manager compiling this report

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Names of commissioners this report has been sent to

Haseeb Ahmad Leicester City Clinical Commissioning Group (CCG) , Adrien Ashe Leicester East, Tendai Ndongwe , Arden Gem NSU

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

Haseeb Ahmad

Unique URL link on which this report will be found (to be added after submission)

This report has been signed off by on behalf of the Board on (insert name and date)

Presented to Trust Board August 2015

Publications Gateway Reference Number: 03496

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

None

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

This year the way we monitor our recruitment trends has altered to collecting data solely from NHS jobs, rather than a combination of NHS jobs and ESR data.

2. Total numbers of staff

a. Employed within this organisation at the date of the report

11,824

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

29%

Report on the WRES indicators, continued

3. Self reporting

a. The proportion of total staff who have self–reported their ethnicity

95%

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

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

All staff members have been given the opportunity to update their details held on the Electronic staff register.

4. Workforce data

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

1st April 2014 -31st March 2015

Report on the WRES indicators, continued

5. Workforce Race Equality Indicators

For ease of analysis, as a guide we suggest a maximum of 150 words per indicator.

	Indicator	Data for reporting year	Data for 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
	For each of these four workforce indicators, the Standard compares the metrics for White and BME staff.				
1	Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce	White -88% BME -11.5%	comparative data unavailable.	Data demonstrates that the BME representation at senior level is less than you would expect.	To review the current recruitment process for Senior appointments to include the make up of panels.
2	Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.	Shortlisted White- 46% BME- 51.86%	Shortlisted White- 54.8% BME - 43.7%	The data demonstrates that BME staff are less likely to be appointed from shortlisting than white staff. The way in which the data is obtained has	For the recruitment team to do some deep dive work into processes to ensure reported data is consistent
3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation* *Note: this indicator will be based on data from a two year rolling average of the current year and the previous year.	White -60% BME - 31% Not stated 9%	White- 59.2% BME- 36.3% Not stated - 4.4%	The data demonstrates that a lower percentage of BME staff have entered the formal disciplinary process than the previous year. the representation does remain slightly higher It should be noted however that we have also seen an increase in the percentage of staff who's ethnicity is not stated.	An annual review is undertaken of the Disciplinary and Grievance cases to ensure that where a group is disproportionately represented the process has been applied fairly.
4	Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff	White - 68% BME -20%	White - 65% BME - 13%	There has been an increased percentage of BME staff attending training in this reporting year. It	Improved monitoring has been introduced to ensure training and development opportunities

Report on the WRES indicators, continued

	Indicator	Data for reporting year	Data for 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
	For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff.				
5	KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	White 29% BME 26%	White 29% BME 23%	The data demonstrates in this reporting year a higher percentage of BME staff reported experiencing harassment, bullying or abuse. This	We have an Anti Bullying Stakeholder group in place with an associated annual action plan that is monitored by the Executive Workforce Board
6	KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White 26% BME 27%	White 26% BME 30%	The data demonstrates a decrease in the percentage of BME staff reporting harassment,	As above.
7	KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion	White 91% BME 71%	White 91% BME 71%	The data demonstrates that a significantly lower percentage of BME staff believe that the Trust	As part of the Equality Group work plan. A series of staff engagement forums will be undertaken to
8	Q23. 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 7% BME 12%	White 6% BME 15%	The data demonstrates a decrease in the percentage of BME staff reporting personal discrimination in this reporting year. In contrast White staff demonstrate a slight percentage	As above in 7
	Does the Board meet the requirement on Board membership in 9?				
9	Boards are expected to be broadly representative of the population they serve	White 82% BME 6%		The Board members details were last validated in June 2014. The Board is under represented in	We are currently undertaking an ESR update that includes the Trust Board.

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct staff surveys though those surveys for organisations that are not NHS Trusts may not follow the format of the NHS Staff Survey

Note 2. Please refer to the Technical Guidance for clarification on the precise means of each indicator.

Report on the WRES indicators, continued

6. Are there any other factors or data which should be taken into consideration in assessing progress? Please bear in mind any such information, action taken and planned may be subject to scrutiny by the Co-ordinating Commissioner or by regulators when inspecting against the "well led domain."

We are currently unable to report on training undertaken via e-learning programs but are looking to see how this can be captured.

7. If the organisation has a more detailed Plan agreed by its Board for addressing these and related issues you are asked to attach it or provide a link to it. Such a plan would normally elaborate on the steps summarised in section 5 above setting out the next steps with milestones for expected progress against the metrics. It may also identify the links with other work streams agreed at Board level such as EDS2.

action plan September update attached.