



Bradford District Care
NHS Foundation Trust

NHS Workforce Race Equality Standard

Equality Analysis 2020

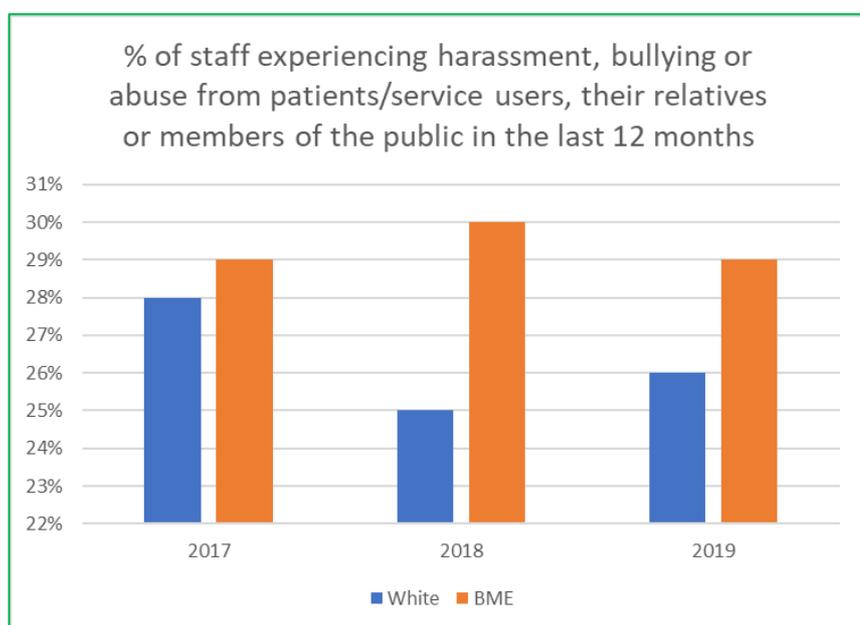
1. NHS Workforce Race Equality Standard (WRES)¹

Within the National WRES Programme 'BAME' is the category that is used in the national analysis. This definition includes any staff from a Black, Asian or Dual Heritage ethnic background. It does not include staff from White ethnic Minorities for example; Eastern or Central European, Irish, Welsh or White Other Ethnic Categories. The WRES has been in place since 2014 and data is now benchmarked against all respondents and trends over time can be identified.

In December 2019 a few months before the March 2020 WRES data capture there were 737 BAME staff within the organisation –The survey was answered by 1339 staff.

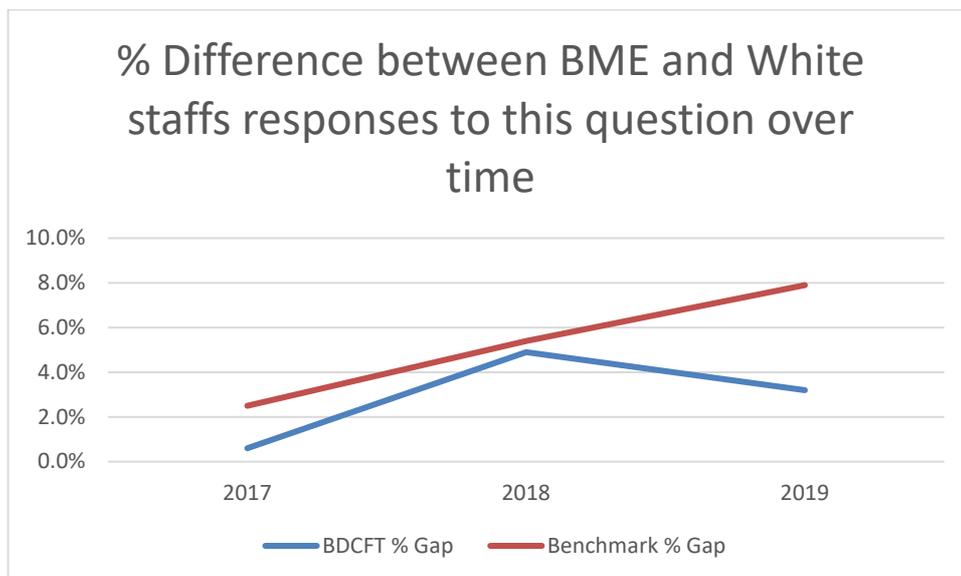
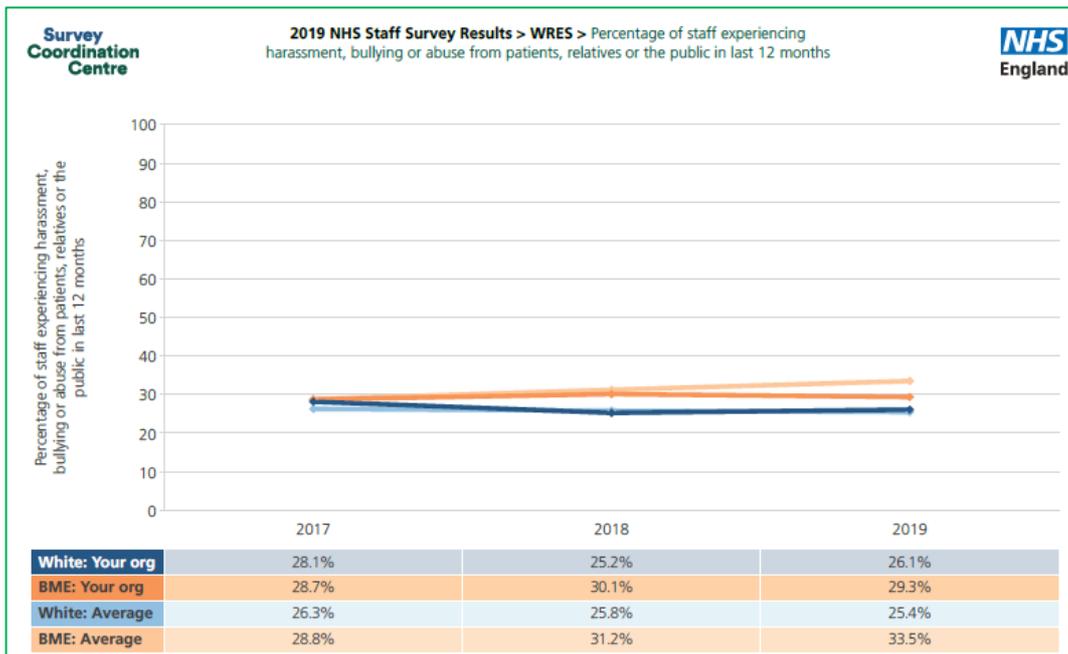
2. Staff Survey Analysis

2.1 Harassment, Bullying and Abuse



There has been a 0.8% decrease in the number of BAME staff reporting having experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months since 2018. This gap had decreased over previous years. The table below shows the trend since 2015. The Trust has implemented a policy for Managing Racial and Other Types of Abuse from Service Users, Relatives and the Public. The procedures specifies that staff should record such incidents on an IRe form.

¹ <https://www.england.nhs.uk/about/equality/equality-hub/equality-standard/>

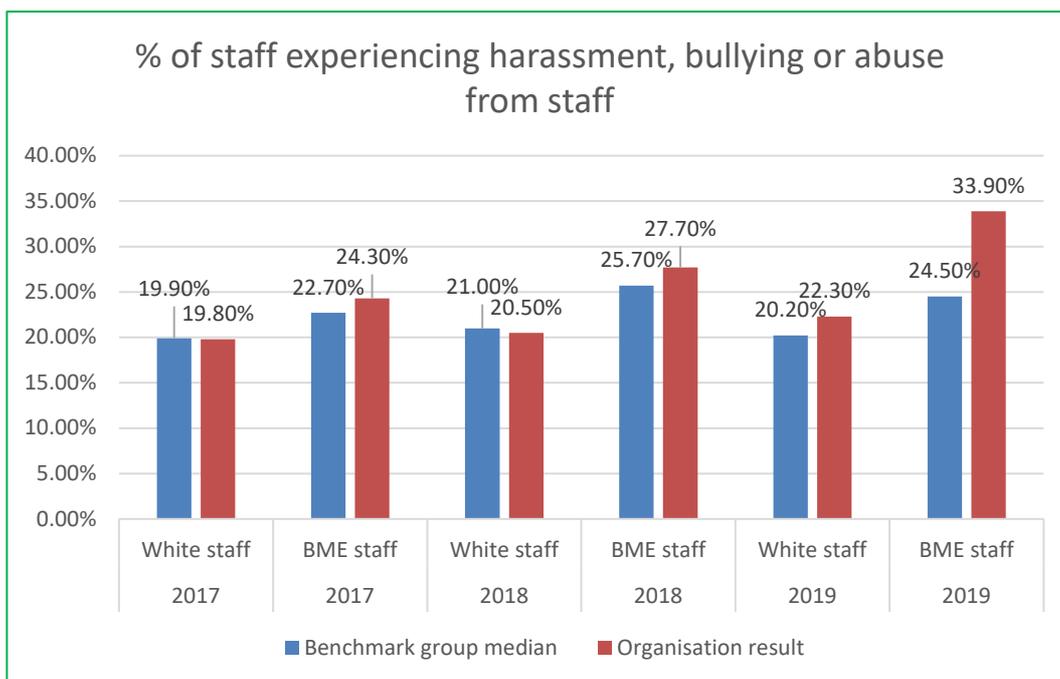
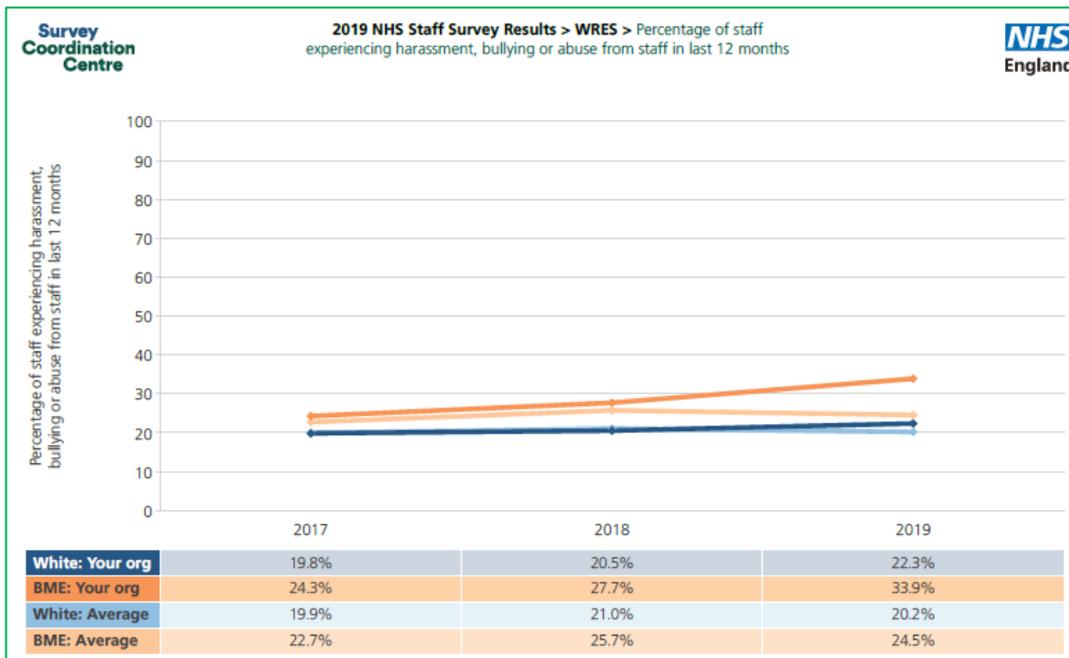


Note: The chart shows the % gap between BAME staff responses and White Staff Responses therefore the lower the gap the less inequality in experience is indicated.

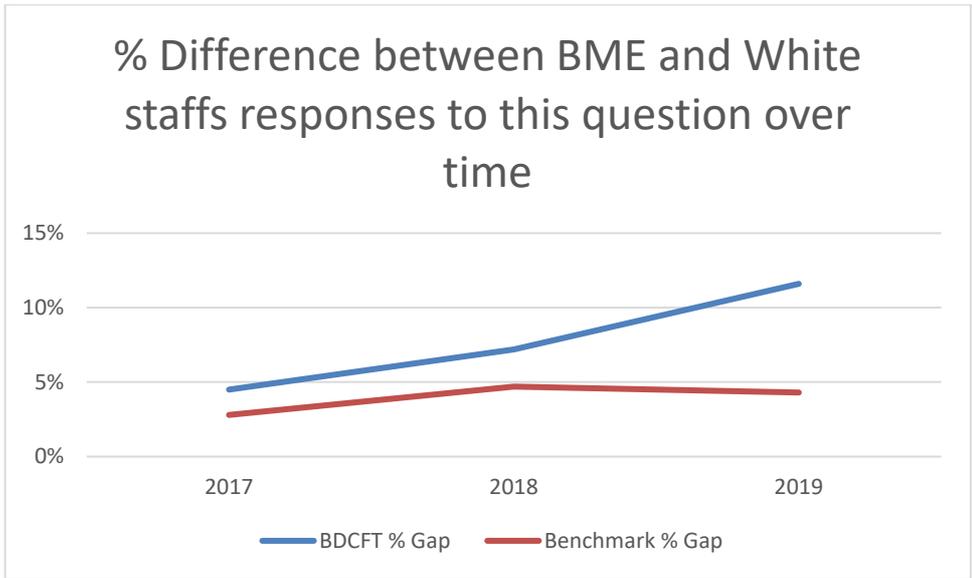
The benchmark for Trusts of a similar size and type is 8.1% difference between BME and White staffs experience of bullying, harassment or abuse from patients, relatives or members of the public. The gap within the Trust is 3.2% which is significantly under the benchmarked average.

2.2 Percentage of staff reporting that they experienced bullying, harassment or abuse from staff in the last 12 months.

Approximately 26% of BAME staff in post at the time of the survey answered this question. That means that 1 in 4 BAME staff responded.

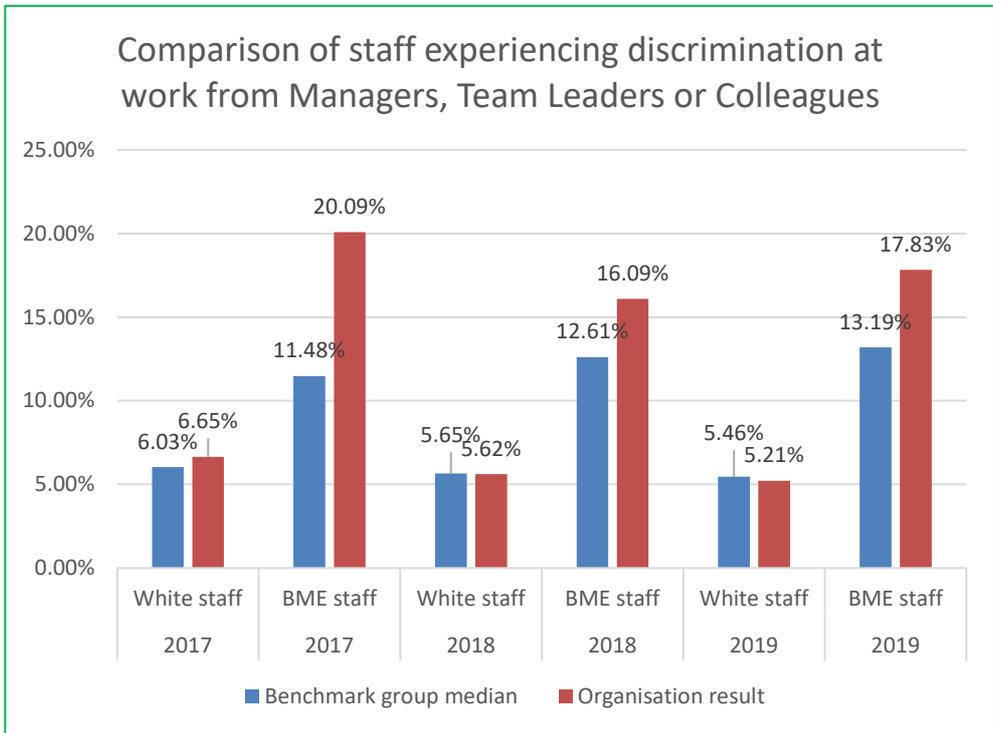


The gap between the percentage of BAME staff and White staff reporting that they have experienced harassment, bullying or abuse from staff within the last 12 months has increased significantly in 2019 by over 4% to 11.6%. In comparison the benchmark gap has only increased by 0.4% in 2019. BDCFT is under the benchmark by 7.3%.

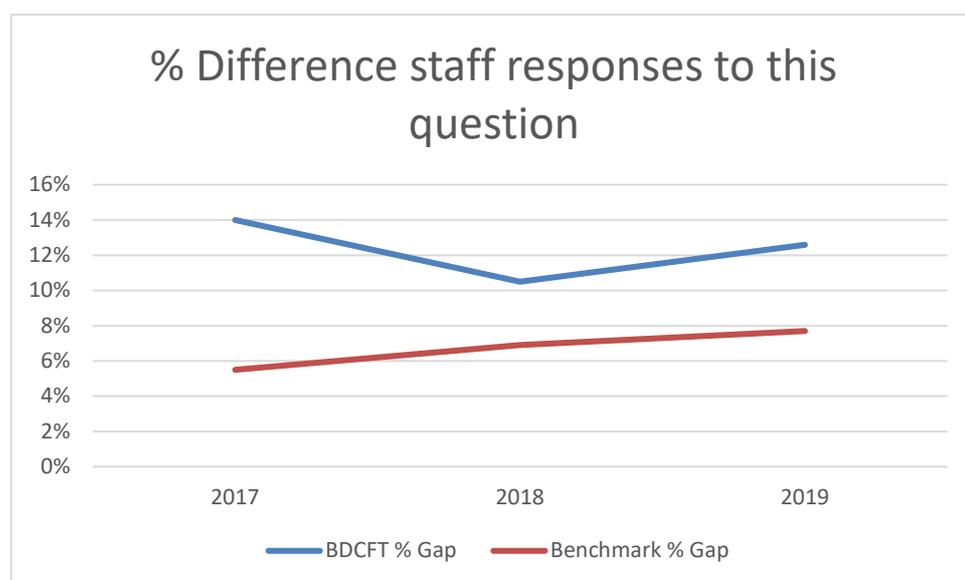
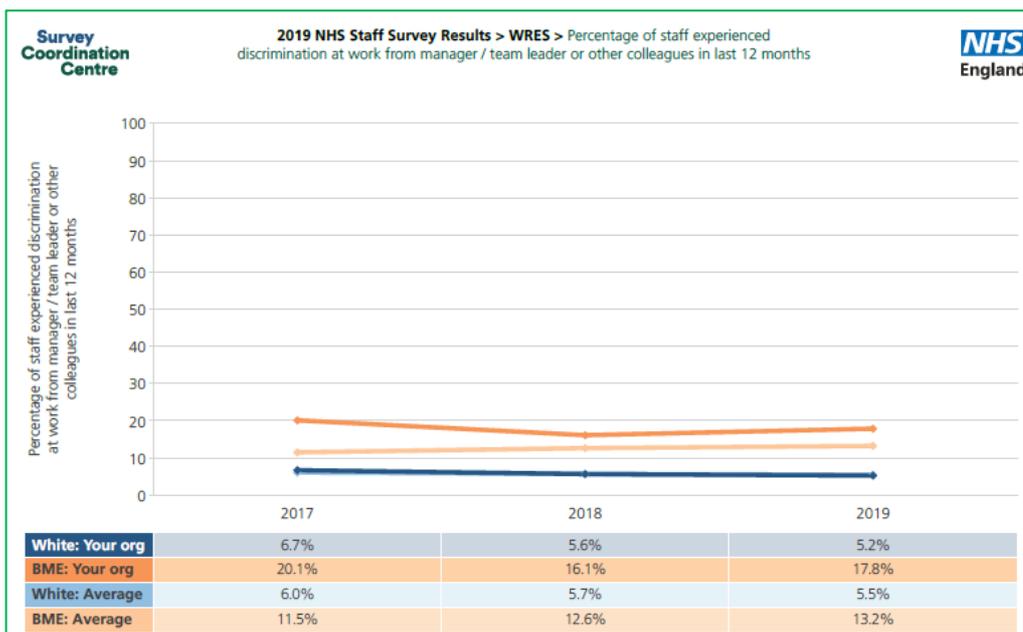


2.3 Percentage of staff experiencing discrimination from managers, team leaders and other colleagues in the last 12 months

Approximately 18% of BAME staff in post at the time of the survey answered this question or 1 in 5. This is a positive decrease on last year by 7%.



17.8% of BAME staff and 5.2% of White staff that answered the survey reported that they had experienced discrimination from a manager, team leader or colleague in the last 12 months. This is a difference of 12.6%. The national benchmark responses were 13.2% for BAME staff and 5.5% for White staff which is a difference in response by ethnic group of 7.7% meaning the Trust is 4.9% above the benchmark.



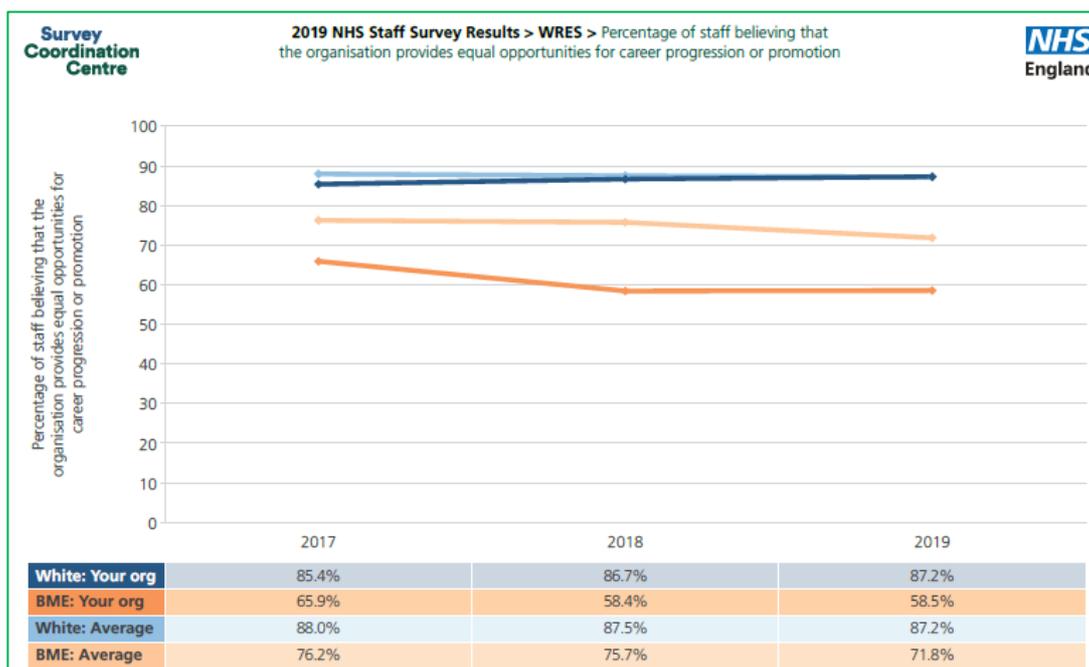
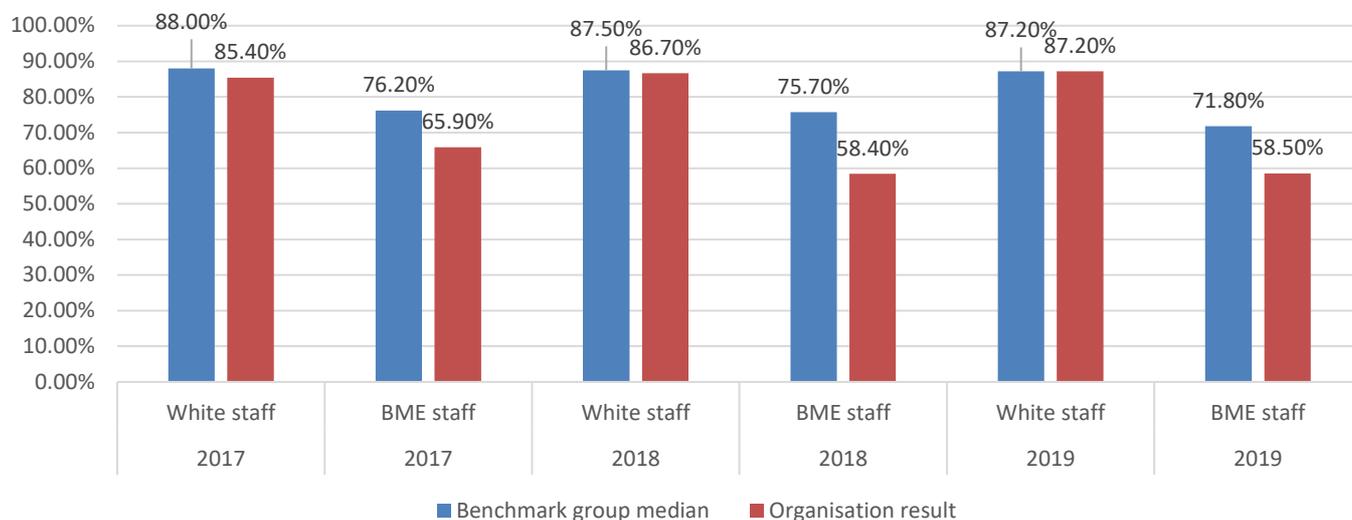
Note: The chart shows the % gap between BAME staff responses and White Staff Responses therefore the lower the gap the less inequality in experience is indicated.

The benchmark for Trusts of a similar size and type is 7.7% difference between BME and White staffs experience of discrimination at work. This is a 0.8% increase from 2018. The gap within the Trust is 12.6%

2.4 Percentage of staff believing that the Trust provides equal opportunity for career progression or promotion

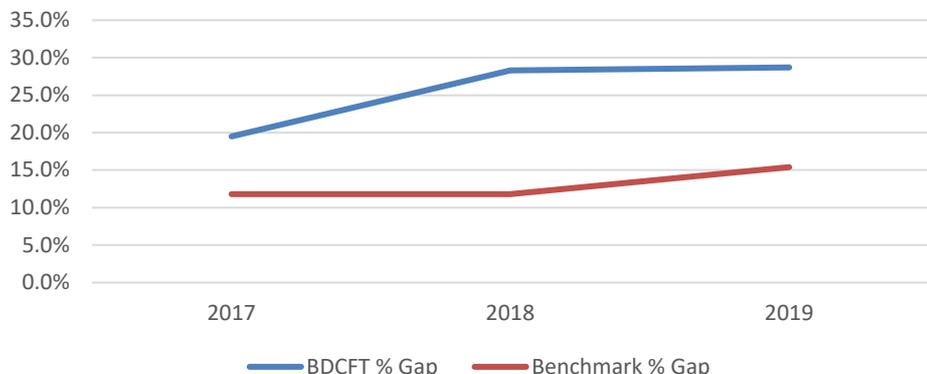
879 people of the 1339 respondents answered this question. 137 of those were BAME staff and 742 were White staff. That is approximately 20% of BAME staff in post at the time or 1 in 5.

% of staff believing that the Trust provides equal opportunities for career progression and promotion.



58.5% of BAME staff that answered the question believe that the Trust offers equal opportunities for career progression and promotion. This is a very small increase from 58.4 of BAME staff in 2018. This is 13.3% below the benchmarked average for this group which is currently 71.8%.

% Difference between staff believing that the Trust provides equal opportunities for career progression and promotion.



Note: The chart shows the % gap between BAME staff responses and White Staff Responses therefore the lower the gap the less inequality in experience is indicated.

The benchmark for Trusts of a similar size and type is 15.4% difference between BME and White staffs experience of equal opportunities. This is a 3.6% increase from 2018. The gap within the Trust is 28.7% which although is almost double the benchmark, it has remained steady over the past 12 months.

2.5 Other WRES Indicators

Percentage of BME Staff in AfC Paybands, Medical or Dental Subgroups or Very Senior Management (including Executive Board Members) compared with the percentage of staff in the overall workforce – snapshot 31st March 2020

At the time of the data capture 3099 staff were employed and eligible for inclusion. 21.32% of those staff were from a BME background. 19.48% of all staff in Bands 8a and above are BAME (in comparison to Trust BAME therefore this is 1.84% below).

2.7 Relative Likelihood of Staff Being Appointed After Shortlisting

The likelihood score is 2.41 an increase from 1.71 in 2019, 1.15 in 2018 and 0.99 in 2017. This shift indicates that BME staff are now less likely than White staff to be appointed after shortlisting and that the likelihood of that happening is increasing over time. The 2018 benchmark for this was 1.45.

2.8 Relative Likelihood of BME Staff entering the formal disciplinary process when compared with White staff

The likelihood has increased from 1.98 in 2019 to 2.64 in 2020. This is above the benchmark average which is 1.24.

2.9 Relative Likelihood of White Staff accessing non-mandatory training and CPD when compared with BME staff

The likelihood is 1.02 which means that there is little difference. This has changed from 2019 when the likelihood was 1.00.

2.10 The difference between the members of the Board with voting rights ethnicity and overall workforces ethnicity is 22.2% a large increase from the -22.8% 2019 WRES results. The 2018 benchmark is 7%.