

Workforce Race Equality Standard 2014/15

Name of Provider Organisation	Date of Report
Tavistock and Portman NHS Foundation Trust	October 2015
Name and title of Board lead for the Workforce Race Equality Standard	
Louise Lyon, Director of Quality and Patient Experience/Director of Adult and Forensic Services/Chair of the Equalities Committee	
Name and contact details of manager responsible for compiling this report	
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Name of Commissioners to whom this report has been sent	
To be sent to the CQRG once approved by the Board.	
Name and contact details of coordination Commissioner to whom this report has been sent	
URL Link to this report	
https://tavistockandportman.nhs.uk/about-us/who-we-are/equalities/	
Report signed off by (on behalf of the Board)	Date
Louise Lyon	October 2015

Report on the WRES Indicators

1. Background Narrative

a. Issues relating to completeness of data

This report is mainly based on the workforce statistics report reflecting the data held on ESR as of 31st March 2015.

b. Issues relating to reliability of comparisons

There are no issues to report.

2. Staff Numbers

a. Total number of staff employed within the organisation at the date of the report

578

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

21.4%

Report on the WRES Indicators continued

3. Self-reporting

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

97.9 %.

- b. Steps taken in the last reporting period to improve the level of self-reporting by ethnicity

Staff are encouraged to provide this data at the commencement of employment.

- c. Steps planned during the current reporting period to improve the level of self-reporting by ethnicity

We intend to send out a request to staff who have not provided this data emphasizing its importance in ensuring that we have inclusive representation.

4. Workforce Data

- a. Period to which the organisation's workforce data refers

2014/15

Report on the WRES Indicators continued

5. Workforce Race Equality Indicators

Indicator	Data for the reporting year 2014-15	Data for the previous year 2013-14	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
For each of these four workforce indicators, the Standard compares the metrics for White and BME staff				
1	Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce	White: 82.7% BME: 15.2%	White: 82.6% BME: 16.3%	<p>BME staff are well represented in Band 8. However, the Trust recognises the lack of representation at Band 9 and will consider steps for positive action.</p> <p>Recruitment adverts for senior posts will include a statement inviting applications from BME candidates.</p> <p>The option of having trained observers sit on recruitment panels during interviews for Band 8 and above will be explored.</p> <p>Roger Kline, author of <i>The Snowy White Peaks of the NHS</i> and creator of the WRES, will attend our Leadership Group Conference on 15th December for a discussion with the Board and senior management.</p>
2	Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.	White: 70.1% BME: 27%	White: 73.9% BME: 22.6%	<p>In 2014, the Board requested further scrutiny of these figures. The resulting enquiry indicated no areas for concern with regard to fairness of the selection process.</p> <p>We will review the data for 2014/15 and take positive action to increase the number of shortlisted applicants from BME communities. This will include consultation with BME staff members to obtain suggestions for further action to improve in this area.</p>

Report on the WRES Indicators continued

Indicator		Data for the reporting year 2014-15	Data for the previous year 2013-14	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
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* <i>*Note: This indicator will be based on data from a two year rolling average of the current year and the previous year.</i>	0	0	As a small organization, with highly professional staff, we have very few disciplinary cases.	We will continue to review this metric and, in partnership with staff side, ensure that our policies and processes are fair and equitable. However, the Trust does recognise that unfair or biased disciplinary action can disproportionately impact BME staff. Therefore, in the event that a disciplinary process were to find that there was no case to answer, this fact would be publicly acknowledged in writing to all staff by a Director.
4	Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff	0	0	All applications for CPD and bursaries are agreed against the funds available.	More accurate data recording is planned for next year, through Online Learning Manager (ESR).

For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff

5	KF18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	White	16%	White	15%	Trust score in 2014 was 16% compared with 19% in the previous year.	Following the National Survey and a report to the Board raising concerns, the Trust has set up an independent Raising Concerns helpline and re-launched the Staff Advice and Consultation Service.
		BME	12%	BME	11%		

Report on the WRES Indicators continued

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							A campaign will be run to make it clear to patients that harassment of staff will not be tolerated.
6	KF19. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.	White	19%	White	17%	A further survey on this matter was commissioned by the Board and reported in 2014.	The Trust does not wish to see any member of staff bullied or harassed and therefore encourages staff to raise concerns, including bullying and harassment issues, via the Freedom to Speak Up initiative.
		BME	15%	BME	11%		
7	KF27. Percentage believing that the trust provides equal opportunities for career progression or promotion	White	88%	White	92%	Note that a significant number of staff who replied "Don't know" to this question have been excluded when calculating these percentages, in both years.	<p>The Inclusion in the Workplace Sub-group has been tasked with reviewing the data on staff promotion and progression to ascertain whether there are any disparities in relation to career progression and access to qualifying training.</p> <p>If issues are identified, the IWP Sub-group will devise an action plan, which (if approved by the Board), would include targeted career development programmes, mentoring, and a BME network. However, if no disparities exist, then Trust data on promotions and appointments will be shared regularly with staff to address this perception.</p>
		BME	70%	BME	96%		

Report on the WRES Indicators continued

Indicator		Data for the reporting year 2014-15		Data for the previous year 2013-14		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
8	Q23. In the last 12 months have you personally experienced discrimination at work from any of the following: manager/ team leader or other colleague?	White	7%	White	6%	Trust score in 2014 was 15% compared to 12% in 2013.	<p>Questions have been added to our Staff Survey to provide a clearer picture of staff views on the following;</p> <ul style="list-style-type: none"> • equal opportunities regarding non-mandatory training and CPD; • equal treatment in relation to bullying and harassment, and disciplinary and grievance issues; • equal treatment in relation to consideration for senior posts with the Trust. <p>We will engage in consultation with BME staff members with a view to understanding the ways in which they feel they are discriminated against.</p> <p>Roger Kline will attend two events in December 2015, which will help us to:</p> <ol style="list-style-type: none"> 1) discuss race equality within the Trust and find out the issues facing BME staff, and 2) acquire learning from Roger's nationwide work on race equality within the NHS and seek suggestions for positive change.
		BME	12%	BME	9%		

Report on the WRES Indicators continued

Does the Board meet the requirement on Board membership in No. 9?

9	Boards are expected to be broadly representative of the population they serve	Yes	Yes	The recent appointment of a Non-Executive Director has changed the BME profile of the Board to more accurately reflect the population.	We will continue to review this metric through future recruitment.
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6. Are there any factors or data which should be taken into consideration in assessing progress?
 Please bear in mind any such information, action taken and planned may be subject to scrutiny by the Coordinating Commissioner or by regulators when inspecting against the 'Well Led' domain.

None known.

7. If the organisation has a more detailed plan agreed by its Board for addressing these and related issues, you are asked to attach it or provide a link. Such a plan would normally elaborate on the steps summarised in section 5 above, setting out the next steps with milestones for expected progress against metrics. It may also identify the links with other work streams agreed at Board level, such as EDS2.

The Equalities Annual Report, agreed by the Board in 2015, is attached.