

REPORT TO THE HOSPITAL MANAGEMENT COMMITTEE

TITLE	Workforce Nationality Equality Standard (WNES) Summary Report 2020
AUTHOR	Hyacinta Zozulakova, Linguistic and Interpretation Service Coordinator
EXECUTIVE SPONSOR	Louise Tibbert, Director of Workforce and OD
DATE OF MEETING	25 th August 2020
PRESENTED FOR	Information

PURPOSE OF THE REPORT

To provide a summary of the experience and opportunity for staff from white – non UK backgrounds in comparison with White UK staff.

Contribution to achievement of strategic objectives, identified risks and mitigating actions.

EXECUTIVE SUMMARY

This report summarises the Trust’s position in regard to the Workforce Nationality Equality Standard (WNES) in the 2018, 2019 and 2020 financial years and provides a conclusion for the information.

COMMITTEES/SUBGROUP WHERE THIS ITEM HAS BEEN CONSIDERED

Hospital Management Committee – 05/08/2020



Outstanding Health and Wellbeing



Outstanding People



Outstanding Patient Care



Outstanding Leadership



Outstanding Communications

RECOMMENDATIONS

1. Publish report and create a work stream mirroring that of the Workforce Race Equality Standard

STRATEGIC GOALS THIS REPORT SUPPORTS *(Check all that apply)*

Delivering outstanding care and experience	<input type="checkbox"/>
Recruiting developing and retaining our workforce	<input checked="" type="checkbox"/>
Improving and developing our services and infrastructure	<input type="checkbox"/>
Working together with local health and social care providers	<input type="checkbox"/>
Delivering financial sustainability	<input type="checkbox"/>

STRATEGIC RISKS RELEVANT TO THE PAPER

Risk ID	Risk Description

OTHER IMPLICATIONS OF THE PAPER

Legal/ Regulatory Relevance:	Equality and Human Rights Commission Care Quality Commission
NHS Constitution Delivery	The NHS provides a comprehensive service, available to all The NHS is accountable to the public, communities and patients that it serves
Freedom of Information Release	This report can be released under the Freedom of information Act 2000

Equality and Diversity Implications *(Check all that apply)*

Age	Gender	Ethnicity	Disability	Pregnancy/ Maternity	Marriage/ Civil Partnership	Religion/ Belief	Sexual Orientation	Gender Reassignment
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Additional comments</i>								

Contents

- 1 Workforce Nationality Equality Standard (WNES)**
- 2 Online Report**
 - 2.1 Overview**
 - 2.2 Background Information**
 - 2.3 Self-Reporting**
 - 2.4 Workforce Data**
 - 2.5 Workforce Equality Indicators**
 - 2.6 Other Information**
- 3 Conclusion**
- Appendix 1 Non-Clinical Staff Data**
- Appendix 2 Clinical Staff – Not Including Medical and Dental Data**
- Appendix 3 Medical and Dental Data**
- Appendix 4 WNES Datasheet**

1. Workforce Nationality Standard (WNES)

North West Anglia NHS Foundation Trust proposes action to ensure employees from white other background also have equal access to career opportunities and receive fair treatment in the workplace.

This is important because studies show that a motivated, included and valued workforce helps deliver high quality patient care, increased patient satisfaction and better patient safety.

Even though, the WNES was not mandated through the NHS standard contract, it clearly shows that this is an area that could help us understand and improve the experience of white non-British employees working in our trust.

The WNES measures key metrics over a period of time to show changes in representation across an organisation.

This document allows the Trust to identify which pay points under or over represent each group in comparison with an average for that staff group.

2 Online Report

2.1 Overview

Organisation North West Anglia NHS Foundation Trust

Date of Report (Month/Year) July 2020

Name of Board lead for the Workforce Nationality Equality Standard

Louise Tibbert, Director of Workforce and Organisational Development

Name and contact details of lead manager compiling this report

Hyacinta Zozulakova Patient Experience, hyacinth.zozulakova@nhs.net
Peterborough City Hospital, Bretton Gate, Peterborough, PE3 9GZ

Names of commissioners this report has been sent to

NA

Name and contact details of co-ordinating commissioner this report has been sent to

NA

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

www.nwangliaft.nhs.uk/advice-support/edi/

2.2 Background Information

Any issues of completeness of data:

Workforce Nationality Equality Standard is a new equality standard. Data collected for this summary provide the Trust's position at 31st March 2018, 2019 and 2020.

Any matters relating to reliability of comparisons with previous years:

The Trust has transferred from NHS Jobs to the TRAC applicant tracking system from November 2018.

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

www.nwangliaft.nhs.uk/advice-support/edi/

2.3 Self-Reporting

Total number of staff employed within this organisation	2017/2018	6068
	2018/2019	6378
	2019/2020	6788
Proportion of non-British staff employed within this organisation	2017/2018	8.34%
	2018/2019	8.65%
	2019/2020	8.50%
The proportion of total staff who have self-reported their ethnicity:		96.39%

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

- Data validation exercise completed in March 2019.
- Active campaign to improve reporting rates at induction from 2017
- Data collection at recruitment

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

- Data validation exercise will be completed annually in March of each year.
- Continued request for demographic information at recruitment and induction of new starters
- Continued requests to complete data to existing staff.
- Continued data collection through internal recruitment processes

2.4 Workforce Data

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

April 2018 to March 2020

2.5 Workforce Nationality Equality Indicators

Indicator	Data for reporting year 2020	Data for two previous years (2018 and 2019)	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
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.	See Appendices	See Appendices	See summary narrative for each appendix.	<p>Review of recruitment and selection policy and process is in progress to include more representative selection panels</p> <p>Revised and improved recruitment and selection training introduced in 2018</p> <p>Trust accepting overseas diplomas/certificates and experience. This information should be well advertised in job description to encourage staff to apply for roles in higher pay groups</p>
2 Relative likelihood of staff being appointed from shortlisting across all posts.	2.5%-(NON UK) compared to 4.8%(White British)	<p>2018- 20.1% (NON UK) compared to 19.7% (White UK)</p> <p>2019- 15.9%(NON UK) compare to 20.1% (White UK)</p>	The percentage for this indicator shows almost equal likelihood of NON UK and White British staff groups being appointed in 2018 data, but in 2019 data it shows significant narrowing in likelihood of NON UK and White British staff groups being appointed	<p>TRAC introduced from November 2018</p> <p>Improved MI</p> <p>Information used to inform actions on recruitment and selection</p>

3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation..	5 cases 0.80% NON UK compared to 22 cases 0.49% White British	7 cases 1.38% NON UK compared to 36 cases 0.85% White British in 2018 6 cases 1.08% NON UK compared to 24 cases 0.55% White British in 2019	Whilst there is one more case within the NON UK group in 2019, they are twice more likely to enter a formal disciplinary process.	Disciplinary processes are under review to include improved representation from protected groups, staff member of same nationality to be present and to focus on prevention rather than sanction								
4	Relative likelihood of staff accessing non-mandatory training and CPD.	73% (NON UK) compared to 64.6% (White British)	2018-97.6% (NON UK) compared to 98.1% (White British) 2019- 54.7% (NON UK), compare to 40.6% (White British)	While the gap has narrowed in 2018, 2019 and 2020 shows NON UK groups are significantly more likely to undertake non-mandatory training	Improved method of recording non-mandatory training is being piloted for review in 2020								
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White UK 26%	<table border="1"> <tr> <td data-bbox="949 879 1016 959">White UK 2018</td> <td data-bbox="1039 903 1106 935">28%</td> </tr> <tr> <td data-bbox="949 995 1016 1075">White UK 2019</td> <td data-bbox="1039 1019 1106 1051">29%</td> </tr> <tr> <td data-bbox="949 1112 1016 1192">NON UK 2018</td> <td data-bbox="1039 1136 1106 1168">19%</td> </tr> <tr> <td data-bbox="949 1228 1016 1308">NON UK 2019</td> <td data-bbox="1039 1252 1106 1284">30%</td> </tr> </table>	White UK 2018	28%	White UK 2019	29%	NON UK 2018	19%	NON UK 2019	30%	There is significantly higher proportion of NON UK staff reporting harassment from patients of the public compare to White UK in 2020 and 2018. 2019 is relatively even in both groups.	<p>Work continues to attempt to reduce the overall rate of bullying and harassment by patients, relative or the public.</p> <p>Renewed focus on Dignity at Work throughout 2019/20</p> <p>Refresh of G20 Programme on leadership and culture</p>
White UK 2018	28%												
White UK 2019	29%												
NON UK 2018	19%												
NON UK 2019	30%												

6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White UK	21%	White UK 2018	21%	The data show a significant increase in the likelihood of NON UK staff experiencing bullying or abuse from other staff. The situation now means NON UK staff are 11% more likely to experience this than white British staff whereas in 2019 they were 7%, and in 2018 they were 2% less likely.	Significant increase in the delivery of Equality and Diversity training to staff has been implemented in 2018/19. This includes a component on dealing with harassment and bullying. Renewed focus on Dignity at Work throughout 2019/20 Refresh of G20 Programme on leadership and culture Delivering Cultural Awareness program as online resource pack and presentation to all staff.
				White UK 2019	20%		
		NON UK	32%	NON UK 2018	19%		
				NON UK 2019	27%		
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White UK	87%	White UK 2018	91%	2018 data show only 61% NON UK staff believe the trust offers equal opportunities. That is 30% less compare to white British. 2019 data show White British believe in equal opportunities 7% more than NON UK staff group, and 10% more in 2020.	Development of NON UK Staff Network with senior leadership. Refresh of EDI Steering Group from July 2018 and to be reviewed in 2019. Include NON UK staff network in EDI steering group. Divisional EDI Leads have been identified.
				White UK 2019	87%		
		NON UK	77%	NON UK 2018	61%		
				NON UK 2019	80%		

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 UK 15%	White UK 2018 6%	There has been a significant increase in the number of NON UK staff reporting discrimination from their managers + 7% from 2019 to 2020.	Bias training has been introduced for new managers from 2017 and refreshed in 2018 as part of the effective manager's programme. This will be rolled out to a broader group of existing management during 2019/20.
			White UK 2019 16%		
		NON UK 24%	NON UK 2018 16%		Delivering Cultural Awareness program as online resource pack and presentation to all managers.
			NON UK 2019 17%		
9	Percentage difference between the organisations' Board voting membership and its overall workforce.	92.31% White UK 0% NON UK 7.69% Other	2018 92.86% White UK 0% NON UK 7.14% Other 2019 92.86% White UK 0% NON UK 7.14% Other	There no representation of NON UK board members in 2018, 2019, and 2020.	Director of Workforce and Organisational Development has leadership role as executive champion CEO and Non-Executive Director have been recruited as Equality, Diversity and Inclusion Sponsors to be in post from July 2019. Diversity Action Plan includes: <ul style="list-style-type: none"> • Embed EDI and V&Bs in Recruitment and selection training for Trust Board • Attract greater diversity within the NEDs so that it is more representative of staff and service users • Develop understanding of EDI with Governors and members • Increase EDI awareness of Trust Board Members

2.6 Other Information

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

From 1st December 2018 the trust has

- refreshed and accelerated the EDI Workforce Program
- set up a new EDI Steering Group that includes NON UK representatives
- Sought and identified senior divisional EDI Leads
- Appointed the CEO and a Non-Executive Director as EDI Sponsors
- Appointed Director of Workforce and Organisational Development to lead EDI programme and act as an executive champion
- Transferred the Trust's EDI Lead to the Workforce and Organisational Development Workforce Division from 3rd December 2018

The data contained within this report includes information from the staff survey in October 2018 prior to this change.

2.6.2 Organisations should produce a detailed WNES Action Plan, 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 WNES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2.

3. Conclusion

The North West Anglia NHS Foundation Trust is the product of a merger between two previous Trusts, the Peterborough and Stamford NHS Foundation Trust and the Hinchinbrook Hospital NHS Trust. It appears the 2018/19 data shows a rebalancing of the combined statistics to more of an average of the two trust prior to merger and perhaps the relatively strong results from 2017/18 represent a statistical anomaly.

The data from 2018/19 shows there is more to do to improve the position of the Trust. It is disappointing the Trust has reported a downturn in much of the experience of NON UK staff.

The Trust remains committed to improving staff experience and reducing inequality. Significant resource has been allocated to addressing the imbalance including:

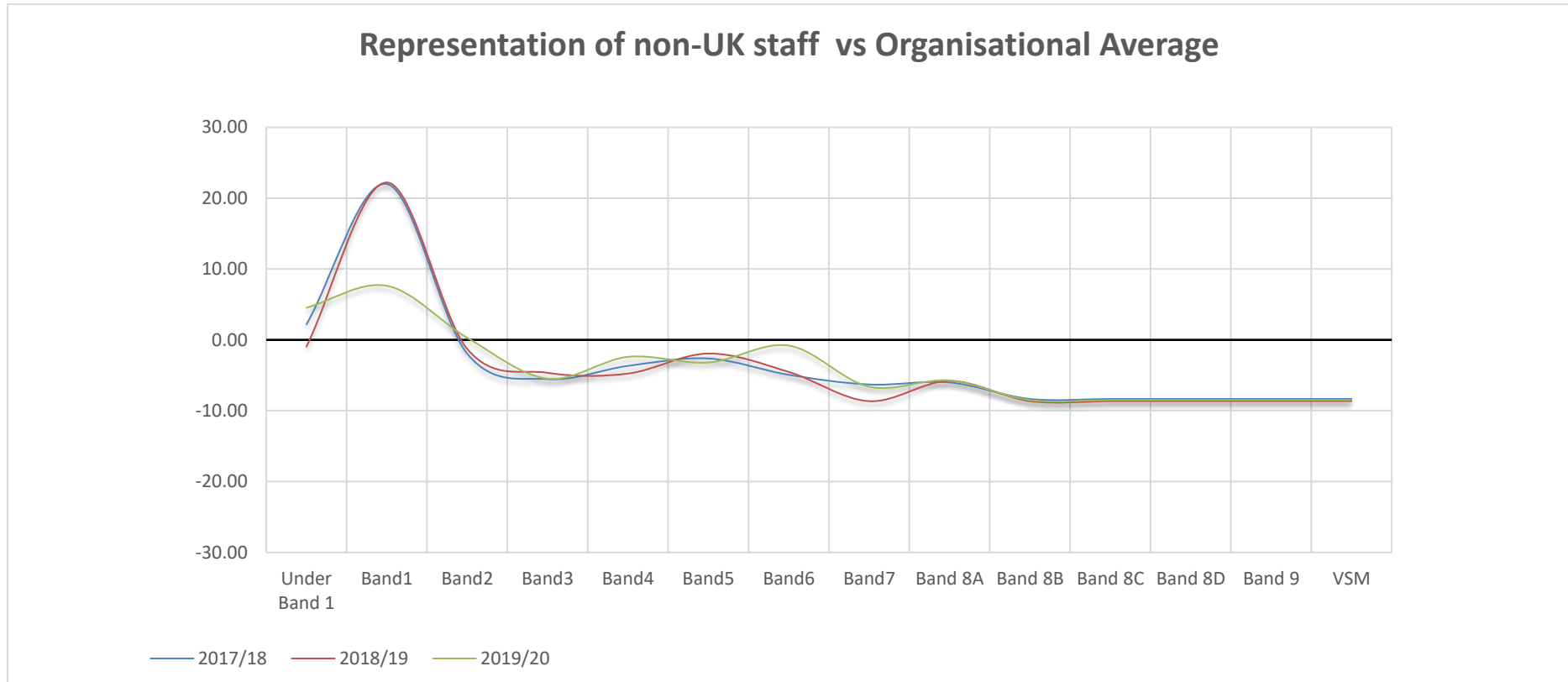
- Dedicated EDI personnel within the Workforce and Organisational Development Directorate
- The refresh of the EDI Steering Group including senior divisional representation, and representation from other nationalities
- The piloting of Reverse Mentoring
- Appointment of CEO and Non-Executive Director as EDI Sponsors

The Trust is committed to act upon the 2018/19/20 WNES data and enact a robust set of strategies to improve the Trust's position and the experience of NUN staff.

Appendix 1 – Non-Clinical Staff

Non-Clinical WNES Representation

The graphs show significant under representation of non-UK groups at almost all levels of non-clinical staff with the exception of band 1 which has seen a large shift into over representing non-UK staff.



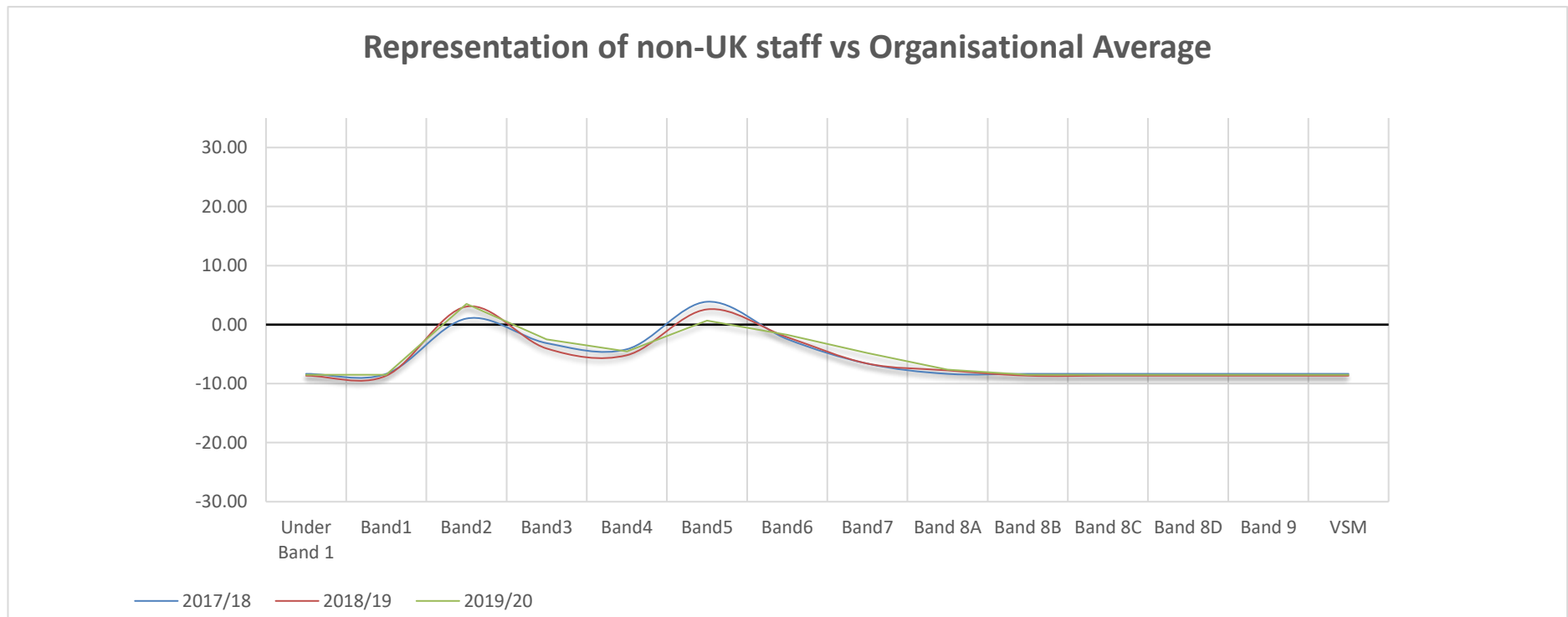
Non-Clinical WNES Data

	Non UK 2018		White British 2018		Other 2018		Non UK 2019		White British 2019		Other 2019		Non UK 2020		White British 2020		Other 2018	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
<Band 1	2	10.53	8	42.11	9	47.37	0	0.00	2	18.18	9	81.82	3	13.04	9	39.13	11	47.83
Band 1	27	30.34	28	31.46	34	38.20	5	20.00	12	25.53	30	63.83	5	16.13	12	38.71	14	45.16
Band 2	36	6.39	467	82.95	60	10.66	63	11.09	503	79.97	63	10.02	57	8.80	507	78.24	84	12.96
Band 3	9	2.80	284	88.20	29	9.01	14	4.18	318	86.89	34	9.29	11	3.02	325	89.29	28	7.69
Band 4	12	4.67	229	89.11	16	6.23	15	6.10	228	90.12	10	3.95	16	6.11	226	86.26	20	7.63
Band 5	6	5.71	93	88.57	6	5.71	5	4.42	106	89.08	8	6.72	7	5.30	113	85.61	12	9.09
Band 6	3	3.41	78	88.64	7	7.95	6	6.98	80	85.11	8	8.51	7	7.69	74	81.32	10	10.99
Band 7	1	2.04	46	93.88	2	4.08	3	6.12	46	90.20	2	3.92	1	1.89	50	94.34	2	3.77
Band 8A	1	2.33	36	83.72	6	13.95	0	0.00	30	90.91	3	9.09	1	2.78	32	88.89	3	8.33
Band 8B	0	0.00	19	95.00	1	5.00	1	4.17	23	85.19	3	11.11	0	0.00	23	92.00	2	8.00
Band 8C	0	0.00	10	100.00	0	0.00	0	0.00	10	83.33	2	16.67	0	0.00	10	90.91	1	9.09
Band 8D	0	0.00	4	100.00	0	0.00	0	0.00	5	100.00	0	0.00	0	0.00	6	85.71	1	14.29
Band 9	0	0.00	7	100.00	0	0.00	1	16.67	5	83.33	0	0.00	0	0.00	6	100.00	0	0.00
VSM	0	0.00	13	92.86	1	7.14	0	0.00	12	92.31	1	7.69	0	0.00	12	92.31	1	7.69

Appendix 2 - Clinical Staff – Not Including Medical and Dental

Clinical (Not Including Medical and Dental) WNES Representation

The graphs below show representation of NON UK staff compared with White British staff at all pay banding points for clinical (not including medical and dental) staff.



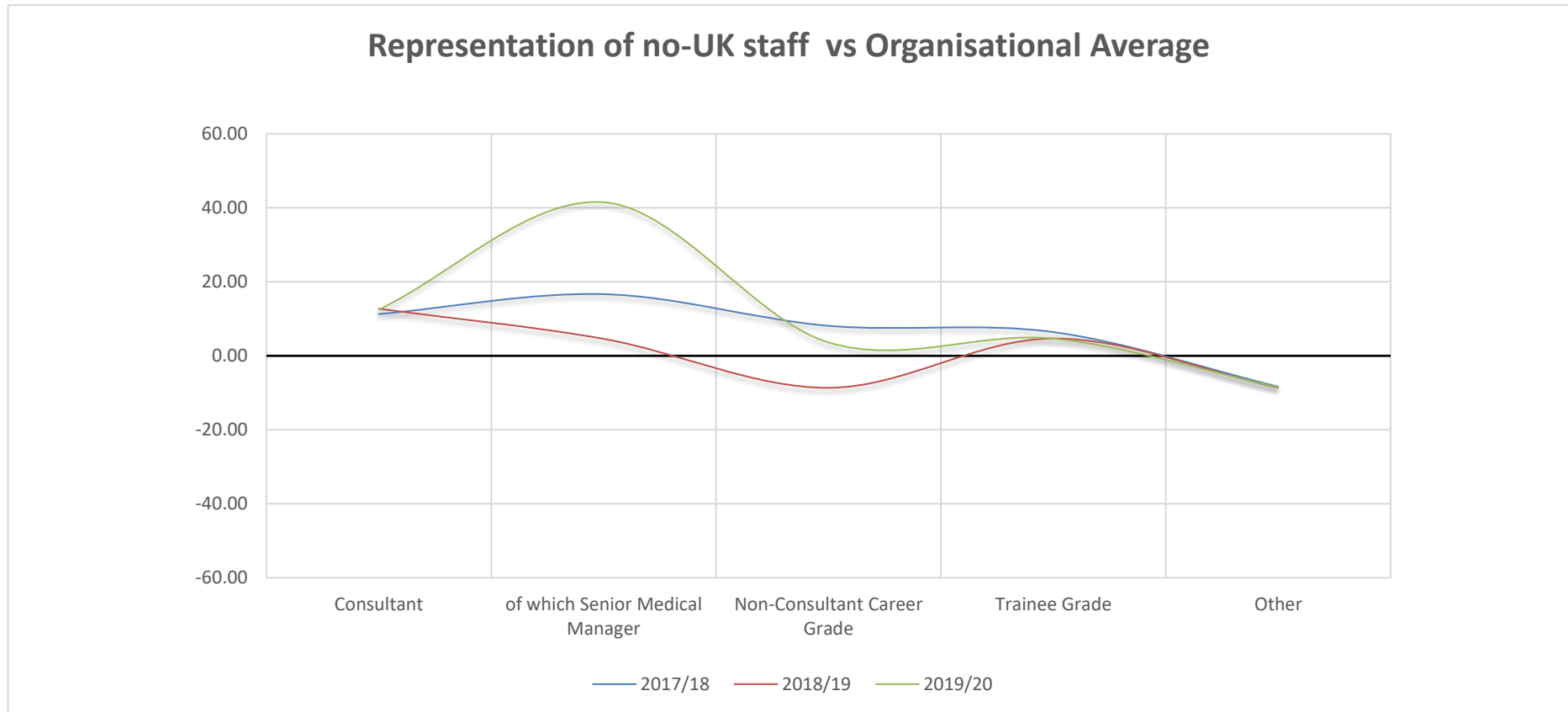
Clinical (Non-Medical) WNES Data

	Non UK 2018		White British 2018		Other 2018		Non UK 2019		White British 2019		Other 2019		Non UK 2020		White British 2020		Other 2018	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
<Band 1	0	0.00	13	92.86	1	7.14	0	0.00	21	95.45	1	4.55	0	0.00	7	87.50	1	12.50
Band 1	0	0.00	3	100.00	0	0.00	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Band 2	77	9.37	585	71.17	160	19.46	107	11.71	626	68.49	181	19.80	114	12.01	636	67.02	199	20.97
Band 3	9	5.20	132	76.30	32	18.50	7	4.61	125	82.24	20	13.16	10	6.02	134	80.72	22	13.25
Band 4	5	4.17	106	88.33	9	7.50	6	3.47	127	73.41	40	23.12	8	3.98	165	82.09	28	13.93
Band 5	140	12.22	606	52.88	400	34.90	132	11.23	589	50.13	454	38.64	123	9.20	594	44.43	620	46.37
Band 6	48	5.89	645	79.14	122	14.97	55	6.52	649	76.99	139	16.49	61	6.77	680	75.47	160	17.76
Band 7	9	1.73	458	87.91	54	10.36	11	2.06	469	87.66	55	10.28	21	3.69	488	85.76	60	10.54
Band 8A	0	0.00	92	86.79	14	13.21	1	0.89	97	86.61	14	12.50	1	0.88	101	89.38	11	9.73
Band 8B	0	0.00	29	82.86	6	17.14	0	0.00	33	86.84	5	13.16	0	0.00	28	82.35	6	17.65
Band 8C	0	0.00	15	100.00	0	0.00	0	0.00	13	100.00	0	0.00	0	0.00	12	92.31	1	7.69
Band 8D	0	0.00	3	100.00	0	0.00	0	0.00	4	100.00	0	0.00	0	0.00	3	100.00	0	0.00
Band 9	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
VSM	0	0.00	1	100.00	0	0.00	0	0.00	2	66.67	1	33.33	0	0.00	1	100.00	0	0.00

Appendix 3 - Medical and Dental

Medical and Dental WNES Representation

The representation of non-UK staff at non-consultant and consultant grades has increase in 2018/19. This cohort represent a major characteristic of the Trust's overall representation and is the only group to continually over-represent BME staff in senior management positions.



Clinical (Non-Medical) WNES Data

	Non UK 2018		White British 2018		Other 2018		Non UK 2019		White British 2019		Other 2019		Non UK 2020		White British 2020		Other 2018	
	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%	Total	%
Consultant	62	19.62	112	35.44	142	44.94	72	21.36	114	33.83	151	44.81	72	20.99	110	32.07	161	46.94
<i>of which Senior medical Manager</i>	1	25.00	2	50.00	1	25.00	9	13.24	10	14.71	49	72.06	1	50.00	0	0.00	1	50.00
Non-Consultant Career Grade	13	16.46	12	15.19	54	68.35	0	0.00	1	100.00	0	0.00	8	12.12	11	16.67	47	71.21
Trainee Grade	45	14.75	73	23.93	187	61.31	46	13.33	81	23.48	218	63.19	50	13.16	96	25.26	234	61.58
Other	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00