



**Bridgewater  
Community Healthcare**  
NHS Foundation Trust

# NHS Workforce Race Equality Standard

2017 Report



**Quality first and foremost**

# Introduction

This report provides details on our 2017 submission to the NHS Workforce Race Equality Standard (WRES). The WRES was mandated in the 2015/16 NHS Standard Contract, requiring Trusts to submit and publish annual data and carry out actions to improve race equality performance in future years.

The snapshot date for WRES is 31 March; as at this date in 2017 we employed 3305 staff, of which 2.6% were Black and Minority Ethnic (BME), this is a total of 87 members of staff, an increase from 77 in 2016.

The percentage of White staff was 90.8%. This figure broadly represents the boroughs we have traditionally served in Halton, St Helens, Warrington and Wigan. We recognise however that as the Trust has expanded into areas such as Bolton and Oldham our community demographics have changed, we are working to ensure that our staff and leaders, and our community members represent this increasing diversity, this is reflected in the WRES Action Plan, detailed at the end of this report.

It should be noted that for several of the indicators the numbers of BME staff are very low, this has led to issues in previous years on reporting on the NHS Staff Survey indicators, and have led to problems ensuring statistical significance in other indicators such as formal disciplinary.

The submission in July 2017 contained an error in the number of staff entering formal disciplinary; this led to the Trust showing a likelihood for BME staff entering this process of 6.27 when compared to White staff. The error has been reported to the NHS WRES team, and has been updated in this report to show the correct figure of 3.83 – whilst this is still high when compared to the likelihood of White staff entering formal disciplinary it should be noted that the numbers for both are too low to report (less than 10), to avoid personal identification. This indicator is part of the WRES Action Plan for 2017.

## General Information

There were 3305 staff employed at 31 March 2017

2.6% of the overall workforce was Black and Minority Ethnic (BME)

93.4% of staff had self-reported their ethnicity

## Indicator 1

Percentage of staff in each of the Agenda for Change bands 1 to 9 and Very Senior Manager (including executive Board members) compared with the percentage of staff in the overall workforce.



There have been no significant changes across the bands for either clinical or non-clinical staff. There are increasing numbers of 'not known', see WRES Action Plan.

### Non-Clinical Workforce

Band (by % of overall workforce)	2016 White	2017 White	Change	2016 BME	2017 BME	Change	2016 Unknown	2017 Unknown	Change
Under Band 1	0.00	0.00	→	0.00	0.00	→	0.00	0.00	→
1	2.05	0.03	↓	0.00	0.00	→	0.03	0.00	↓
2	6.32	6.11	↓	0.13	0.15	↑	0.45	0.57	↑
3	8.48	7.78	↓	0.10	0.06	↓	0.35	0.42	↑
4	2.92	2.39	↓	0.03	0.00	↓	0.03	0.03	→
5	2.47	2.33	↓	0.03	0.06	↑	0.03	0.03	→
6	0.90	0.94	↑	0.13	0.12	↓	0.03	0.03	→
7	1.06	0.97	↓	0.10	0.03	↓	0.00	0.00	→
8a	0.48	0.54	↑	0.03	0.03	→	0.00	0.03	↑
8b	0.39	0.48	↑	0.03	0.03	→	0.00	0.00	→
8c	0.35	0.45	↑	0.00	0.00	→	0.00	0.03	↑
8d	0.06	0.06	→	0.00	0.00	→	0.00	0.00	→
9	0.00	0.00	→	0.00	0.00	→	0.00	0.30	↑
VSM	0.58	0.42	↓	0.00	0.00	→	0.06	0.06	→

Key: → Stayed the same   ↓ Decrease   ↑ Increase

## Clinical Workforce

Band (by % of overall workforce)	2016 White	2017 White	Change	2016 BME	2017 BME	Change	2016 Unknown	2017 Unknown	Change
Under Band 1	0.00	0.00	→	0.00	0.00	→	0.00	0.00	→
1	0.16	0.00	↓	0.00	0.00	→	0.00	0.00	→
2	3.11	2.78	↓	0.10	0.06	↓	0.13	0.12	↓
3	7.22	6.66	↓	0.03	0.03	→	0.39	0.39	→
4	6.29	5.42	↓	0.10	0.12	↑	0.22	0.27	↑
5	16.28	15.37	↓	0.42	0.39	↓	0.74	0.82	↑
6	20.74	20.42	↓	0.42	0.54	↑	1.16	1.72	↑
7	10.95	10.47	↓	0.13	0.12	↓	0.55	0.51	↓
8a	3.50	3.21	↓	0.00	0.03	↑	0.10	0.18	↑
8b	0.35	0.33	↓	0.00	0.00	→	0.00	0.00	→
8c	0.26	0.15	↓	0.06	0.03	↓	0.00	0.06	↑
8d	0.03	0.00	↓	0.00	0.00	→	0.00	0.00	→
9	0.00	0.00	→	0.00	0.00	→	0.00	0.00	→
VSM	0.03	0.06	↑	0.00	0.00	→	0.00	0.00	→
Consultants	0.22	0.15	↓	0.19	0.24	↑	0.00	0.09	↑
Non Consultant	2.11	2.05	↓	0.38	0.42	↑	0.03	0.24	↑
Trainee Grade	0.00	0.00	→	0.00	0.00	→	0.00	0.00	→
Other	0.19	0.18	↓	0.06	0.06	→	0.03	0.00	↓

Key: → Stayed the same   ↓ Decrease   ↑ Increase

## Indicator 2

Relative likelihood at staff being appointed from shortlisting across all posts.

2017: White staff 1.3 times more likely to be appointed compared to BME staff

2016: White staff 1.72 times more likely to be appointed compared to BME staff



A small improvement in terms of percentage from 2016, an actual increase in successful BME applicants, from 24 in 2016 to 31 in 2017.

The highest number of successful BME applicants were in Bands 5 and 6.

Successful recruitment of BME staff was 2.39% average for Bands 1 to 9. For Medical and Dental grades this was 26.67%.

Two of the WRES Action Plan actions address recruitment and training/CPD and career progression for BME staff.

### Indicator 3

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

2017: BME staff 3.83 times more likely to enter the formal disciplinary process compared to White staff

2016: BME staff 4.93 times more likely to enter the formal disciplinary process compared to White staff



There has been a small improvement in this indicator from 2016, but the percentages would still suggest a higher figure for BME staff. Caution should be used in this indicator, as the very small number of staff involved, both White and BME, can make the data not statistically significant.

One of the WRES Action Plan actions addresses this indicator.

### Indicator 4

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

2017: White staff are 0.9 times more likely to access non-mandatory training and CPD compared to BME staff

2016: White staff are 0.55 times more likely to access non-mandatory training and CPD compared to BME staff



This figure shows a positive figure for BME staff. Caution should be used as the information provided is BME staff accessing every opportunity – it is unclear whether this is a small number of individuals accessing several training opportunities, or a large number of staff accessing one opportunity.

One of the WRES Action Plan actions addresses this indicator.

## Indicator 5

NHS Staff Survey KF25: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

Year	White	BME
2017	28.91%	22.58%
2016	28.07%	0.00% *
<i>* Figure too low to be reported in NHS Staff Survey</i>		



Whilst the percentage figure for BME staff is lower than that for White staff, the overall Trust percentage is still above the average for other community providers in the survey (29% compared to 24% average).

There is a Staff Survey Action Plan for the Trust that addresses this indicator.

## Indicator 6

NHS Staff Survey KF21: Percentage believing that Trust provides equal opportunities for career progression or promotion.

Year	White	BME
2017	90.02%	93.33%
2016	83.13%	0.00% *
<i>* Figure too low to be reported in NHS Staff Survey</i>		



This was the Trust's most improved indicator in the 2016 NHS Staff Survey, returning to a similar figure to 2014 after a dip in 2015. The average overall for community providers was 90%, Bridgewater was 90%.

## Indicator 7

NHS Staff Survey 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.

Year	White	BME
2017	6.59%	6.25%
2016	4.41%	0.00% *
<i>* Figure too low to be reported in NHS Staff Survey</i>		



Whilst the percentage figure for BME staff is lower than that for White staff the percentages are still above the average for other community providers in the survey (9% compared to 8% average).

There is a Staff Survey Action Plan for the Trust that addresses this indicator.

## Indicator 8

NHS Staff Survey KF26: Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.

Year	White	BME
2017	23.60%	25.81%
2016	22.71%	0.00% *
<i>* Figure too low to be reported in NHS Staff Survey</i>		



The percentage figure for BME staff is higher than that for White staff, and the percentages overall are above the average for other community providers in the survey, (23% compared to 20% average). We are unable to determine if this indicator has improved or worsened for BME staff since 2016 as we had no data to report last year.

There is a Staff Survey Action Plan for the Trust that addresses this indicator.

## Indicator 9

Percentage difference, between the organisations voting membership and the overall workforce.

	White	BME
2017	100.0%	0.0%
2016	100.0%	0.0%



There is currently no BME representation on the Board.

There is a Staff Survey Action Plan for the Trust that addresses this indicator.

## Action Plan

The following WRES Action Plan has been agreed by the Trust's Workforce & Organisational Development Committee and Board.

Work Area	Key dates	Actions and Evidence
<b>MyESR</b> Improving self-reporting of ethnicity and other equality data through the new MyESR app	<b>30 June 2018</b>	
<b>Recruitment</b> Review of current processes Review of 2017 vacancy shortlisting	<b>31 March 2018</b>	
<b>Employee Relations</b> Continued monitoring of employee relations cases Awareness raising with HR and investigation officers	<b>31 March 2018</b>	
<b>Career Progression</b> Continued promotion of targeted training, CPD and mentoring opportunities Look at apprenticeships and traineeships offers	<b>31 March 2018</b>	
<b>BME Membership and Governor Representation</b> Analysis of current profiles against local data Look at encouraging recruitment from diverse communities	<b>31 March 2018</b>	
<b>BME Staff and Community Engagement</b> Support work on refresh of the patient experience strategy Support work on Big Conversations and new Quality Strategy Continue work as staff engagement champion, and look at supporting engagement and involvement of BME staff	<b>31 March 2018</b>	
<b>BMES Network</b> Carry out feasibility study	<b>31 March 2018</b>	

## Contact Details

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