

Response ID ANON-R89M-8J8W-1

Submitted to **Workforce Race Equality Standard (WRES) reporting template**
Submitted on **2018-09-28 14:36:05**

Introduction

1 Name of organisation

Name of organisation:

North West Anglia NHS Foundation Trust

2 Date of report

Month/Year:

September 2018

3 Name and title of Board lead for the Workforce Race Equality Standard

Name and title of Board lead for the Workforce Race Equality Standard :

Louise Tibbert, Director of Workforce and Organisational Development

4 Name and contact details of lead manager compiling this report

Name and contact details of lead manager compiling this report:

Jane Wells, HR Business Partner, Corporate Services.

jane.wells@nhs.net

Peterborough City Hospital

Bretton Gate

Peterborough

PE3 9GZ

5 Names of commissioners this report has been sent to

Complete as applicable::

NHS Cambridgeshire and Peterborough CCG

Workforce Race Equality Standard reporting template

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

Complete as applicable.:

Somitra Kawal@nhs.net

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

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

<https://www.nwangliaft.nhs.uk/advice-support/equality-diversity/>

8 This report has been signed off by on behalf of the board on

Name::

Louise Tibbert

Date::

28 September 2018

Background narrative

9 Any issues of completeness of data

Any issues of completeness of data:

Only partial data is being collected for indicator 4. Whilst we collect some information on non-mandatory training/CPD we do not collect data for all non-mandatory training/CPD.

10 Any matters relating to reliability of comparisons with previous years

Any matters relating to reliability of comparisons with previous years:

NWAngliaFT was formed in April 2017. This is therefore the first year a return has been completed for the merged Trust. In previous years two returns would have

been submitted for each of the predecessor Trusts; Peterborough and Stamford Hospitals NHS Foundation Trust and Hinchingsbrooke Hospital NHS Trust.

For the purpose of this year's report, in some sections last year's data has been merged so comparisons can be made, however this has not been possible for all sections.

Self reporting

11 Total number of staff employed within this organisation at the date of the report:

Total number of staff employed within this organisation at the date of the report:
6547

12 Proportion of BME staff employed within this organisation at the date of the report?

Proportion of BME staff employed within this organisation at the date of the report:
19.1%

13 The proportion of total staff who have self reported their ethnicity?

The proportion of total staff who have self-reported their ethnicity:
96.8%

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

Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity:
None

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

Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity:
Annual data validation exercise to be carried out each October (for more detail see attached WRES action plan 2018/19).

Workforce data

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

What period does the organisation's workforce data refer to?:
April 2017 - March 2018

Workforce Race Equality Indicators

17 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.

Data for reporting year:
See separate appendix 1

Data for previous year:
See separate appendix 1

The implications of the data and any additional background explanatory narrative:

We have a good representation of BME staff in the Trust overall, however there are areas where BME staff are not represented proportionally, particularly in bands 8c and above and in non-clinical roles.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

A training session called Managing a Diverse Workforce - Inclusive Management was rolled out at the end of 2017. This session covers topics such as unconscious bias and discusses the benefits of having a diverse workforce.

An Equality and Diversity Steering Group for the merged Trust was set up in June 2018 to monitor, amongst other things, the progress of the WRES action plan.

Over the next year we plan to increase the overall awareness of Equality and Diversity at Trust Board and Senior level and across the Trust in general.

Another objective over the next year is to enhance career progression and improve the representation of BME staff in senior posts within NWAnglia FT.

For more detail please see attached WRES 2018/19 action plan

18 Relative likelihood of staff being appointed from shortlisting across all posts.

Data for reporting year:
1.48

Data for previous year:

1:49

The implications of the data and any additional background explanatory narrative:

Applicants from a white background are more likely to be appointed from shortlisting than applicants from a BME background.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

Since the last WRES return was submitted the Trust has launched a new training course for all staff to attend called Managing a Diverse Workforce. Plans are in place to roll out this training module and training on unconscious bias to larger sections of the Trust starting with Senior Management.

We will ensure the training on unconscious bias for recruiting managers is still fit for purpose. We will then undertake a detailed audit to ensure all recruiting managers have attended the Trust Recruitment and Selection training, and identify those who might need refresher training.

For more detail please see attached WRES 2018/19 action plan

19 Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.

Data for reporting year:

0.90

Data for previous year:

0.67

The implications of the data and any additional background explanatory narrative:

Members of staff from white background are more likely to enter the formal disciplinary process than members of staff from a BME background.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

Since the last return all formal disciplinary cases are now recorded on the Trust ESR system which means data is more accurate.

We aim to ensure that all staff going through the formal disciplinary process are treated fairly regardless of their ethnic background. We will review the Trust's disciplinary policy starting with a revisit of the Equality Impact Assessment and undertake a detailed audit of disciplinary cases and if needed address any issues that arise.

For more detail please see the attached 2018/19 WRES action plan.

20 Relative likelihood of staff accessing non-mandatory training and CPD.

Data for reporting year:

0.70

Data for previous year:

Data not available

The implications of the data and any additional background explanatory narrative:

The data available shows that members of staff from a BME background are more likely to access non-mandatory training and CPD than members of staff from a white background. However, data is currently only collected for some non-mandatory training and CPD, not all. Therefore the current data does not give a true picture.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

We aim to ensure that we can provide complete and accurate information around this indicator going forward.

For more detail please see the attached 2018/19 WRES action plan.

Workforce Race Equality Indicators

21 KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

White:

28%

BME:

29%

White:

Hinchingbrooke - 22%

Peterborough - 33%

BME:

Hinchingbrooke - 26%
Peterborough - 31%

The implications of the data and any additional background explanatory narrative:

It is difficult to make a direct comparison as this is the first year a joint return has been submitted so we are comparing against last year's return for the two separate organisations, however the trend is the same across both sets of figures: the reporting rate for this year compared to last year for Hinchingbrooke has risen for both white and BME staff whilst the reporting rate compared to last year for Peterborough has fallen for both BME and White staff. This trend seems to reflect the merging of both sets of data.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

We will explore a refreshed communications campaign to all staff, service users and visitors to the Trust regarding the Trust's zero tolerance approach to bullying, harassment, abuse and violence.

We will develop an integrated training plan which draws on current training delivered by the Trust's to include including conflict management and resolution training, rolling out this training to highest priority areas in the first instance.

For more detail please see the attached WRES 2018/19 action plan.

23 KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.**White:**

88%

BME:

82%

White:

Hinchingbrooke - 91%
Peterborough - 91%

BME:

Hinchingbrooke - 65%
Peterborough - 72%

The implications of the data and any additional background explanatory narrative:

It is difficult to make a direct comparison as this is the first year a joint return has been submitted so we are comparing against last year's return for the two separate organisations, however the percentage of BME staff believing that the Trust provides equal opportunities for career progression or progression has dramatically fallen this year in comparison to both Peterborough and Hinchingbrooke figures for 2017.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

A training session called 'Managing a Diverse Workforce - Inclusive Management' was rolled out at the end of 2017.

We plan to analyse attendance by BME staff on Trust Leadership training programmes and if attendance by BME staff is low, identify ways in which the Trust can increase participation by BME staff in the available training programmes.

For more detail please see the attached WRES 2018/19 action plan.

24 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:**

8%

BME:

13%

White:

Hinchingbrooke - 7%
Peterborough - 6%

BME:

Hinchingbrooke - 22%
Peterborough - 19%

The implications of the data and any additional background explanatory narrative:

It is difficult to make a direct comparison as this is the first year a joint return has been submitted so we are comparing against last year's return for the two separate organisations, however the percentage of BME staff reporting discrimination at work has fallen this year in comparison to both Peterborough and Hinchingbrooke figures for 2017, whilst the number of white staff reporting the same has stayed fairly constant.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

A training session called 'Managing a Diverse Workforce - Inclusive Management' was rolled out at the end of 2017. The merged Trust has organisational values which were developed after engagement events with staff. We also have behavioural frameworks which reflect our organisational values. These describe the positive behaviours we expect to see but also outlines the negative behaviours we do not expect to see. We have a separate behavioural framework for Team leaders and Managers and another one for strategic leaders.

We plan to grow awareness and a greater understanding of E&D and diversity across the Trust starting with leadership teams. We will introduce E&D leads across the Trust.

For more detail please see the attached WRES 2018/19action plan.

22 KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.

White:

27%

BME:

18%

White:

Hinchingbrooke - 32%

Peterborough - 25%

BME:

Hinchingbrooke - 32%

Peterborough - 28%

The implications of the data and any additional background explanatory narrative:

It is difficult to make a direct comparison as this is the first year a joint return has been submitted so we are comparing against last year's return for the two separate organisations, however the percentage of BME staff reporting experiencing harassment, bullying and abuse has dramatically fallen this year in comparison to both Peterborough and Hinchingbrooke figures for 2017.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

We have appointed 12 Freedom to Speak up champions to support the work of the Trust's Freedom to Speak up guardians. These are existing employees of the Trust who will take on this role in addition to their main post with the Trust. They will commence their role as speak up champions over the coming months.

We aim to develop the understanding of managers and employees in recognising and managing Harassment and Bullying, with the longer term intention of a reduction in the instances of bullying and harassment concerns raised.

For more detail please see the attached WRES 2018/19action plan.

Workforce Race Equality Indicators

25 Percentage difference between the organisations' Board voting membership and its overall workforce.

White:

15.1%

BME:

-12.0%

White:

12.4%

BME:

-9.9%

The implications of the data and any additional background explanatory narrative:

The representation of white staff and BME staff across the board voting membership is not proportionate with the overall workforce.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

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

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

The progress for 2017/18 reflects the unique challenges for the Trust over the past 12 months.

27 Organisations should produce a detailed WRES action plan, agreed by its board. It is good practice for this action plan to be published on the organisation's website, alongside their WRES data. Such a plan would elaborate on the actions summarised in this report, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other

workstreams agreed at board level, such as EDS2. You are asked to provide a link to your WRES action plan in the space below.

Organisations should produce a detailed WRES Action Plan, agreed by its Board. 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 WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.:

<https://www.nwangliaft.nhs.uk/advice-support/equality-diversity/>

Click on 'equality and diversity further reading'