

Workforce Race Equality Standard (WRES)

REPORT ON THE WRES INDICATORS - JULY 2015

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| <p>1 Background Narrative</p> <p>a) any issues of completeness of data?</p> <p>b) any matters relating to the reliability of comparisons with previous years?</p> | <p>The data relating to accessing non-mandatory training is incomplete as not all details have been captured and/or input.</p> <p>This is the first reporting year to establish the baseline position so there is no comparative data.</p> |
| <p>2 Total numbers of staff</p> <p>a) employed within this organisation at the date of the report</p> <p>b) proportion of BME staff employed within this organisation at the date of the report</p> | <p>1937</p> <p>16.88% [nb 1.81% of the workforce (35 individuals) have not declared their ethnicity]</p> |
| <p>3 Self-reporting</p> <p>a) the proportion of total staff who have self-reported their ethnicity</p> <p>b) have steps been taken in the last reporting period to improve the level of self-reporting by ethnicity?</p> <p>c) are any steps planned during the current reporting period to improve the level of self-reporting by ethnicity?</p> | <p>98.19%</p> <p>No. The level of self-reporting is already at a very high level, sufficient to enable detailed analysis of the workforce</p> <p>No</p> |
| <p>4 Workforce data</p> <p>a) what period does the organisation's workforce data refer to?</p> | <p>1 April 2014 – 31 March 2015</p> |

5 Workforce Race Equality Indicators

| | Indicator | Data for reporting year – 2014/15 | Narrative – the implications of the data and any additional background explanatory narrative | Action taken and planned |
|---|---|--|--|---|
| | 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 | The total BME percentage in the overall workforce is 16.88%. The percentage of BME staff in Bands 8-9 and VSM is 6.09% | The 2011 Census data for Cambridgeshire comprised 92.6% White and 7.4% BME. In this context, the overall BME percentage is higher than the 'local' population but BME staff in the most senior grades are under-represented. | The Trust's 'People Strategy 2015-19' includes reference to 'inclusivity and dignity at work', emphasising that relevant statistical data will be captured, audited and acted-upon to ensure individuals or groups are not disadvantaged. |
| 2 | Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts. | Relative likelihood of White staff being appointed from shortlisting compared to BME staff was 1.68 times greater | In 2014/15, of 431 BME applicants shortlisted, 67 were appointed. 1406 shortlisted applicants were White, of whom 366 were appointed. All personally identifiable information, including monitoring information, is withheld from recruiters to ensure objectivity in the shortlisting process. | The Trust's 'People Strategy' identifies that the emphasis in recruitment and selection will be on values, behaviours and competencies, with training in values-based recruitment being provided. |
| 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. | Relative likelihood of BME staff entering the formal disciplinary process compared to White staff was 0.38 times greater, i.e. less likely | In 2014/15, 13 individuals were subject to a formal disciplinary investigation, 12 of whom were White, one of whom was BME. | Whilst the data demonstrates that there are fewer BME staff entering the disciplinary process than White staff, each disciplinary case involving BME staff will be analysed to identify whether there are common themes/issues. |
| 4 | Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff | Incomplete data making meaningful analysis impossible | | Systems and processes will be reviewed with the aim of improving the quality of data collected. |

| | Indicator | Data for reporting year | Narrative – the implications of the data and any additional background explanatory narrative | Action taken and planned |
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| | 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 16% BME 21% | In 2013/14, the percentages were: White: 16% BME: 14% | Given the number of episodes, and in particular the overall increase since 2013/14, further analysis will be undertaken, particularly into the cases involving BME staff. |
| 6 | KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months | White 23% BME 24% | In 2013/14, the percentages were: White: 23% BME: 23% There was a total of three allegations of bullying and/or harassment which were subject to formal investigation in 2014/15. | Revised Dignity at Work (Eliminating Bullying and Harassment) Procedure to be introduced in consultation with the Staff-Side. |
| 7 | KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion | White 91% BME 80% | In 2013/14, the percentages were: White 95% BME: 80% | Further analysis will be undertaken. |
| 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 6% BME 15% | There were no formal allegations of discrimination at work submitted by staff in 2014/15. | Revised Dignity at Work (Eliminating Bullying and Harassment) Procedure to be introduced in consultation with the Staff-Side. |
| | Does the Board meet the requirement on Board membership in 9? | | | |
| 9 | Boards are expected to be broadly representative of the population they serve | All current Board members are White and were in post at the time WRES was introduced. | Given the tertiary nature of the services provided, it is difficult to define the population served. The 2011 Census data for Cambridgeshire, however, comprised 92.6% White and 7.4% BME. | Future recruitment will take account of this indicator. |

