

Workforce Race Equality Report 2015

This report is an easy read version of the Workforce Race Equality Report submitted to NHS England on 1st July 2015. For more information please contact the Equality Team on 01274 228282. The statistics relate to Bradford District Care NHS Foundation Trust at the time of the reports creation (April 2015 and referring back over the past 2 financial years).

1. Total Numbers of Staff:

Employed within the organisation at the date of the report:

2975

Proportion of BME staff employed within the organisation at the date of the report:

20.61%

2. Self reporting

The proportion of staff who have self reported their ethnicity

95.5%

3. Workforce Race Equality Indicators

Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or Corporate Equality Objectives
Percentage of BME staff in Bands 8-9, VSM (including executive Board)	6.69% 20.61%	6.76% 19.81%	6.69% of staff in band 8-9 are BME compared against	The indicator links to the Trusts Equality Objective 'Reduce inequality experienced by BME staff and applicants' which was agreed in 2012. Since that time the Trust has carried out an Innov8 Study into the hypothesis that

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members and senior medical staff) compared with the percentage of BME staff in the overall workforce			20.61% of the total staff in post.	<p>there are barriers to career progression for BME staff. The study was used as the basis to the BME Diversity in Employment Strategy which was launched in April 2014. Since that time 25% of band 7 and above managers have been trained in cultural excellence. The training included activities relating to recruitment and selection, attracting talent and enabling staff to innovate and be themselves.</p> <p>In addition we developed and piloted the Moving Forward programme in 2015. The programme is for BME staff in Bands 5 and 6 and tackles the issues with career progression identified in the Innov8 Study. Feedback and results from that is/are positive.</p>
Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.	<p>8:1 BME</p> <p>6:1 White</p>	<p>10:1 BME</p> <p>11:1 White</p>	Currently for every 8 BME shortlisted candidates 1 is appointed, compared with for every 6 White shortlisted candidates 1 is	his relates to the Equality Objective 'Reduce inequality experienced by BME staff and applicants' .The cultural competence training delivered in 2015 is intended to impact on this figure. This will continue in October with another cohort of band 7 and above managers. The data will be used within that session. Unconscious Bias training will be delivered later this year and the impact of that monitored over time. Recruitment and Selection processes will be reviewed.

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			appointed.	
<p>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*</p> <p>*Note: this indicator will be based on data from a two year rolling average of the current year and the previous year.</p>	<p>36:1 BME 44:1 White</p>	<p>41:1 BME 56:1 White</p>	<p>Currently for every 36 BME members of staff 1 will be involved in a disciplinary, compared with for every 44 White members of staff 1 will be involved in a disciplinary. This is due to low numbers of disciplinary cases.</p>	<p>This indicator related to the Equality Objective 'Reduce inequality experienced by BME staff and applicants' which was agreed in 2012. The Engaging Leaders Programme which 25% of band 7 and above managers attended in 2015 included a module on Cultural Excellence which involved activities that promoted discussion about difference and the impact on interactions. This will be followed up within cultural competence sessions and unconscious bias training. a review of processes will also be carried out.</p>
<p>Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff</p>	<p>1:1 BME 1:1 White</p>	<p>1:1 BME 1:1 White</p>	<p>This is based on individual employees completing training which is categorised as</p>	<p>his indicator relates to a key line of enquiry in the Innov8 Study to investigate the hypothesis that there were barriers to career progression for BME staff. That study found that 54% of White respondents had been offered career development in last two years (v's 31% BME respondents), of those offered, more BME respondents were accessing career development (81% v's 71%).</p>

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			non-mandatory.	<p>In addition the study looked at the number of respondents who would like to study for further qualifications – BME 49% (v's 34%),</p> <p>frequently cited reasons for not studying – cost/no funding or financial support and workload/time pressures. In response to this the Trust monitors set programmes relating to career development and have established specific programmes for BME staff. Programmes for all staff have been targetted to the BME Staff Network to increase BME participation. Some development opportunities have been advertised without the initial need for manager consent.</p>
<i>For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff.</i>				
KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	White 25 BME 31	White 26 BME 21	1% of BME staff that responded to the staff survey in 2014 had experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months compared with	This indicator relates to the Equality Objective to reduce inequality for staff and applicants. Following the staff survey action plans are developed for each department so that they address the feedback that comes from their area. Equality and Diversity Training trains staff in zero tolerance policy and supports them in implementing that. More work needs to be done in this area and it will be added in as a priority to the BME Diversity in Employment Strategy as a result of the increase seen over the past year.

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			25% of White staff that responded	
KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White 19 BME 23	White 17 BME 21	4% more BME staff than White staff had experienced harassment, bullying or abuse from staff in the last 12 months	<p>This indicator relates to the Equality Objective to reduce inequality for staff and service users.</p> <p>The BME staff network is going to be reviewed as part of the BME Diversity in Employment Strategy. This review will include a look at their current and potential role in supporting staff that have or are experiencing abuse and their role in working to raise awareness of this across the Trust.</p>
KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion	White 87 BME 78	White 93 BME 70	78% of BME staff respondents and 87% of White staff respondents feel that the trust provides equal opportunities to career progression or promotion over the last 12	<p>This relates to the equality objective to reduce inequality experienced by BME staff and applicants. This has been the first key milestone within the BME Diversity in Employment Strategy. The Moving Forward Programme has been developed to offer BME staff a specific development programme that tackles the issues highlighted in the Innov8 study examining the hypothesis that there are barriers to career progression for BME staff. In addition there have been a number of career development opportunities offered as part of the Trusts Leading for Excellence Framework for all staff. We are currently evaluating these programmes and hope to continue offering them to new cohorts.</p>

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			months.	
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 9 BME 25	White 11 BME 41	16% more BME staff respondents had personally experienced discrimination at work over the past 12 months.	This relates to the Equality Objective to reduce inequality experienced by BME staff and applicants set in 2012. The organisation invested time and energy into developing the Engaging Leader Programme. The programme is funded by the LETB and has culture and cultural excellence running throughout it. The programme was aimed at leaders within the organisation with the aim of increasing engagement and compassion in leadership.
Does the Board meet the requirement on Board membership in 9?				
Boards are expected to be broadly representative of the population they serve	6.25% are BME	6.25% are BME	6.25% of Board members are from a BME background.	The Trust has recently achieved Foundation Trust status. When Board positions become available in the future there will be more freedom to actively seek applicants for positions from BME communities. Previous positions have been advertised using positive action. The recently elected Council of Governors was developed following a positive action campaign. The BME Diversity in Employment Strategy objective was to 35% of the nominations to be from candidates from Black or Minority Ethnic Communities which is in line with the working age population of the local area. 48.4% of the nominees were from a BME background.

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.”

As mentioned throughout the data section of this report BDCFT has been proactive in developing a strategy to address these inequalities. In 2012 as part of the NHS Equality Delivery System it was agreed that we would focus on race equality within the workforce. A piece of work was commissioned to examine the hypothesis that there are barriers to career progression for BME staff. That piece of work was funded through Innov8 the headline findings are included in the attached strategy submitted in response to question 7. The findings were used to inform the development and launch of the BME Diversity in Employment Strategy in April 2014. The strategy includes key objectives relating to setting targets and metrics, identifying board champions, improving recruitment and selection processes, creating development opportunities for BME staff in bands 5 and 6, promoting all development opportunities to increase take up representationally by BME staff, to review the BME Staff Network (Aspiring Cultures), to develop a cultural competence model and to use positive action to attract 35% of nominations for FT governor positions from people from BME backgrounds.

The BME Diversity in Employment Strategy and Bradford District Care Foundation NHS Trust Equality Objectives are both listed above this report as additional information to support the data.



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