

Workforce Race Equality Standard 2018/2019

Action Plan

WRES Return Highlights

Workforce Profile

The number of BAME employees increased by 25% from the 2017-2018 return.

The number of White employees increased by 0.2% from the 2017-2018 return.

The number of BAME employees within roles at B7 or above has increased by 35% however, this is low in comparison to the number of White employees in these bands.

There are 90 BAME employees in B7 roles and above compared to 418 White employees.

WRES Return Highlights

Recruitment

The relative likelihood of BAME candidates being appointed from shortlisting has increased from 0.9 in 2017-2018 to 0.11 in 2018-2019.

For White candidates, the relative likelihood of being appointed from shortlisting in comparison to BAME candidates has decreased from 1.43 in 2017-2018 to 1.30 in 2018-2019.

WRES Return Highlights

Employee Relations

The likelihood of BAME employees entering the disciplinary process compared to White employees has increased from 0.60 in 2017-2018 to 1.74 in 2018-2019.

68% of BAME employees state that the Trust offers equal opportunities (a reduction from 71% in the 2017-2018 return).

89% of White employees believe that the Trust offers equal opportunities

WRES Return Highlights

Training

The likelihood of White employees accessing non-mandatory training and CPD in comparison to BAME employees has reduced from 1.03 to 0.93.

WRES Return Highlights

Bullying & Harassment

The percentage of BAME employees stating they have received abuse/bullying from employees and patients has decreased from 30% to 27%.

The percentage of White employees stating they have received abuse/bullying from employees is 29%.

The percentage of BAME employees stating they have received abuse/bullying from a manager has increased from 12% to 17%.

The percentage of White employees stating they have received abuse/bullying from a manager is much lower at 7%.

WRES Action Plan

Action	Area of Focus	Due Date	Action Owner
Implement Head of Equality, Diversity and Inclusion role	All	Q4 2019/2020	HR
Roll out BAME employee network	All	Q1 2020/2021	Head of Inclusion
Implement new Grievance Procedure with focus on discrimination (incl. Dignity at Work)	Bullying/Harassment	Q4 2020/2021	HR

WRES Action Plan

Action	Area of Focus	Due Date	Action Owner
Create and roll-out recruitment-specific unconscious bias training	Recruitment	Q2 2020/2021	Head of Inclusion
Undertake recruitment process deep dive to ascertain where/if BAME candidates are disadvantaged	Recruitment	Q2 2020/2021	Head of Inclusion
Create recruitment action plan to improve experiences of BAME candidates	Recruitment	Q3 2020/2021	Head of Inclusion

WRES Action Plan

Action	Area of Focus	Due Date	Action Owner
Undertake deep dive of employee relations cases to ascertain patterns and areas where BAME employees may be disadvantaged	Employee Relations	Q4 2019/2020	Head of Inclusion HR
Review of 2019 staff survey results and creation of E&D action plan	Employee Relations	Q2 2019/2020	Head of Inclusion OD/HR