

2020 Workforce Race Equality Standard (WRES) Summary Report and Outline Action Plan

WRES Summary Report – Data as of 31 st March 2020									
WRES Indicator		2020 Data						Analysis and Commentary	Action Plan (2020-23)
1	Percentage of staff in each of the Agenda for Change bands 1-9 or Medical & Dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce	Band/ Grade	White		BAME		Not Known		
			2019	2020	2019	2020	2019	2020	
		Workforce	79.9%	83.1%	13.2%	14.5%	6.9%	2.4%	
		Non Clinical							
		Band 1	55%	71%	43%	29%	2%	0%	
		Band 2	86%	73%	14%	26%	1%	1%	
		Band 3	83%	83%	15%	15%	2%	2%	
		Band 4	85%	87%	12%	10%	4%	3%	
		Band 5	87%	88%	13%	11%	1%	1%	
		Band 6	84%	83%	13%	16%	3%	1%	
		Band 7	85%	86%	13%	12%	3%	2%	
		Band 8a	84%	86%	11%	9%	5%	5%	
		Band 8b	96%	90%	4%	10%	0%	0%	
		Band 8c	100%	100%	0%	0%	0%	0%	
Band 8d	88%	100%	0%	0%	12%	0%			
Band 9	100%	86%	0%	0%	0%	14%			
VSM	100%	90%	0%	10%	0%	0%			
		<p>The overall percentage of BME staff has increased by 1.3% in the last 12 months.</p> <p>In terms of the non-clinical workforce there has been an increase in BAME staff in bands 2, 6, 8b and at VSM level. Decreases have taken place in bands 1, 4, 5, 7, and 8a.</p> <p>In terms of the clinical workforce (AfC) there have been increases of BAME staff in in bands 2 to 7 and bands 8c and 9.</p>						<ul style="list-style-type: none"> To establish workforce race equality targets for Trust and divisional level to increase representation at the higher AfC bands and VSM. for senior posts within the Trust Continue to use the positive action statement in all job advertisements To develop a BME 	

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		Clinical						There has been an increase in percentage of BAME Medical Consultant by 4%. In terms of the non- clinical AfC grades there have also been increases of BME staff in grade.	staff development programme (the 3Es programme)	
		Band/ Grade	White		BAME		Not Known			
			2019	2020	2019	2020	2019			2020
		Band 2	82%	78%	17%	20%	2%			2%
		Band 3	85%	84%	14%	15%	1%			1%
		Band 4	84%	82%	16%	18%	0%			0%
		Band 5	86%	84%	13%	15%	1%			1%
		Band 6	89%	88%	10%	11%	2%			1%
		Band 7	90%	91%	7%	7%	3%			2%
		Band 8a	93%	93%	4%	3%	3%			4%
		Band 8b	97%	97%	0%	0%	3%			3%
		Band 8c	100%	94%	0%	6%	0%			0%
		Band 8d	80%	80%	20%	20%	0%			0%
		Band 9	100%	100%	0%	0%	0%			0%
		VSM	100%	100%	0%	0%	0%			0%
		Medical and Dental Consultants	67%	63%	23%	27%	10%			10%
Non-Consultant career grades	41%	40%	51%	52%	8%	8%				
Medical and Dental Trainees	0%	0%	0%	0%	0%	0%				
2	Relative likelihood of staff being appointed from shortlisting across all posts	2019		2020				There has been a significant deterioration in this area.	<ul style="list-style-type: none"> • Continue to use the positive action statement in all job advertisements • Review the Trust's recruitment and selection process to ensure they are fair and discrimination free • Put in place Fair Recruitment Champions imitative 	
		The relative likelihood of white staff being appointed from shortlisting compared to BAME staff is 1.8 times greater.		The relative likelihood of white staff being appointed from shortlisting compared to BAME staff is 3.7 times greater.						

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3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation (Based on data from a two-year rolling average of current and previous year).	2019		2020		There has been deterioration in the area. BAME staff are more likely to enter the formal disciplinary process compared to white staff. It should be noted that the numbers are relatively small in this area and small changes make a big impact on the score.	<ul style="list-style-type: none"> • Continue monitor closely the level of disciplinary action taken against BME staff • To undertake consistency checking to ensure that there is no bias against BME staff in the disciplinary process
		The relative likelihood of BME staff entering the formal disciplinary process is 0.65 times higher compared to white staff.		The relative likelihood of BME staff entering the formal disciplinary process is 1.19 times higher compared to white staff.			
4	Relative likelihood of staff accessing non-mandatory training and CPD	2019		2020		There has been a narrowing of the gap, but BAME staff are still less likely to access non-mandatory training and continuing professional development compared to white staff.	<ul style="list-style-type: none"> • Investigate the data further to understand the causes of the disparity and identify any potential barriers
		White staff were 1.68 times more likely to access non-mandatory training and CPD as BME staff		White staff are 1.37 times more likely to access non-mandatory training and CPD as BME staff			
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	2019		2020		BAME staff are more likely to report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months compare to white staff. Although both staff group have increased rates, the BAME staff rate have risen faster that of white staff.	<ul style="list-style-type: none"> • Develop a standard operation procedure (SOP) under the Violence and Aggression Policy with a view to reducing harassment from patients/service user and members of the public; and to make patients more aware of is unacceptable behaviour towards staff and other
		White Staff	BAME Staff	White Staff	BAME Staff		
		10%	11%	12.9%	14.6%		

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							patients
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	2019		2020		There is a reversal on last year's data this year. BAME staff are more to report that they have experienced harassment, bullying or abuse from staff in last 12 months.	<ul style="list-style-type: none"> • Continue to develop and deliver the Respect Campaign with the Trust and extend to patients and the public • Within the Anti-Bullying and Harassment Listening Project include actions to improving reporting rates for all staff
		White Staff	BAME Staff	White Staff	BAME Staff		
		21.5%	17.9%	19.5%	23.0%		
7	Percentage of staff believing that trust provides equal opportunities for career progression or promotion	2019		2020		The percentage of BME staff believing that the Trust provides equal opportunities for carer progression has fallen by 3.6% while the rate for white staff has remained broadly the same.	<ul style="list-style-type: none"> • Hold focus groups for BME staff to understand their experience and perceptions of working in the Christie and develop appropriate actions accordingly.
		White Staff	BAME Staff	White Staff	BAME Staff		
		90.5%	86.9%	90.3%	83.3%		
8	In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager / team leader or other colleagues	2019		2020		There has been a decrease in the percentage of BME staff reporting experience of discrimination at work. However the rate for BAME staff remains higher than that for white staff. The current gap is 3.5%.	<ul style="list-style-type: none"> • Develop a Managing a Diverse Workforce module in the Managing for Success Programme • Hold focus groups for BME staff to understand their experience and perceptions of working in the Christie • Promote the Positive
		White Staff	BAME Staff	White Staff	BAME Staff		
		5.1%	10.9%	4.0%	7.5%		

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							Working Relationships Policy within the Trust • Deliver the Respect Campaign, Campaign Plan
9	Percentage difference between i) the organisation's board voting membership and its overall workforce and ii) the organisation's Board Executive membership and its overall workforce	2019		2020		The membership of the Trust Board has remained the same. The percentage of BME staff in the workforce has increased by 1.3%, thus the gaps have increased slightly.	• To establish workforce race equality targets for Trust Board to increase representation • Continue to use the positive action statement
		Percentage of the workforce which is BAME 13.2%		Percentage of the workforce which is BAME 14.5%			
		Difference between the overall BAME Board membership and the BAME workforce		Difference between the overall BAME Board membership and the BAME workforce			
		-6.0%		-7.4%			