

Staff Survey Results 2018

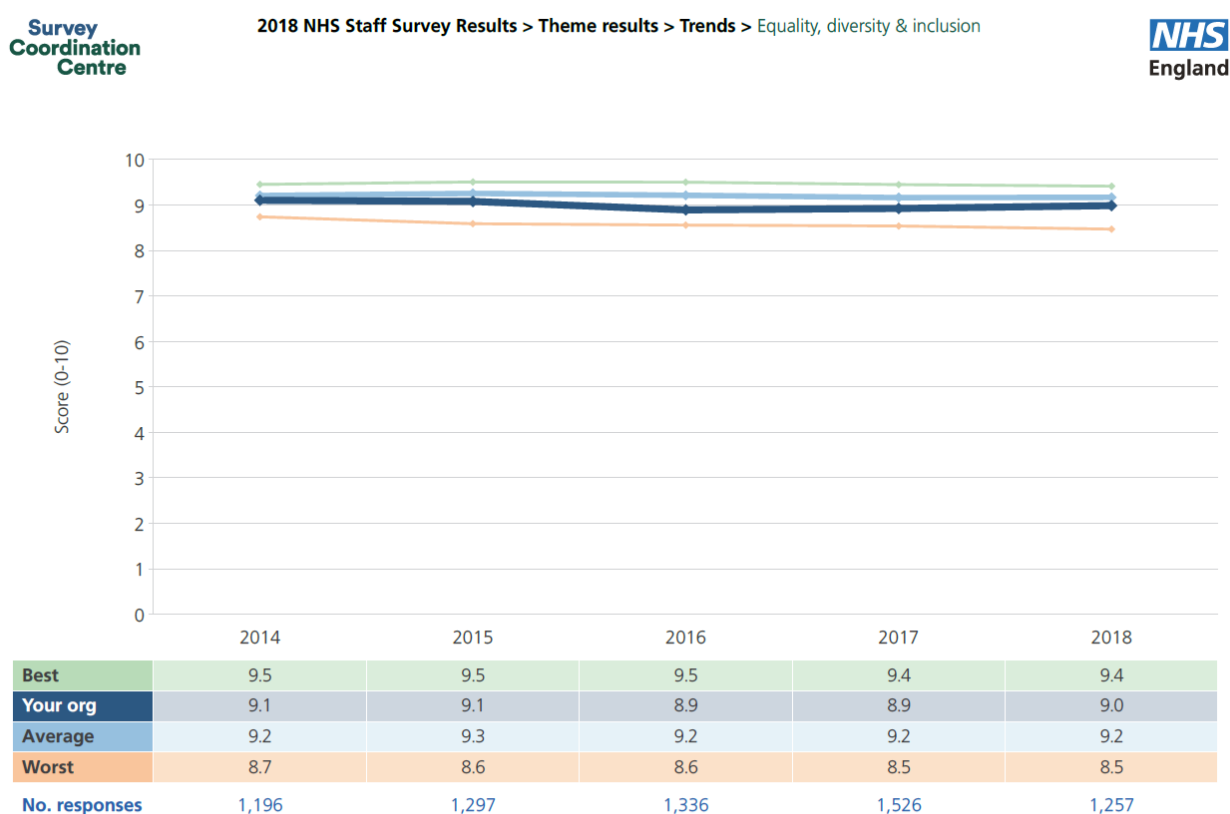
Information from the last staff survey has started to become available. There is work to do to analyse the results to get it into the required format. The report from Picker is in a new format which enables benchmarking against the other responding organisations.

Key questions for discussion at the Strategic Reference Group:

What information is useful?

How can it be used to optimum impact?

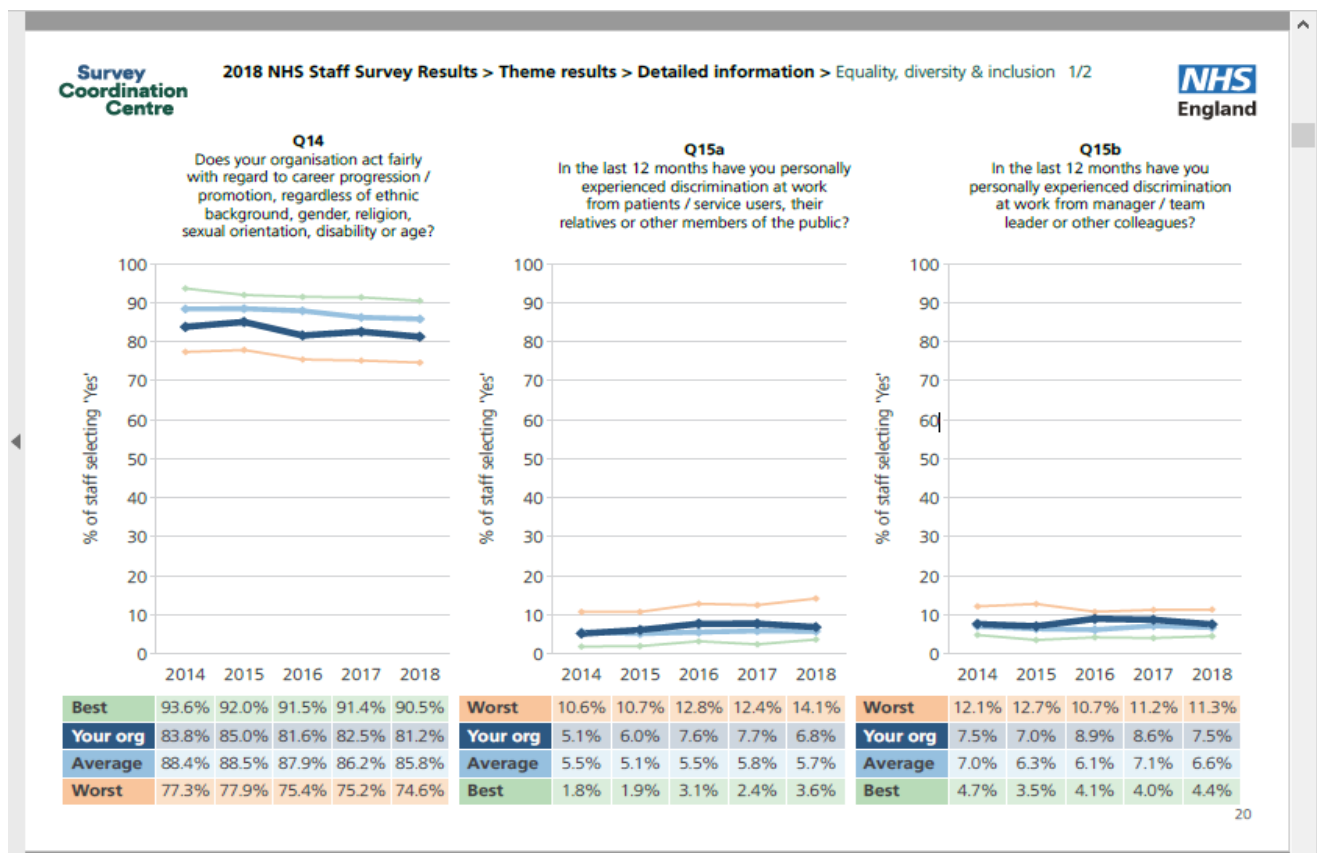
Figure 1. Screenshot from the Picker report showing Equality trends and performance over the last 5 years against responding organisations.



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- BDCT is below the average for responding Trusts by 0.2 points.
- The score for worst category has reduced by 0.2 points since 2014.
- The score for the best category has fluctuated around 9.5 and 9.4 since 2014.
- BDCT has seen a fluctuation from 9.2 to 9.1 to 8.9 and now at 9.0.

Figure 2 Picker report detailed Equality information



Q 14. Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?

- Higher is better.
- The introduction of Moving Forward and Engaging Leaders saw an increase in the score for this question in 2015.
- The score has dropped to 81.2% in 2018 which is below the best by 9.3% and average by 4.6%.
- The worst is 74.6%, the Trust is 6.6% above that.

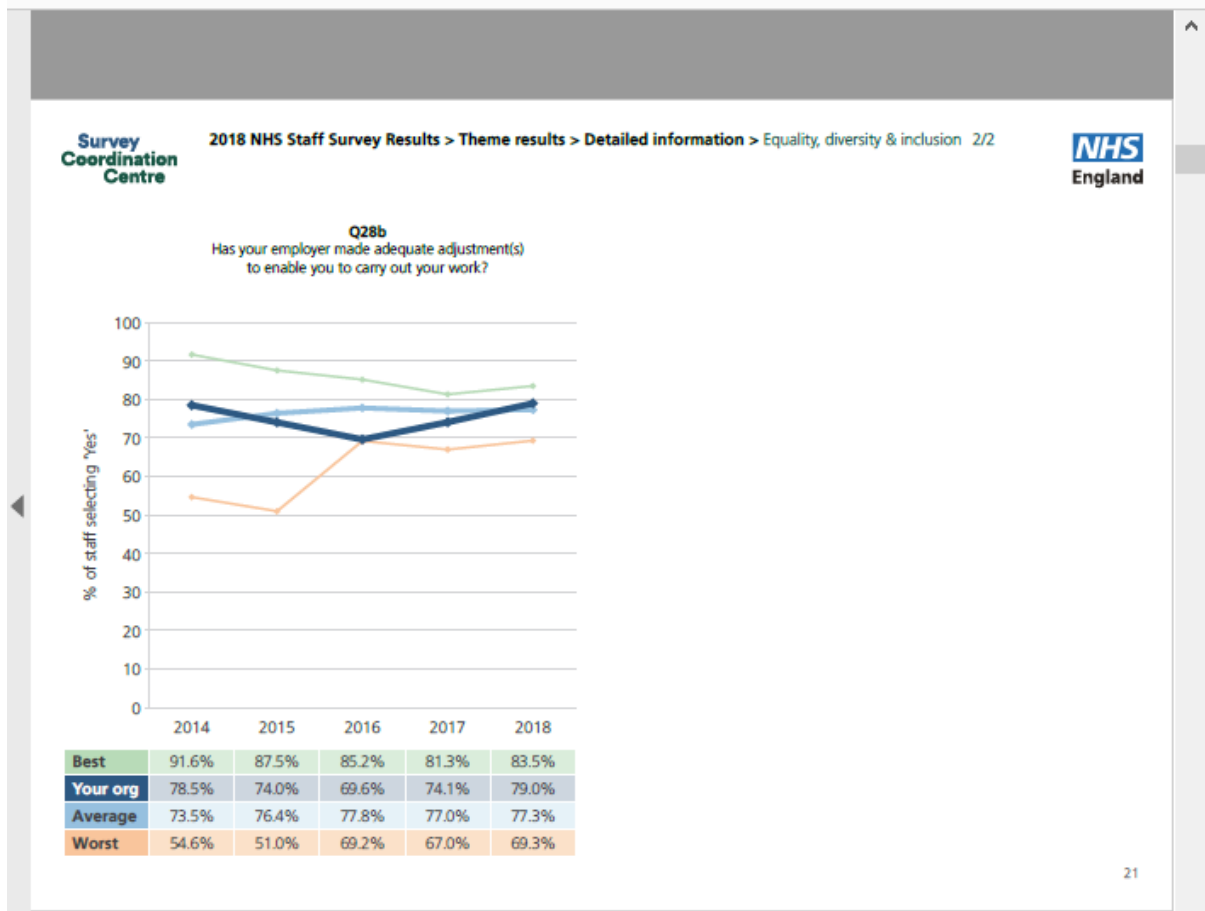
Q15a In the last 12 months have you personally experienced discrimination at work from patients / service users, their relatives or other members of the public?

- Lower is better.
- The Trust is below the average for this score by 1.1% from a score that was 6% difference for race in 2015.
- The best has a 3.2% lower score than BDCFT.
- The worst has a 7.3% higher score than BDCT.

Q15b In the last 12 months have you personally experienced discrimination at work from manager / team leader or other colleagues?

- Lower is better.

- The Trust is above the average by 0.9%. The score has reduced over the past two years – this could be as a result of the work to tackle bullying and harassment and review of the grievance process paperwork.



Q28b Has your employer made adequate adjustment(s) to enable you to carry out your work?

- Higher is better.
- This is a metric for the WDES.
- The response has fluctuated significantly since 2015.
- The best score has dropped since 2016 by 8.1%
- The Trust is above the average by 1.7%, above the worst by 9.7% and below the best by 4.5.

Benchmarking with similar Trusts conducted by Liz Johnson Equality lead at Sheffield Mental Health Trust

The Trust is part of an Regional Equality Network. Together the group have agreed to benchmark information on key questions. The data is starting to come through. Below is some initial information relating to disciplinaries. BDCFT BAME staff are two times (2.00) more likely to enter into a disciplinary than White staff within the organisation. Of these Trusts BDCFT ranks 6th.

Likelihood score of BAME staff entering into a disciplinary when compared with White staff

PENNINE CARE NHS FOUNDATION TRUST	4.52
GREATER MANCHESTER MENTAL HEALTH NHS FOUNDATION TRUST	3.35
TEES, ESK AND WEAR VALLEYS NHS FOUNDATION TRUST	2.59
MERSEY CARE NHS FOUNDATION TRUST	2.57
CUMBRIA PARTNERSHIP NHS FOUNDATION TRUST	2.33
BRADFORD DISTRICT CARE NHS FOUNDATION TRUST	2.00
SHEFFIELD HEALTH & SOCIAL CARE NHS FOUNDATION TRUST	1.79
HUMBER TEACHING NHS FOUNDATION TRUST	1.73
LEEDS AND YORK PARTNERSHIP NHS FOUNDATION TRUST	1.70
NORTHUMBERLAND, TYNE AND WEAR NHS FOUNDATION TRUST	1.65
NORTH WEST BOROUGHES HEALTHCARE NHS FOUNDATION TRUST	1.62
LANCASHIRE CARE NHS FOUNDATION TRUST	1.46
CHESHIRE AND WIRRAL PARTNERSHIP NHS FOUNDATION TRUST	1.45
ROTHERHAM DONCASTER AND SOUTH HUMBER NHS FOUNDATION TRUST	1.08
SOUTH WEST YORKSHIRE PARTNERSHIP NHS FOUNDATION TRUST	0.63