

Workforce Race Equality Standard Report 2020

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Name of commissioner this report has been sent to:	Giles Turner, Human Resources Business Partner, West Suffolk CCG
This report was signed off by the Trust Board on:	2 nd October 2020
Total Number of staff at 31.3.19 (permanent, fixed term and bank staff):	5271
Proportion of BME staff employed within the trust at 31.3.20:	12.8% (10.9% 2019)
Period this data refers to:	31 March 2020
Workforce Race Equality Standard Indicators	
Actions to address areas for improvement are included in the Trust's Inclusion Action Plan 2019 – 21 as indicated below.	
Relative likelihood of staff being appointed from shortlisting across all posts	<p>2018 = shortlisted white candidates 1.60 times more likely to be appointed than BME candidates</p> <p>2019 = shortlisted white candidates 1.43 times more likely to be appointed than BME candidates</p> <p>2020 = shortlisted white candidates 0.90 times more likely to be appointed than BME candidates (i.e. BME candidates more likely to be appointed than white candidates)</p> <p>NB: in 2019/20 there was significant recruitment from overseas. These were nursing staff from the Philippines and appointment to trust grade doctor posts which tend to attract applicants from overseas.</p> <p>Inclusion Action Plan 2019 – 2021: action under objectives 2 and 3.</p>
Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator is based on data from a two year rolling average of the current year and the previous year	<p>2018 = BME staff less likely than white staff to enter the formal disciplinary process (0.29)</p> <p>2019 = BME staff less likely than white staff to enter the formal disciplinary process (0.62)</p> <p>2020 = BME staff less likely than white staff to enter the formal disciplinary process (0.15)</p> <p>NB: the numbers involved are very small. The numbers of BME staff entering the formal disciplinary process were: 2018 – 1, 2019 – 3, 2020 - 1</p>

<p>Relative likelihood of staff accessing non-mandatory training and CPD</p>	<p>2018 = White staff less likely to access non-mandatory training and CPD compared to BME staff (0.63)</p> <p>2019 = White staff less likely to access non-mandatory training and CPD compared to BME staff (0.57)</p> <p>2020 = White staff less likely to access non-mandatory training and CPD compared to BME staff (0.91)</p> <p>NB: The relatively high proportion of BME staff who are doctors may impact on this indicator i.e. medical staff generally have greater access to non-mandatory training and CPD than other staff groups.</p>			
<p>National NHS Staff Survey 2019 Indicator Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months</p>		2017	2018	2019
	White	26.5	26.7	25.1
	BME	41.9	20.5	27.9
	Inclusion Action Plan 2019 – 2021: action under objectives 5 and 8			
<p>National NHS Staff Survey 2019 Indicator Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months</p>		2017	2018	2019
	White	18.5	22.9	21.5
	BME	29.5	34.1	21.9
	Inclusion Action Plan 2019 – 2021: action under objectives 5 and 8			
<p>National NHS Staff Survey 2019 Indicator Percentage believing that the trust provides equal opportunities for career progression or promotion</p>		2017	2018	2019
	White	88.8	90.0	89.6
	BME	81.8	78.6	84.9
	Continue to work to ensure all staff receive at least annual appraisal and have access to information about career development opportunities and Inclusion Action Plan 2019 – 2021: action under objective 5			
<p>National NHS Staff Survey 2019 Indicator Percentage staff personally experienced discrimination at work for manager/team leader or other colleague</p>		2017	2018	2019
	White	5.5	6.6	5.7
	BME	15.9	11.4	11.9
	Inclusion Action Plan 2019 – 2021: action under objectives 5 and 8			
<p>Percentage difference between the organisations' board voting membership and its overall workforce</p>	2018	2019	2020	
	White +16.7%	White +16.6%	White +11.00%	
	BME -10.2%	BME -10.9%	BME -12.8%	

	<p>The Trust board voting membership on 31.3.20 was 100% white. Recruitment consultants are instructed to actively seek candidates from all possible sources from within the constituency to provide a diverse range of candidates for all board appointments.</p>
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