

Board of Directors (Public)

Item 3.4

Subject: Trust Progress against Equality Act 2010 Measures and the 2015 Workforce Race Equality Standards (WRES)
Date of meeting: 26th July 2016
Prepared by: Debbie Herring, Director of Strategy & Organisational Development
Presented by: Debbie Herring, Director of Strategy & Organisational Development

| BAF Ref | Impact on BAF |
|---------|---------------|
| 7 | N/A |

1. Executive Summary

This paper is intended to provide a summary demonstrating how the Trust is meeting its legal obligations under the Equality Act 2010 and the 2015 Workforce Race Equality Standard (WRES)

2. Workforce Monitoring Report 2015-16

The purpose of this report is to demonstrate the Trust's compliance with the Equality Act 2010 which established the Public Sector Equality Duty and is updated and published annually. All public sector employers have a duty to comply with the act. The report summarises the equality monitoring data for the workforce at Liverpool Heart and Chest Hospital, using staffing data taken from the Trust's electronic staff record (ESR) and recruitment data from NHS Jobs.

This report has been updated to reflect the data for the financial year April 2015 to March 2016 and this breakdown is attached at Appendix A. The workforce profiling within the report is reflective of the previous year with no significant changes identified.

3. Workforce Race Equality Standard (WRES) / Staff Survey Results

From 1 April 2015 in addition to complying with all Equality Legislation NHS organisations are required to demonstrate how they are addressing race equality issues and the new Workforce Race Equality Standard (WRES) is designed to highlight how the Trust is performing and identify any groups and issues to target areas for improvement.

The WRES requires the Trust to demonstrate its performance against WRES metrics. Three of the metrics specifically relate to workforce data and five are based on responses from the national staff survey. The latter highlights any differences between the experience and treatment of white staff, and BME staff in the Trust. The final indicator requires Trusts to ensure that their Board of Director's is broadly representative of the communities they serve.

Liverpool Heart and Chest Hospital currently employs approximately 1500 staff on a permanent or fixed term basis. Approximately 9% of employees are recorded as BME, a full breakdown against staff group by Band is provided in the table below:

| Headcount | Overall Grade Split | BME Staff | | | | | |
|---------------|---------------------|-----------|---------|---------|---------|----------|--------------|
| | | White | | BME | | Clinical | Non-Clinical |
| | | 2014/15 | 2015/16 | 2014/15 | 2015/16 | | |
| Band 2 | 265 | 239 | 236 | 7 | 8 | 3 | 5 |
| Band 3 | 160 | 150 | 150 | 1 | 1 | 1 | |
| Band 4 | 124 | 112 | 110 | 5 | 4 | 1 | 3 |
| Band 5 | 369 | 298 | 281 | 54 | 54 | 54 | |
| Band 6 | 239 | 192 | 198 | 26 | 26 | 26 | |
| Band 7 | 140 | 124 | 124 | 6 | 7 | 7 | |
| Band 8a | 63 | 51 | 53 | 5 | 5 | 4 | 1 |
| Band 8b | 13 | 17 | 13 | | | | |
| Band 8c | 5 | 2 | 5 | | | | |
| Band 8d | 5 | 1 | 5 | | | | |
| VSM | 14 | 14 | 13 | | | | |
| Medical Staff | 97 | 59 | 50 | 32 | 31 | 31 | |

4. Key Issues in the 2015 Staff Survey WRES Indicators

The WRES report template is attached in Appendix B. The Key findings are as follows:

- There is a lower proportion of BME staff in non-clinical roles across the Trust and a clear gap is evident overall in band 8a and above
- White applicants are 1.45 time more likely to be appointed or shortlisted than BME staff
- Based on the 2015 staff survey results BME staff have experienced less harassment; bullying or abuse from patients than white staff and this is an improvement on the 2014 results.
- BME staff report experiencing higher levels of harassment, bullying or abuse from staff in comparison to the white workforce.
- There is a 17% variance between the experience of BME and white staff with regards to their believing the Trust provides equal opportunities for career progression and promotion. Both staff groups have seen a decline in response to this question from 2014.
- BME staff experience higher levels of discrimination at work from their manager/team leader or other colleagues compared to white staff. The data shows that whilst the levels experienced by white staff have remained low, BME staff have reported higher levels compared to 2014.
- 7% of the Board are from BME backgrounds compared to 9% of the total workforce.

5. Actions to Improve the Trust's Performance as an Equality Employer

This data has been presented at the E&I Steering Group and to People Committee and the key activities identified to address these findings are as follows:-

- A refreshed Equality and Inclusion Policy to support improvement in practice
- The establishment of an Equality and Inclusion Group to help oversee the implementation of the strategy and report progress on its outcomes.
- Reviewed and refreshed Trust values and behaviours/competency frameworks to ensure collective and inclusive leadership and practice is clearly defined, measure and monitored.
- To undertake a data cleanse exercise to ensure accurate information across all protected characteristics for the entire workforce.
- A review of the Friends and Family Test/Annual Survey and other feedback routes to ensure that data gathered take greater account of equality, diversity and inclusion measures.
- A refreshed approach to Equality Impact Assessment & Analysis, supported by additional training
- The appointment of 10 Speak out Safely champions, two of whom are from BME backgrounds to encourage members of staff to report issues.

6. Equality and Inclusion Dashboard

In order for the Trust to monitor its performance against the strategy an E&I Dashboard is being developed which is aligned to Equality Delivery System (EDS2) Goals and Outcomes and the WRES Metrics. This will be reported to the People Committee quarterly.

7. Conclusion

The Trust launched its Equality & Inclusion Strategy (2015-2018) in January 2016 which is supported by an implementation and operational plan.

The key work streams relating to workforce indicators will be agreed through the E&I Steering Group taking into account the information and data presented within the report.

The progress against the operational plan and the KPIs is monitored through the People Committee of the Board.

8. Recommendation

The Board of Directors is asked to note this report and the actions being taken to raise the profile of Equality and Inclusion across the Trust and to improve the experience of staff with protected characteristics including those from BME backgrounds.