

Staff Survey Equality Analysis

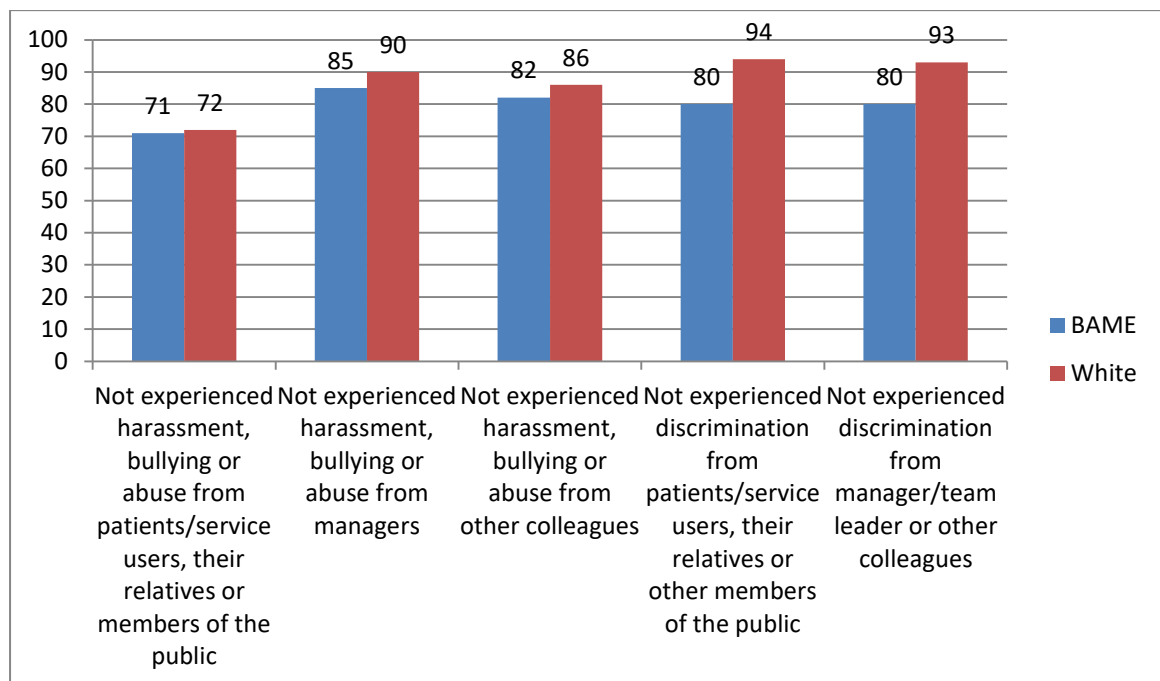
BDCFT 2017 Survey Data

Race Equality

A number of key metrics have been pulled from the staff survey results to give a picture of race equality and BAME staff satisfaction. These have been compared with the same results for White staff to identify differences in workforce experience. The graphs below show these results:

Discrimination, Harassment and Abuse

Table 1.



Progression and Level of Pay

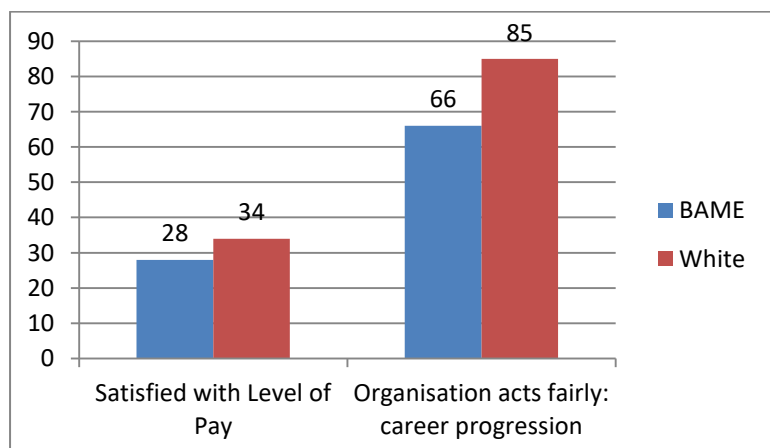
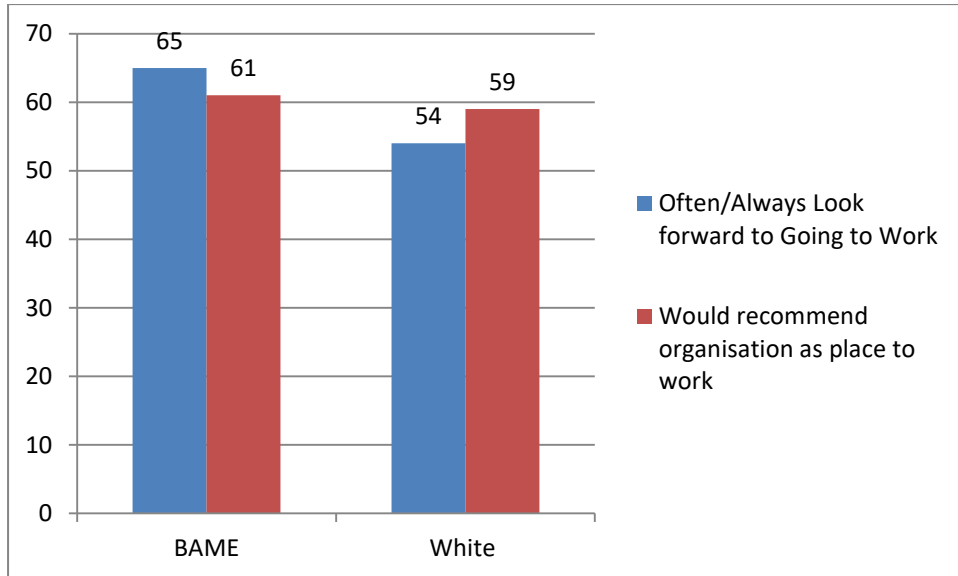


Table 1 a

Overall Satisfaction

Table 2.



BAME staff were more likely than White staff to report often and/or always look forward to going to work, however 6% less reported being satisfied with their level of pay. The difference between BAME and White staff not experiencing harassment, bullying or abuse from patients/service users, their relatives or members of the public is small at 1%; however 5% less BAME staff have not experienced harassment, bullying or abuse from managers and 4% less from other colleagues. 19% more White staff than BAME feel the organisation acts fairly regarding career progression. 14% more White staff have not experienced discrimination from patients/service users, their relatives or other members of the public and 13% more have not from their manager/team leader or other colleagues. Despite this 2% more BAME staff would recommend the organisation as a place of work.

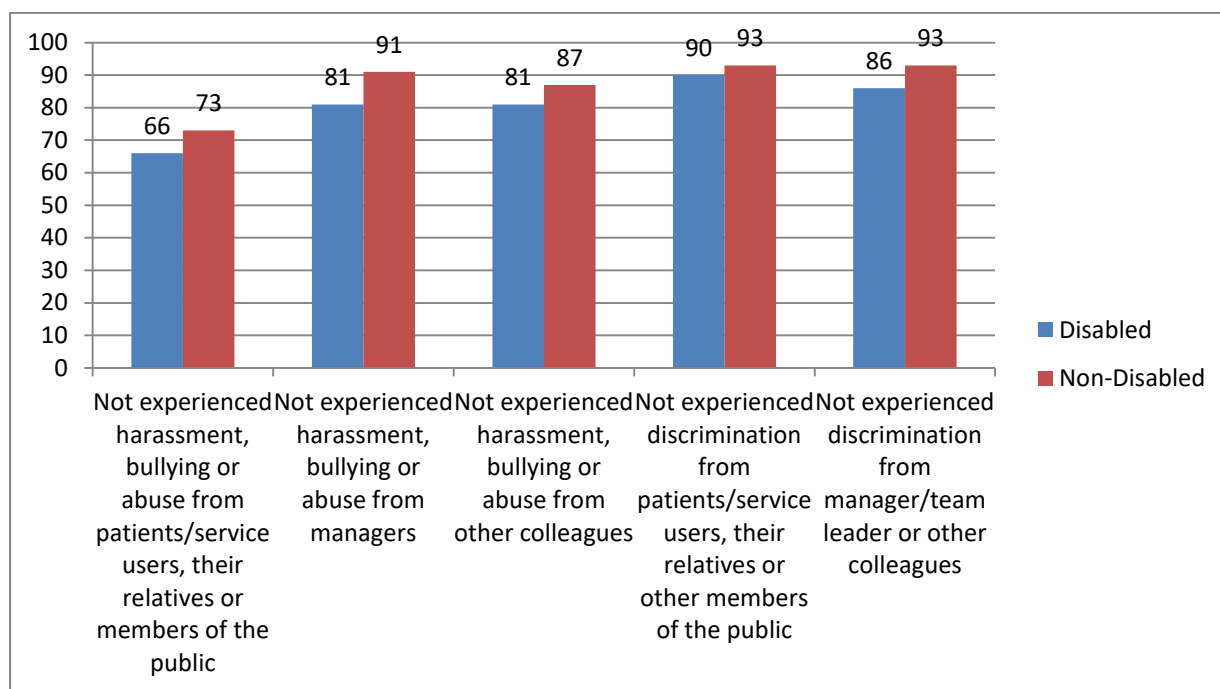
In summary there are significant differences for BAME staff relating to feeling the organisation acts fairly with career progression, experiencing discrimination from managers and their colleagues.

Disability Equality

A number of key metrics have been pulled from the staff survey results to give a picture of Disability equality and Disabled staff satisfaction. These have been compared with the same results for None Disabled staff to identify differences in workforce experience. This data is good preparation for the Workforce Disability Standard that comes into force on 1st April 2018. The graphs below shows those results:

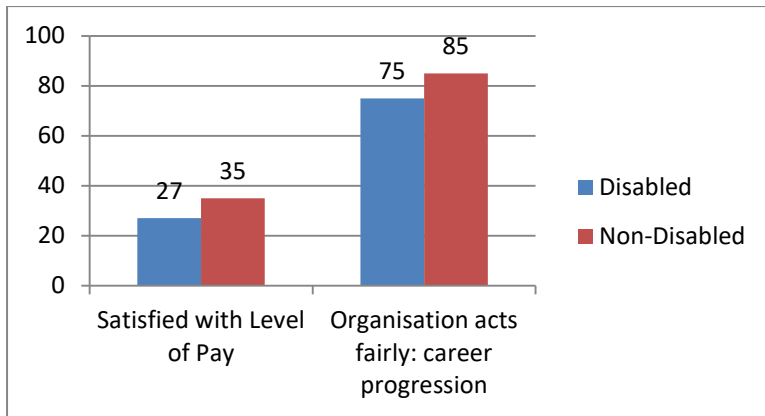
Discrimination, Harassment and Abuse

Table 3.



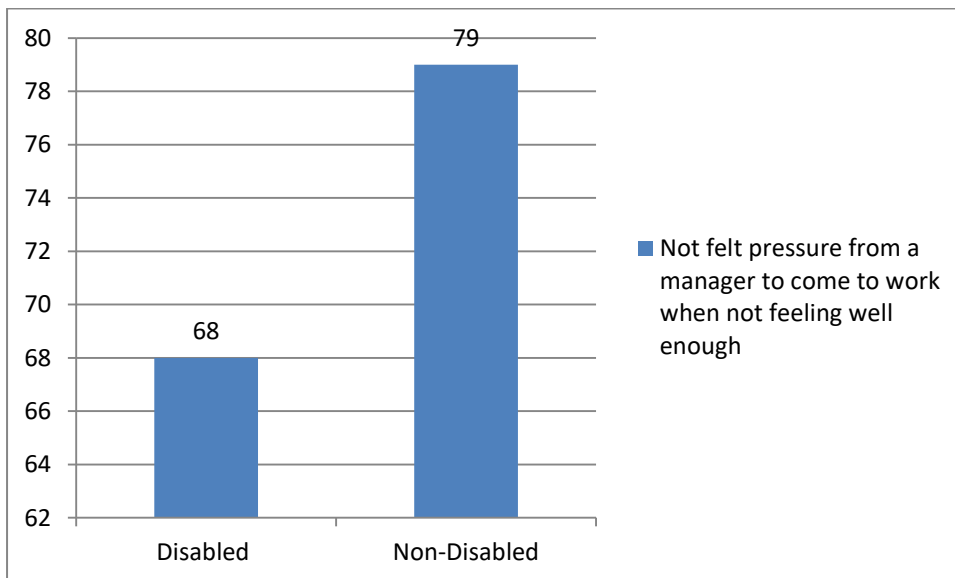
Progression and Level of Pay

Table 4.



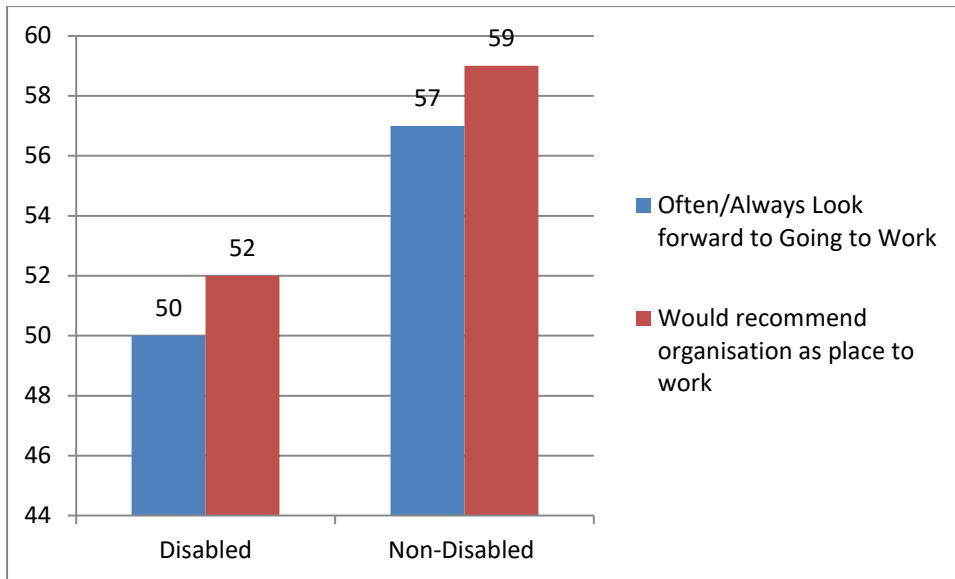
Staff that have not felt pressure from a manager to come to work when unwell

Table 5



Overall Satisfaction

Table 6



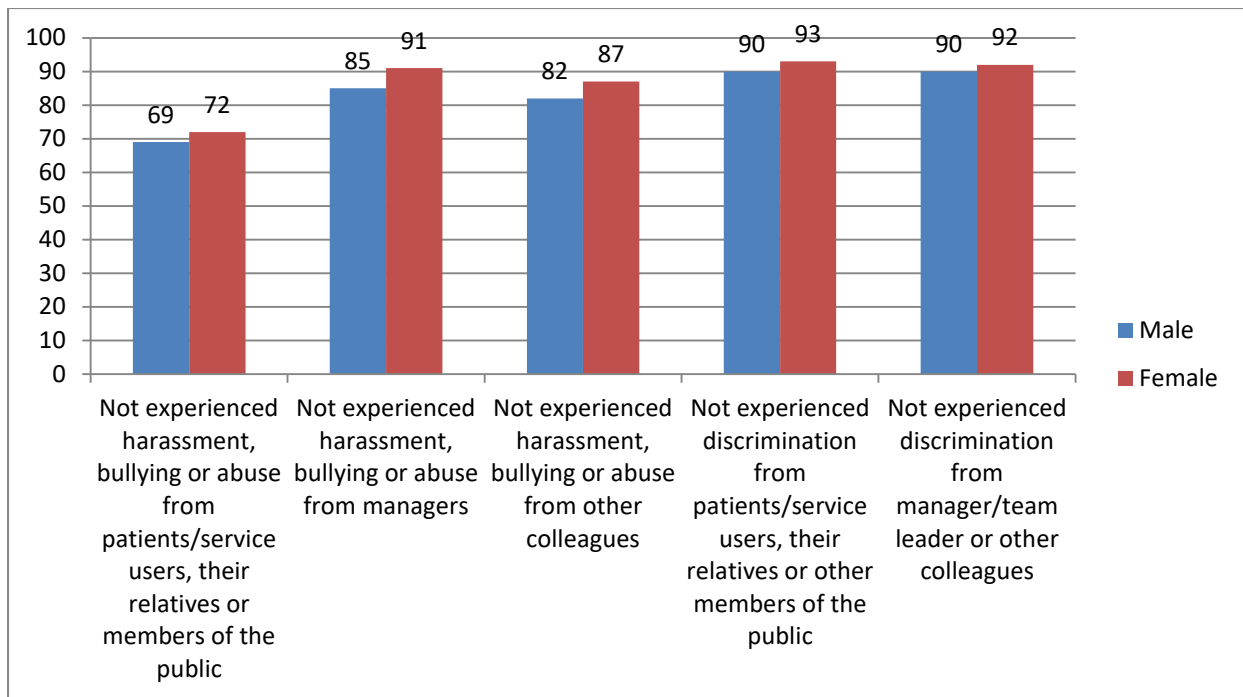
7% less Disabled staff than non-Disabled staff reported often and/or always look forward to going to work and 7% less Disabled staff would recommend the organisation as a place to work. 8% less Disabled staff are satisfied with their level of pay and 10% less believe that the organisation acts fairly regarding career progression. 11% less Disabled staff had not felt pressured to go to work when they were unwell. Less Disabled staff reported not experiencing discrimination, harassment, bullying or abuse from all perpetrators – patients, managers and colleagues.

Gender Equality

A number of key metrics have been pulled from the staff survey results to give a picture of Gender equality and Gender staff satisfaction. The graphs below shows those results:

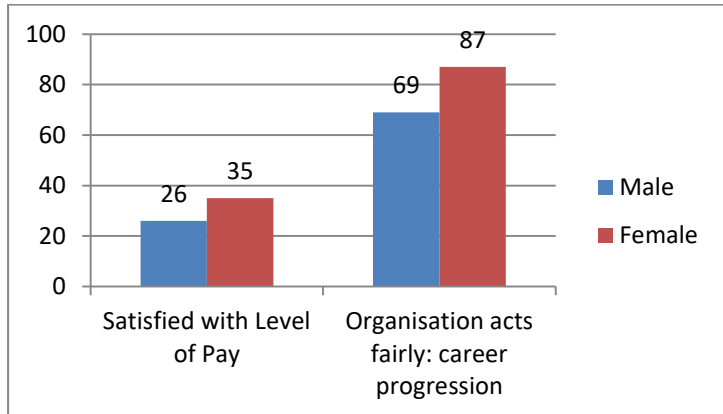
Discrimination, Harassment and Abuse

Table 7.



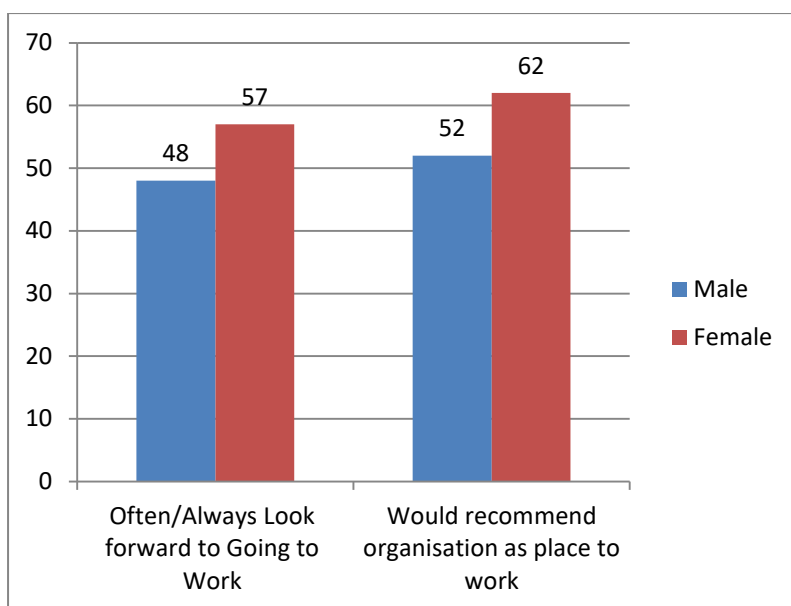
Progression and Level of Pay

Table 8.



Overall Satisfaction

Table 9



Women were more likely to recommend the organisation as a place to work and were more likely to often or always look forward to going to work. More males than females have experienced discrimination, harassment, bullying or abuse from staff, managers and service users. 9% less males reported being satisfied with their level of pay and 18% fewer males reported being satisfied with their career progression.

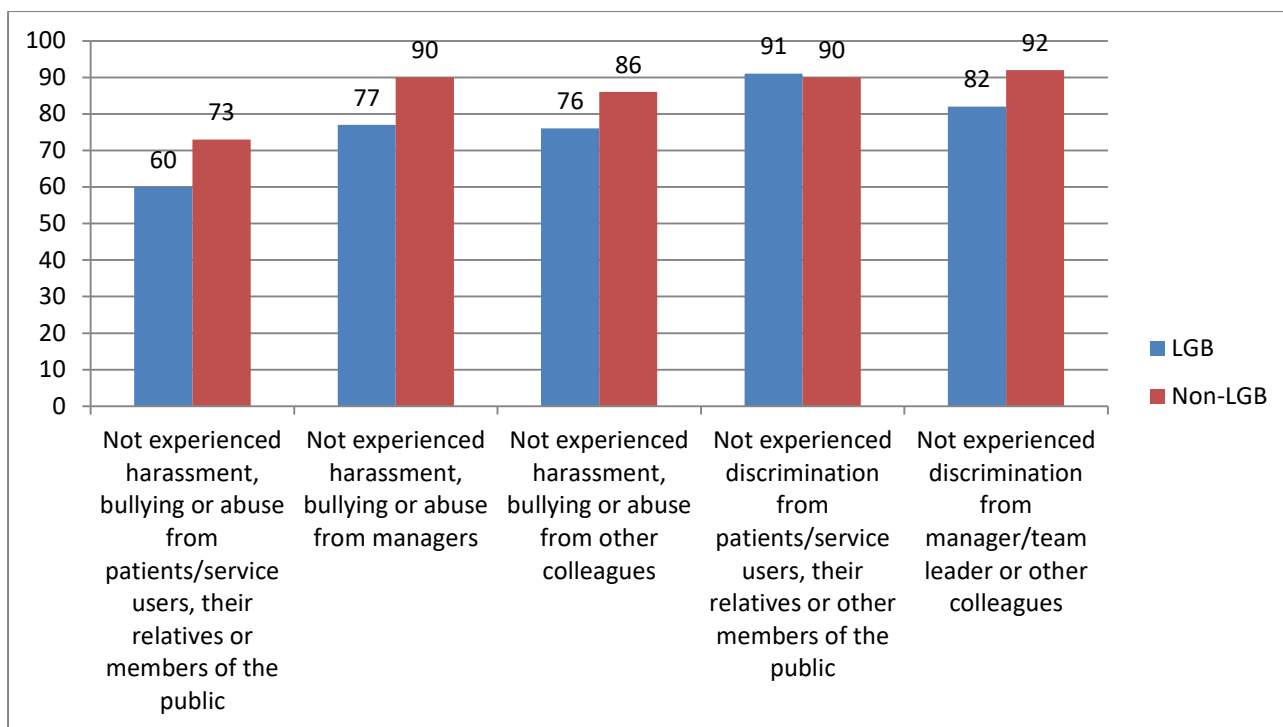
Across all of the key metrics males report less favourably than females.

Sexual Orientation Equality

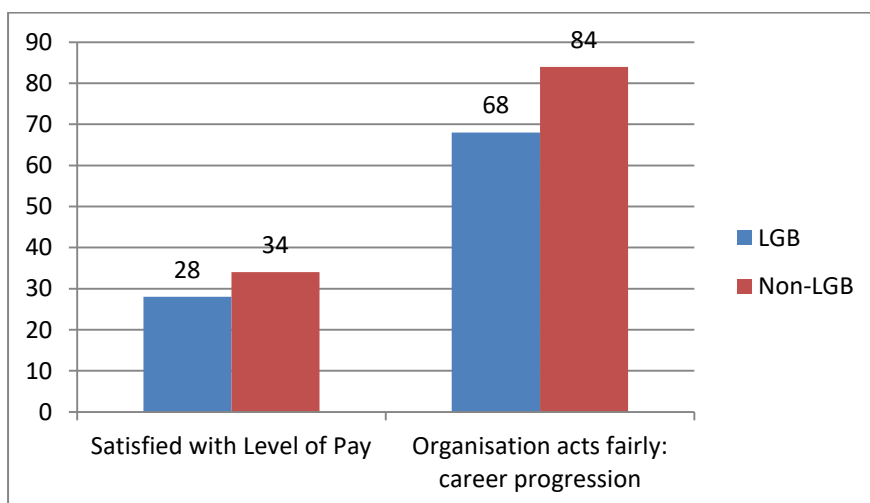
A number of key metrics have been pulled from the staff survey results to give a picture of Sexual Orientation equality and LGB staff satisfaction. These have been compared with the same results for None LGB staff to identify differences in workforce experience. This is the first time that Sexual Orientation has been used to analyse the results in this way and gives a benchmark of staff satisfaction for the Equality, Diversity and Inclusion Strategy. The graphs below show those results:

Discrimination, Harassment and Abuse

Table 10

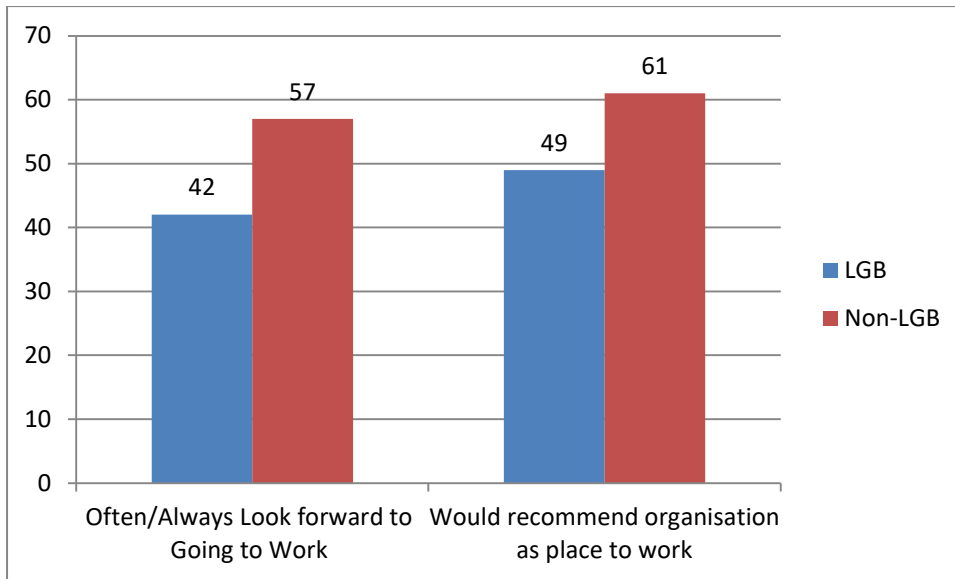


Progression and Level of Pay



Overall Satisfaction

Table 11.



13% fewer LGB staff reported not having experienced abuse, bullying or harassment from patients, service users or members of the public. 13% less LGB staff reported not having experienced harassment, bullying or abuse from managers and 10% fewer from colleagues. 10% fewer LGB staff reported not experiencing discrimination from manager / team leader or other colleagues. 1% more LGB staff reported not experiencing discrimination from patients / service users their carers and members of the public. 6% fewer LGB staff reported being satisfied with their level of pay and 16% less LGB staff reported being satisfied with their career progression.

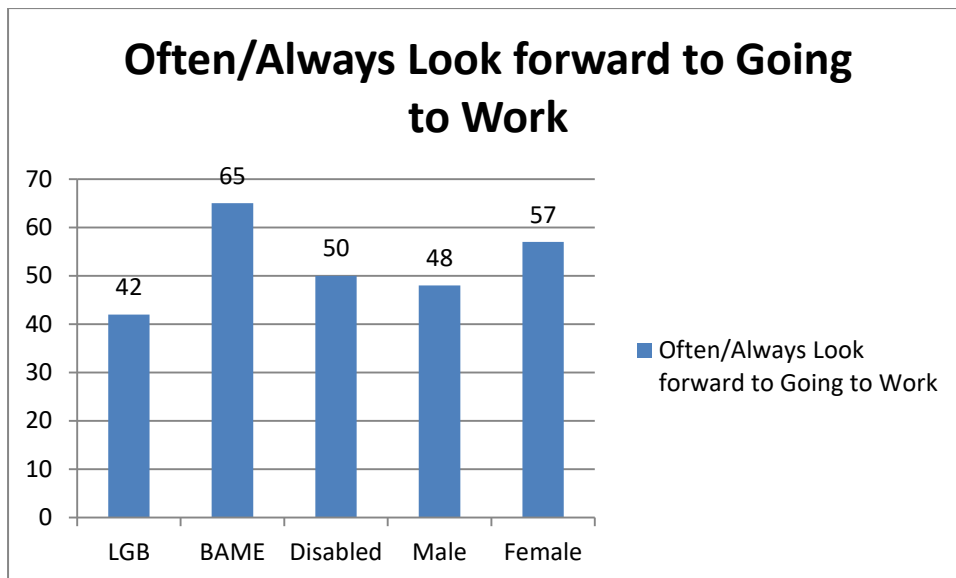
Overall 15% less LGB staff often or always looked forward to going to work and 12% less LGB staff would recommend the organisation as a place to work.

LGB staff report less favourably than non-LGB staff in all but one key metric in this analysis.

Analysis of the Protected Characteristics

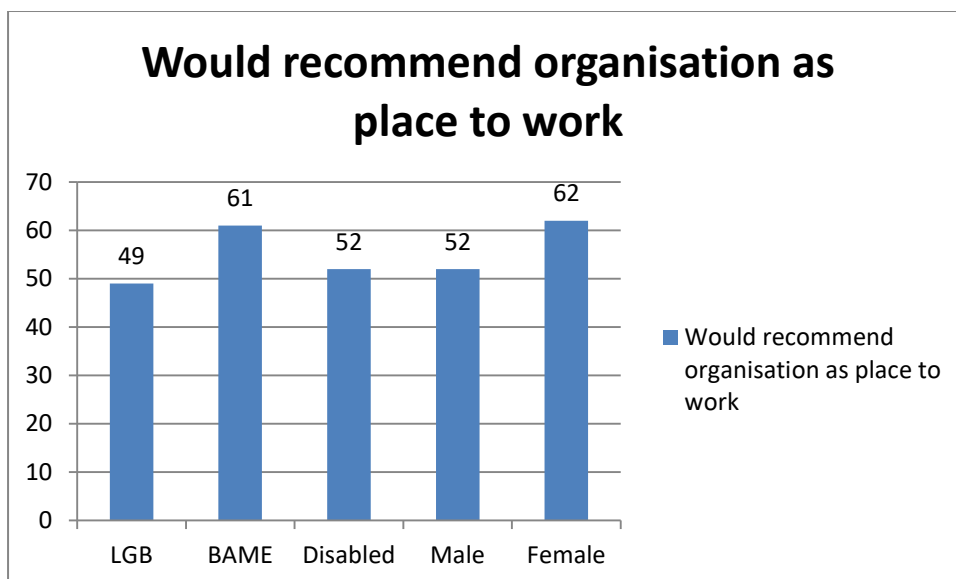
The charts below compare each of the equality protected characteristic groups together and give a visual picture of the experiences of each group.

Table 12.



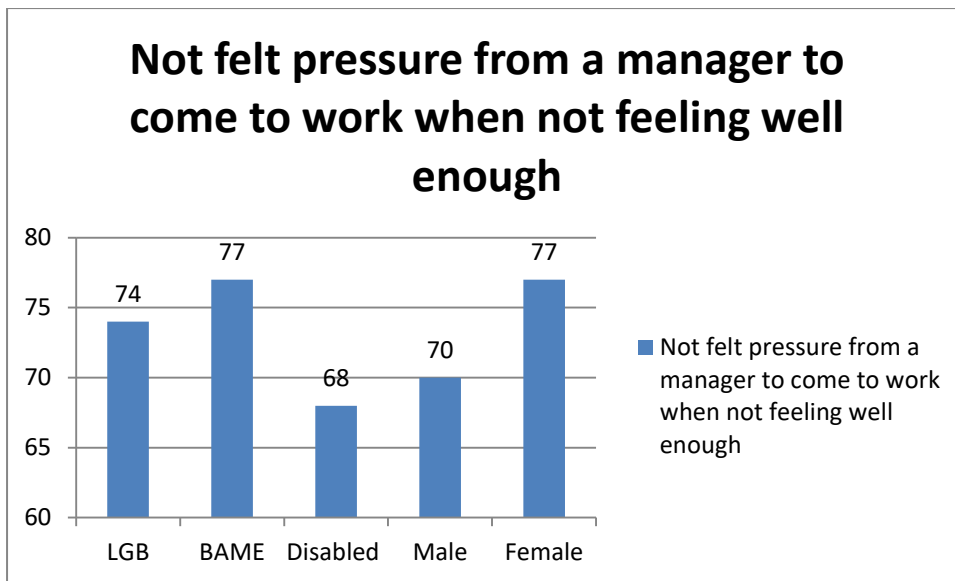
- BAME staff are most likely to often / always look forward to going to work and LGB staff are least likely.

Table 13.



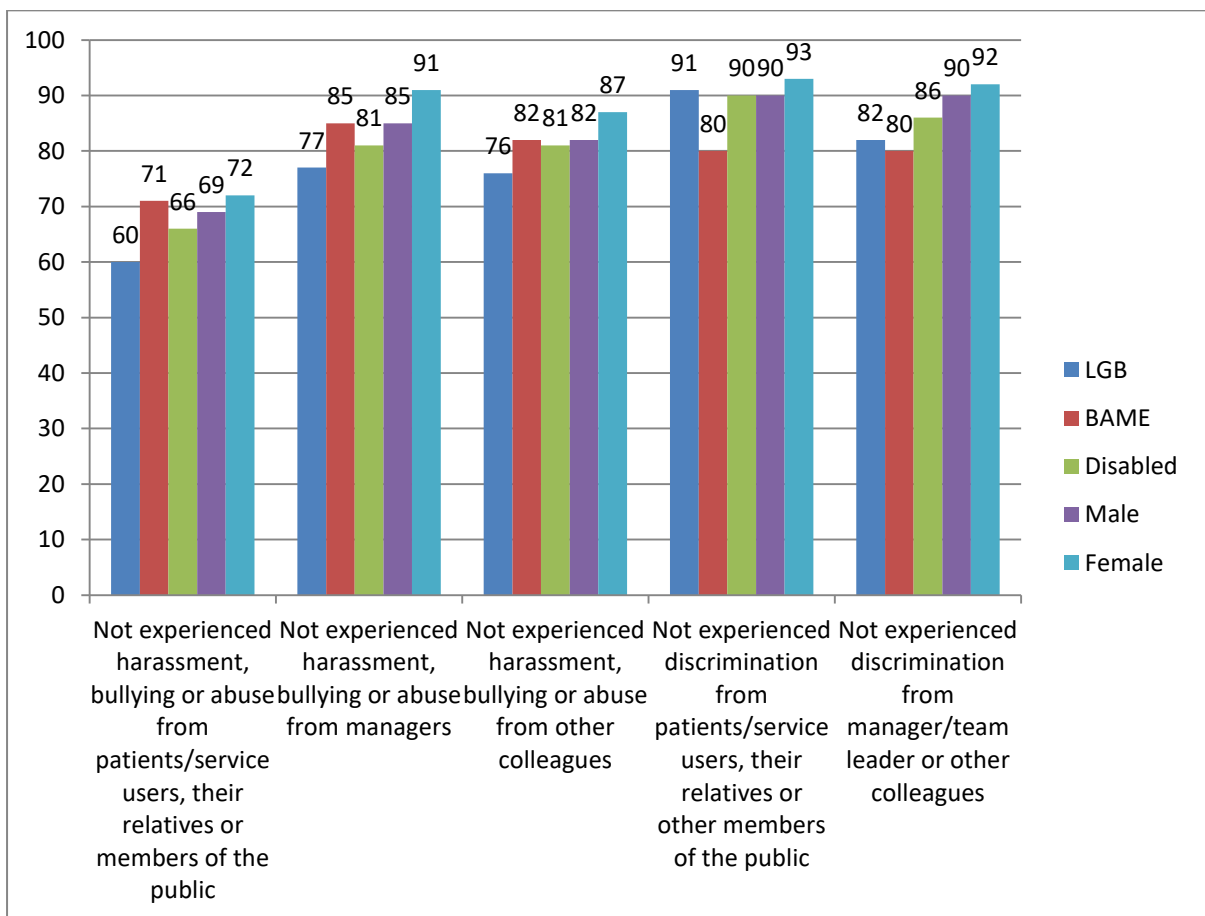
- Females closely followed by BAME staff are most likely to recommend the organisation as a place to work. LGB staff are least likely.

Table 14.



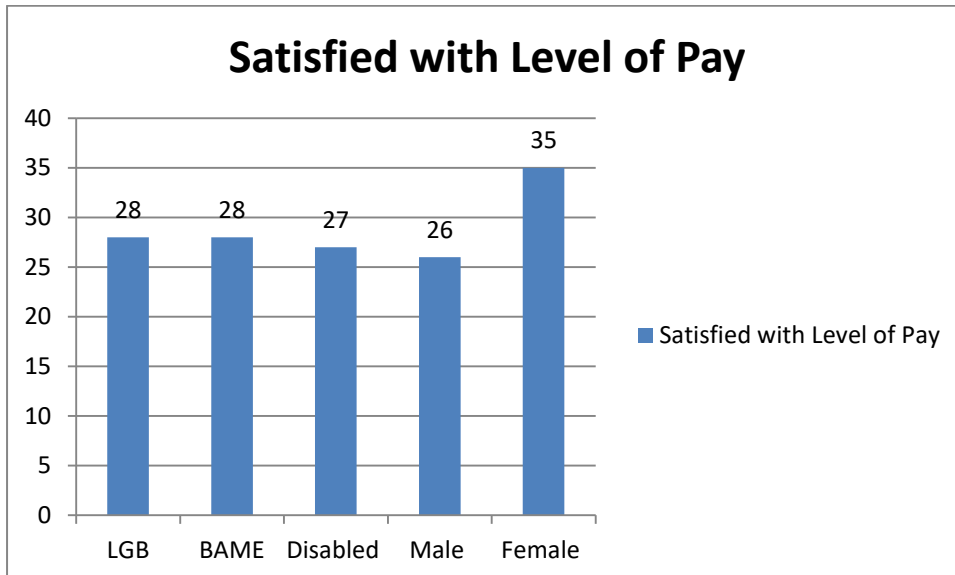
- Disabled staff, then male staff are least likely to not have felt pressure from a manager to come to work when not feeling well enough; Female and BAME staff are most likely.

Table 15.



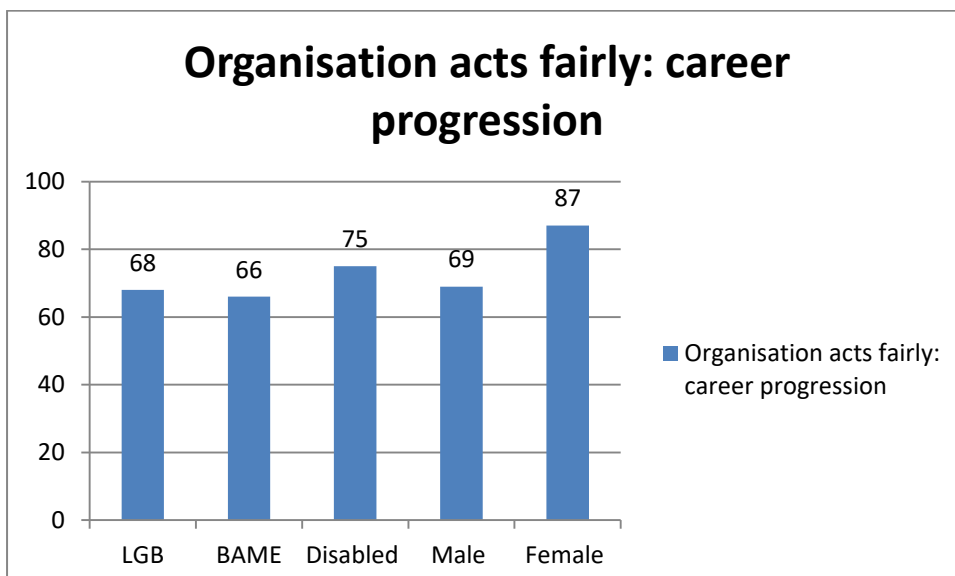
- LGB staff were more likely to have experienced bullying, harassment or abuse from all perpetrators when compared with the other equality protected characteristics; females were least likely.
- BAME staff were most likely to have experienced discrimination from all perpetrators listed in the survey.

Table 16.



- Males were least likely to be satisfied with their level of pay. Women were most likely.

Table 17.



- BAME staff are least likely to report being believing that the organisation act fairly regarding career progression closely followed by LGB staff and males staff.