

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						
					LW/NW	This figure is reported in appendix 3	
3	% of team leaders trained in cultural competence						
	Baseline: 333 staff trained as part of engaging leaders programme in 2015/16						
			27%		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 - 100 % of team leaders training in cultural competence by 2020							
			27%				
4	% of BME on Trust Sponsorship programmes						
	Baseline: two staff from the first moving forward programme are being sponsored by Board members						
		0			FS/LW		
Target - 10 % of BME staff who are graduates of the moving forward programme							
	0	17%					
5	35 % of BME staff in development programmes						
	Baseline: 20 percent of BME staff attended an in-house development programme in 2015/16. of places taken by BME staff attending development programme e.g. Exciting Futures, Management development programmes, MHFA, Mentoring programme						
					AL	Engaging Leaders wave 2 senior leaders	
Target - 20%							
			9.30%				
6	20 % of BME staff in the Talent Management programme						
	Baseline:						
		0			HM	This programme will start in 2017	
Target - 20% of BME staff to attend the Talent map development centres							
		n/a					
7	35 % of BME staff on Job Centre Plus programme						
	Baseline:						
		unknown	unknown		CH	information about the trainees is not collected or shared by JCP and their progress is not tracked action is see if JCP will collect and share this information	
Target - 35% of BME staff on the Job Centre Plus programme							
8	35 % of BME staff from Job Centre Plus programme securing a permanent role in the Trust						
	Baseline:						
					CH	ethnicity us not currently collected or shared by JCP	
Target - 35% of BME staff on the Job Centre Plus programme securing a permanent role in the Trust							
		unknown					
9	21 % of BME Cellar Project Trainees						
	Baseline:						
		25%	0%		SB	project trainees. Work is underway to see if and how we can support	
Target - 21% of BME Cellar Project Trainees							
10	Positive shift in BME Staff Survey results in development and progression and to be in line with non BME staff						
	Baseline:						
		11%	-13%		FD	Over the last 3 years the BME score has fluctuated and now returns almost to the original base line	
Target - Target to be the same as white staff							
11	21 % of BME Student preceptorships						
	Baseline:						
					JS	data not available	
Target - x % of BME Student preceptorships							

11	21 % of Apprenticeships to be filled by BME staff				JS	
	Baseline:		0%			
	Target - 21% of BME Apprenticeships		0%			Based on 1 BME apprentice in HR