

Board of Directors (Public)

Item 5.5

Subject: NHS England Workforce Race Equality Standard Metrics (WRES) **Board Report**

Date of meeting: 31 March 2015

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| Data Quality Rating | BAF Ref | Impact on BAF Risk rating |
|---------------------|---------|---------------------------|
| Silver | 8 | None |

1. Executive Summary

This paper is intended to provide a summary of Trust performance against the new WRES standards.

2. Background

The Equality and Diversity Council EDC have agreed that a Workforce Race Equality Standard (WRES) be consulted on, with a view to it being included in the NHS standard contract 15/16. Over the last three months extensive consultation has taken place with key stakeholders regarding the WRES. The Standard forms the first stage in a process of addressing workforce equality issues.

The WRES will, for the first time, require organisations employing almost all of the 1.4 million NHS workforce to demonstrate progress against a number of indicators of workforce equality, including a specific indicator to address the low levels of Black and Minority Ethnic (BME) Board representation. All providers, as holders of the NHS Standard Contract 15/16, except 'small providers' will be expected to implement the WRES from April 2015. An annual report will be required to be submitted to the Co-ordinating Commissioner outlining progress on the Standard.

There are nine metrics. Three of the metrics focus specifically on workforce data and five of the metrics are based on data from the national staff survey indicators. The latter will highlight any differences between the experience and treatment of white staff, and BME staff in the NHS with a view to close those metrics. The final metric requires provider organisations to take steps to ensure that their Boards are broadly representative of the communities they serve.

3. Trust Demographics

Liverpool Heart and Chest Hospital currently employ approximately 1400 staff on a permanent or fixed term basis. Approximately 10% of employees are recorded as BME, the full breakdown is

below. This is in line with the demographic profile of the North West which shows 9.8% of residents come under the BME¹ category.

| Ethnic Group | Headcount | % | FTE |
|---|--------------|--------------|----------------|
| A White - British | 1,200 | 84.4 | 1090.00 |
| B White - Irish | 22 | 1.5 | 18.91 |
| C White - Any other White background | 21 | 1.5 | 19.97 |
| CA White English | 5 | 0.4 | 4.04 |
| CB White Scottish | 3 | 0.2 | 3.00 |
| CC White Welsh | 1 | 0.1 | 1.00 |
| CP White Polish | 1 | 0.1 | 1.00 |
| CY White Other European | 4 | 0.3 | 3.60 |
| D Mixed - White & Black Caribbean | 1 | 0.1 | 1.00 |
| E Mixed - White & Black African | 4 | 0.3 | 4.00 |
| F Mixed - White & Asian | 2 | 0.1 | 2.00 |
| G Mixed - Any other mixed background | 1 | 0.1 | 1.00 |
| GF Mixed - Other/Unspecified | 1 | 0.1 | 0.43 |
| H Asian or Asian British - Indian | 94 | 6.6 | 88.83 |
| J Asian or Asian British - Pakistani | 7 | 0.5 | 6.00 |
| L Asian or Asian British - Any other Asian background | 5 | 0.4 | 5.00 |
| LK Asian Unspecified | 1 | 0.1 | 1.00 |
| M Black or Black British - Caribbean | 2 | 0.1 | 1.71 |
| N Black or Black British - African | 6 | 0.4 | 5.92 |
| PD Black British | 1 | 0.1 | 1.00 |
| R Chinese | 9 | 0.6 | 8.44 |
| S Any Other Ethnic Group | 4 | 0.3 | 3.40 |
| SC Filipino | 2 | 0.1 | 1.93 |
| SE Other Specified | 2 | 0.1 | 2.00 |
| Unspecified | 4 | 0.3 | 3.40 |
| Z Not Stated | 18 | 1.3 | 15.92 |
| Grand Total | 1,421 | 100.0 | 1294.49 |

4. Trust Performance

Workforce Metrics

1. Percentage of BME staff in Bands 8-9 and Very Senior Managers (VSM) compared with the percentage of BME staff in the overall workforce.

BME staff make up 6.49% of Bands 8-9 and VSM, compared to 10% of the overall workforce.

2. Relative likelihood of BME staff being recruited from shortlisting compared to that of white staff being recruited from shortlisting across all posts.

During 2014 BME candidates made up 15.2% of people shortlisted compared to 83.8% white candidates.

This translated into 9.4% BME new starters in 2014 compared to 83% new starters of white ethnicity.

3. Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation (Note. This indicator will be based on data from a two year rolling average of the current year and the previous year).

During 2013 and 2014 22.2% of staff entering the formal disciplinary process where BME compared to 77.8% white staff

National 2013 NHS Staff Survey Findings.

Due to reporting restrictions in place regarding confidentiality this section cannot be fully answered due to low numbers (less than 11) responding to the survey in the following ethnicity groups;

- Black or Black British
- Mixed
- Other Ethnic Groups

The questions below have been answered using the ethnicity data breakdown that is available. Information is from the 2013 NHS Staff Survey, 2014 results broken down by ethnic group are not yet available.

4. In the last 12 months, have you had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review?

White: 85%

BME (available for comparison): 98%

If so;

- a) Were any training, learning or development needs identified?

White: 74%

BME (available for comparison): 81%

- b) Did your manager support you to receive this training learning and development?

White: 89%

BME (available for comparison): 75%

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

White: 15%

BME (available for comparison): 17%

6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

White: 15%

BME (available for comparison): 15%

7. Percentage believing that trust provides equal opportunities for career progression or promotion

White: 65%

BME (available for comparison): 40%

8. In the last 12 months have you personally experienced discrimination at work from any of the following?

- a) Manager/team leader or other colleagues

White: 4%

BME (available for comparison): 13%

Boards

9. Boards are expected to be broadly representative of the population they serve.

As noted above the demographic profile of the North West shows 9.8% of residents come under the BME category. Within LHCH the current Board is made up wholly of employees from a white ethnic group.

5. Conclusion

The number of BME staff employed throughout LHCH is in line with the demographics of the area in which the Trust operates. There are lower levels of representation at senior level both in Bands 8-9 and VSM. There is currently no representation from BME on the Board. When compared to the percentage of BME staff employed in the Trust the proportion of employees entering the formal disciplinary process is significantly higher. The percentage of staff experiencing harassment, bullying or abuse is relatively similar in BME and White employees. Key areas of difference between the two groups within the staff survey are; believe that trust provides equal opportunities for career progression or promotion and personally experiencing discrimination at work from manager/team leader or other colleagues. In both areas BME have scored more highly.

6. Recommendations

The Board is asked to note the contents of this initial report. The report will be updated to include the results of the 2014 Staff Survey and actions to address any areas of concern will be included in the Trust Equality and Diversity action plan.