Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

Bradford District Care Trust

Date of report: month/year

April 2016

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

Sandra Knight Director of Human Resources and Organisational Development

Name and contact details of lead manager compiling this report

Fiona Sherburn Deputy Director of Human Resources and Organisational Development

Names of commissioners this report has been sent to (complete as applicable)

Bradford District, Bradford City & Airedale, Wharfedale and Craven CCG's

Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)

Fiona Sherburn Deputy Director of Human Resources and Organisational Development

Unique URL link on which this Report and associated Action Plan will be found

http://www.bdct.nhs.uk/equality-and-diversity

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

Sandra Knight Director of Human Resources and Organisational Development

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

N/a

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

N/a

2. Total numbers of staff

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

2950

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

21.36%

3. Self reporting

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

96.14%

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

No

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

No

4. Workforce data

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

March 2016

5. Workforce Race Equality Indicators

Please note that only high level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES Action Plans.

	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, compare the data for White and BME staff				
1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.	20.50% 21.40%	19.52% 20.61%	20.50% of staff in AFC bands are BME compared against 21.40% of the total staff in post. This is a slight increase on 2015.	The indicator links to the Trust's 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 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
2	Relative likelihood of staff being appointed from shortlisting across all posts.	8:1 BME 6:1 White	8:1 BME 6:1 White	Currently for every 8 BME shortlisted candidates 1 is appointed, compared with for every 6 white shortlisted candidates 1 is appointed.	This relates to the Equality Objective 'Reduce inequality experienced by BME staff and applicants'. The trust has invested in cultural competence training, which was first delivered in October 2015 is now being embedded with the Trust's Leadership Programme. The Trust is also developing new recruitment and
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.	45:1 BME 49:1 White	36:1 BME 44:1 White	Currently for every 45 BME members of staff 1 will be involved in a disciplinary, compared with for every 49 White members of staff 1 will be involved in a disciplinary. This is due to low numbers of disciplinary cases.	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 27% of band 6 and above managers attended in 2015 and a new cohort will start in 2016 which includes a module on Cultural Excellence which involves
4	Relative likelihood of staff accessing non-mandatory training and CPD.	1:1 BME 1:1 White	1:1 BME 1:1 White	This is based on individuals employees completing training which is categorised as non-mandatory.	In response to this indicator the Trust monitors set programmes relating to career development and have established specific programmes for BME staff. Programmes for all staff are targeted to the BME Staff Network to increase BME participation. The Trust continues to advertise this without the initial need for manager consent.

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
	National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for White and BME staff.				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White 27 BME 30	White 25 BME 31	30% of BME Staff that responded to the staff survey in 2015 had experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months. This is a slight decrease on last year.	This indicator relates to the equality objective t reduce inequality for staff and service users. The Trust takes a zero tolerance approach to bullying and harassment and has a clear policy in
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White 19 BME 24	White 19 BME 23	5% more BME staff than white staff had experienced harassment, bullying or abuse from staff in the last 12 months. This is a slight increase from last year.	This indicator relates to the Equality Objective to reduce inequality for staff and service users. The Trust takes a zero tolerance approach to bullying, harassment and abuse and has a
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White 88 BME 68	White 87 BME 78	68% of BME staff respondents and 88% of white staff respondents feel that the Trust provides equal opportunities for career progression or promotion. This is a significant decrease on the previous year.	This relates to the equality objective to reduce inequality experienced by BME staff and applicants. The Moving Forward Programme has been developed to offer BME staff a specific
8	Q17. 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 5 BME 16	White 5 BME 17	11% 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 Trust has developed a comprehensive leadership programme, in which culture and
	Board representation indicator For this indicator, compare the difference for White and BME staff.				
9	Percentage difference between the organisations' Board voting membership and its overall workforce.	16.7% are BME	7.7% are BME	16.7% of the Board Members are from a BME background. This is based on non-executive directors and the executive team.	The Board is committed to ensuring that when a position becomes available they will actively seek BME applicants. There has been a recent opening on the Board which was filled by a BME applicant.

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

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

6. Are there any other factors or data which should be taken into consideration in assessing progress?

The Trust continues with its pro-active approach to race equality. The first cohort of Moving Forward resulted in three members of staff securing promotion and two are being sponsored by Board members. A second cohort of Moving Forward is currently being rolled out, with participation from partner organisations also attending.

Over 300 staff have taken part in cultural competence training as part of the Engaging Leaders Programme.

The Trust is also about to undertake a comprehensive piece of OD work with HEE. This work will including working with the Board and senior leadership team to explore diversity and inclusion and what this means for the board. Training will be provided for the board and senior team

7. Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.

A detailed action plan has been developed to respond to the issues highlighted by the WRES data.

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