

BME in Employment Strategy

Appendix 2

KPI		Years14/15	Years 15/16	Years 16/17	LEADS	COMMENTS
1	% of BME staff/public putting themselves forward for nomination as a staff Governor					
	Baseline:					
	Target - AWC : 4% of staff who nominate themselves for the Council of Governor are from a BME background	n/a	0%		LW/SJ	
	Target - Bradford : 35% of public who nominate themselves for the Council of Governor are from a BME background	n/a	48.40%			
Target - 35% of staff who nominate themselves for the Council of Governor are from a BME background	n/a	35%				
(Positive) changes in BME representation at each level of the Trust (report quarterly)						
2	Baseline: (include Turnover by Band)					
	Quarterly figure					
3	% of team leaders trained in cultural competence					
	Baseline:					
			0%		FS/LW	333 staff bands 6 and above have completed cultural excellence module. The parameters for this have changed as the programme is now aimed at band 6 and above leaders
	Target - x % of team leaders training in cultural competence		27%			
Target -		100%				
% of BME on Trust Sponsorship programmes						
4	Baseline:					
	Target - x % of BME staff on Trust Sponsorship programmes	0	100%		tbc	Cohort one is from Moving Forward so is 100% BME
	Target -	0	35%			
% of BME staff in development programmes						
5	Baseline:					
	Target - 20% of places taken by BME staff attending development programme e.g. Exciting Futures, Management development programmes, MHFA, Mentoring programme		9.30%		tbc	Engaging Leaders wave 2 senior leaders
	Target -		20%			
% of BME staff in the Talent Management programme						
6	Baseline:					
	Target - 20% of BME staff to attend the Talent map development centres		n/a		LM/	This programme is due to start in February 2016
	Target -		20%			
% of BME staff on Job Centre Plus programme						
7	Baseline:					
	Target - 35% of BME staff on the Job Centre Plus programme	unknown	unknown		CH	information about the trainees is not collected or shared by JCP and their progress is not tracked action is being taken to get this information
	Target -					
% of BME staff from Job Centre Plus programme securing a permanent role in the Trust						
8	Baseline:					
	Target - 35% of BME staff on the Job Centre Plus programme securing a permanent role in the Trust		unknown		CH	ethnicity us not currently collected or shared by JCP
	Target -		35%			
% of BME Cellar Project Trainees						
9	Baseline:					
	Target - x % of BME Cellar Project Trainees	25%	0%		SB	we do not currently have any trainees
	Target -	35%	35%			
Positive shift in BME Staff Survey results in development and progression						
10	Baseline:					
	Target - Target to be the same as white staff		-7%	results not available	FD	q 22 organisation does not act fairly: career progression 16% of BME staff and 9% of White staff

	Target -					
11	% of BME Student preceptorships					FD data not available
	Baseline:					
	Target - x % of BME Student preceptorships					
	Target -			35%		
11	% of BME Apprenticeships					FD we do not currently have any apprenticeships
	Baseline:			0%		
	Target - x % of BME Apprenticeships			0%		
	Target -			35%		