

Sheffield Health and Social Care

Workforce Race Equality Standard Report 2017



Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)



Template for completion

Name of organisation

Sheffield Health and Social Care NHS Foundation Trust

Date of report: month/year

June

2017

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

Dean Wilson - HR Director

Name and contact details of lead manager compiling this report

Liz Johnson - Head of Equality and Inclusion - Liz.johnson@shsc.nhs.uk

Names of commissioners this report has been sent to (complete as applicable)

c/o Maggie Sherlock Senior Quality Manager NHS Sheffield Clinical Commissioning Group

Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)

N/A

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

<https://shsc.nhs.uk/about-us/equality/meeting-our-equality-duties/>

This report has been signed off by on behalf of the Board on (Insert name and date)

At the SHSC Trust Board Meeting 8th November 2017 - Mr D Wilson HR Director

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

Data for Metric 1 is too detailed to provide in this report template it has therefore been provided as a appendix to this report.

b. Any matters relating to reliability of comparisons with previous years

- Data in this report includes staff employed as Bank workers.

2. Total numbers of staff

a. Employed within this organisation at the date of the report

3129 - This includes Bank Staff employed as of 31st March 2017

b. Proportion of BME staff employed within this organisation at the date of the report

14% - of staff where ethnicity is known

Report on the WRES indicators, continued

3. Self reporting

a. The proportion of total staff who have self-reported their ethnicity

92.8%

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

Identification of targeted action in specific areas for example Band three staff to improve reporting.

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

We hope that the implementation of self service reporting in 2017/18 and related communications will support improvement of self reporting of ethnicity.

4. Workforce data

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

The financial year 2016/17
For metric 3 1st May 2015/16 and 2016/17 (come back to)

Report on the WRES indicators, continued

5. Workforce Race Equality Indicators

Please note that only high level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES Action Plans.

	Indicator	Data for reporting year	Data for previous year	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
	<u>For each of these four workforce indicators, compare the data for White and BME staff</u>				
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 Appendix 1	See WRES Report 2016	Due to the level of detail figures for this metric have been include as appendix 1 and are discussed in more detail in the Trust WRES action plan report published alongside this report.	All action linked to the Trust strategy see WRES action plan report
2	Relative likelihood of staff being appointed from shortlisting across all posts.	0.88	1.48	The 2017 report contains the most accurate data that we have obtained to date so we are more confident in our 2017 report than we have been in previous years.	All action linked to the Trust strategy see WRES action plan report
3	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.	1.55	1.85	All data includes Bank staff. the two year period is 1/6/15 - 31/5/17. because of significant changes in the numbers of staff in the organisation over this time period an average staff number figure was used.	All action linked to the Trust strategy see WRES action plan report
4	Relative likelihood of staff accessing non-mandatory training and CPD.	0.75	1.13	We completed a specific survey in 2016 to obtain data for metric 4 - we have completed this in 2017.	All action linked to the Trust strategy see WRES action plan report

Report on the WRES indicators, continued

	Indicator	Data for reporting year	Data for previous year	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
	National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, <u>compare the outcomes of the responses for White and BME staff.</u>				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White 36% BME 38%	White 35% BME 27%	In terms of progress this is the most concerning area of the Staff Survey WRES data. The high percentage of staff experiencing harassment from patients is supported by the trust 'Safeguard' incident reporting which shows the same picture +	Review of the action already taken and the effectiveness of this will be undertaken. All action linked to the Trust strategy see WRES action plan report
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White 19% BME 22%	White 27% BME 15%	The percentage of staff in white and BME groups experiencing discrimination from staff is less than the median for mental health trusts although the figure for BME groups in 2016 is higher than the 2015 percentage. +	Action in this area is ongoing and introduction of a new 'Problem Resolution Framework' may assist in reducing the figure.
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White 91% BME 82%	White 90% BME 67%	There has been a positive increase in the percentage of BME staff believing the trust provided equal opportunities. This figure is also above the median for mental health trusts.	The 2015 figure was of particular concern and a number of actions have been ongoing - see the Trust WRES action plan report published alongside this report, for more details.
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 7% BME 7%	White 7% BME 13%	The Trust has consistently scored relatively well on this metric and for BME staff the trust is below the median (14% in 2016) for other mental health Trusts.	
	Board representation indicator For this indicator, <u>compare the difference for White and BME staff.</u>				
9	Percentage difference between the organisations' Board voting membership and its overall workforce.	White + 10.6% BME - 3.4%		Data as per WRES Unify 2 return 2017	All action linked to the Trust strategy see WRES action plan report

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

Note 2. Please refer to the WRES Technical Guidance for clarification on the precise means for implementing each indicator.

Report on the WRES indicators, continued

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

the organisation has been undergoing a number of reconfigurations which have impacted on the number of substantive staff in the organisation.

Staff employed on the Trust Bank are included in all staff figures - this is because they are subject to disciplinary polices however from time to time Bank staff who have not worked are contacted to see if they wish to remain on Bank this can result in relatively large reductions in staff number in bands 2 3 and 5.

7. 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.

We have a Trust strategy to Promote and Improve Equality Diversity and Inclusion for Black Asian and Minority Ethnic Service Users and Staff. In 2015/16 we incorporated a WRES action plan into the general action plan supporting this strategy. The Trust Board also agreed long term WRES targets In 2016/17 and half year reporting on progress through the Trust Workforce and Organisational Governance Committee (WODC). A progress report including an updated action plan is published alongside this WRES return.

Click to lock all form fields
and prevent future editing



Appendix One - WRES 2017 Report – Metric One Data

Clinical – Compares BME staff Clinical to total staff in group

CLINICAL	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7
Number of BME Staff Band	0	113	75	15	59	28	15
Total number of Staff Band		548	526	117	365	394	199
Percentage BME Staff Band	0.0%	20.6%	14.3%	12.8%	16.2%	7.1%	7.5%
Number BME Staff in workforce (Clinical)	316	316	316	316	316	316	316
Total number of Staff in workforce (Clinical)	2296	2296	2296	2296	2296	2296	2296
Percentage BME Staff in the Clinical workforce	13.76%	13.76%	13.76%	13.76%	13.76%	13.76%	13.76%
Difference	-13.8%	6.9%	0.5%	-0.9%	2.4%	-6.7%	-6.2%

CLINICAL	Band 8a	Band 8b	Band 8c	Band 8d	Band 9
Number of BME Staff Band	5	0		0	0
Total number of Staff Band	73	22	13	13	
Percentage BME Staff Band	6.85%	0.00%	7.69%	0.00%	0.00%
Number BME Staff in workforce (Clinical)	316	316	316	316	316
Total number of Staff in workforce (Clinical)	2296	2296	2296	2296	2296
Percentage BME Staff in the Clinical workforce	13.76%	13.76%	13.76%	13.76%	13.76%
Difference	-6.91%	-13.76%	-6.07%	-13.76%	-13.76%

Students
6
33.33%

Notes:

- Numbers are obscured where one figure is less than 5
- A minus figure indicates there are proportionately more white staff in this Band / group a positive figure that there are less
- Not Known clinical = **7.9%**

Non – Clinical - Compares BME staff Non- Clinical to total staff in group

NON CLINICAL	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7
Number of BME Staff Band		6	9		8	5	
Total number of Staff Band	9	30	129	128	81	45	44
Percentage BME Staff Band	11.11%	20.00%	6.98%	2.34%	9.88%	11.11%	4.55%
Number BME Staff in workforce (Non- Clinical)	39	39	39	39	39	39	39
Total number of Staff in workforce (Non-clinical)	545	545	545	545	545	545	545
Percentage BME Staff in non - clinical workforce	7.16%	7.16%	7.16%	7.16%	7.16%	7.16%	7.16%
Difference	3.96%	12.84%	-0.18%	-4.81%	2.72%	3.96%	-2.61%

NON CLINICAL	Band 8a	Band 8b	Band 8c	Band 8d	Band 9
Number of BME Staff Band		0	0	0	0
Total number of Staff Band	32	15	7	7	
Percentage BME Staff Band	3.13%	0.00%	0.00%	0.00%	0.00%
Number BME Staff in workforce (Non- Clinical)	39	39	39	39	39
Total number of Staff in workforce (Non-clinical)	545	545	545	545	545
Percentage BME Staff in non - clinical workforce	7.16%	7.16%	7.16%	7.16%	7.16%
Difference	-4.03%	-7.16%	-7.16%	-7.16%	-7.16%

Notes:

- Numbers are obscured where one figure is less than 5
- A minus figure indicates there are proportionately more white staff in this Band / group a positive figure that there are less
- Not Known non - clinical = **2.9% (2016 4%)**

Medical and Dental; Very Senior Managers; Apprentices – Percentage

Medical and Dental	
Number of BME Staff Medical and Dental	50
Total number of Staff Medical and Dental	169
Percentage BME Staff Band	29.59%

Very Senior Managers	VSM - non clinical	VSM - clinical
Number of BME VSM		0
Total number of VSM Non - Clinical /Clinical		
Percentage BME Staff Band	25.00%	0.00%

Apprentices	Apprentices clinical	Apprentices - Clinical
Number of BME Apprentices		
Total number of Apprentices Non - Clinical /Clinical	13	17
Percentage BME Staff Band	23.08%	17.65%

Notes:

- Numbers are obscured where one figure is less than 5
- A minus figure indicates there are proportionately more white staff in this Band / group a positive figure that there are less