WORKFORCE RACE EQUALITY SCHEME - 2019

This report is produced from the SaTH data returns submitted from the Trust ESR data in August 2019 and from the 2018 Staff Survey.

It is produced in a nationally mandated format as submitted to NHS England and covers data and reported experience from 2018-19.

WRES forms part of the NHS Equality Delivery System (EDS2). The Trust’s Annual Equality and Diversity Report and Action Plan covering all Protected Characteristics is scheduled to go for Board consideration in Q3/Q4 2019-20 via the Workforce Committee. The Annual Equality and Diversity Report and Action plan will be the subject of consultation with staff and will be produced in a more accessible format.

Areas of especial concern identified relate to the experience of BME colleagues include:

- bullying and harassment by patients and staff
- discrimination by line managers, and
- access to non-mandatory training and development.

Positive progress in reducing the disproportionate % of BME staff entering the disciplinary process should be noted, although this remains too high and will be kept under review.

An updated proposed initial action plan (WRES AND WDES) is attached at the front of this document. This Action Plan will be developed in more detail through the newly formed Equality Diversity and Inclusivity Committee and monitored on a quarterly basis.
<table>
<thead>
<tr>
<th>Objective</th>
<th>Intention</th>
<th>Responsibility</th>
<th>By</th>
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</thead>
<tbody>
<tr>
<td>Review staff appetite for Diversity Forum – especially amongst BME staff, older staff and staff with disabilities and support as required.</td>
<td>To increase staff voice and engagement from key staff groups</td>
<td>Workforce Equality Lead</td>
<td>January 2020</td>
</tr>
<tr>
<td>Conduct confidential survey and Listening Events of BME and Staff with Disabilities in conjunction with Trust Values (FTSU) Guardians.</td>
<td>To increase staff voice and engagement from key staff groups</td>
<td>Workforce Equality Lead &amp; Values Guardians</td>
<td>February 2020</td>
</tr>
<tr>
<td>Review attendance by Protected Characteristics at large key non-mandatory training events, such as conferences and Transforming Care Institute training</td>
<td>To ensure staff from all protected characteristic groups access non-mandatory training</td>
<td>Workforce Equality Lead</td>
<td>November 2020</td>
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<tr>
<td>Measurably increase clinical and non-mandatory training recording on ESR/OLM for analysis by Protected Characteristic</td>
<td>To ensure accurate recording</td>
<td>Workforce Equality Lead</td>
<td>April 2020</td>
</tr>
<tr>
<td>Review Recruitment Diversity strategy, including full implementation of Trac data monitoring and actions to attract applicants from under-represented groups – particularly for non-clinical roles.</td>
<td>To increase representation in the Trust of under-represented groups</td>
<td>Head of Workforce Information and Assurance</td>
<td>April 2020</td>
</tr>
<tr>
<td>Review Implement Diversity elements of Leadership Academy and Manager Training.</td>
<td>To ensure our managers and leaders are skilled and trained in diversity management.</td>
<td>Head of Workforce Transformation and OD and Workforce Equality Lead</td>
<td>March 2020</td>
</tr>
<tr>
<td>Implement single Equality Lead for Trust.</td>
<td>To bring expertise and focus into the Trust’s Diversity agenda</td>
<td>Workforce Director and Director of Quality and Safety</td>
<td>April 2020</td>
</tr>
<tr>
<td>Review recruitment of Board Members to attract suitably qualified and experienced applicants from under-represented groups.</td>
<td>To increase representation on the Board of under-represented groups</td>
<td>Workforce Director and Chair</td>
<td>April 2020</td>
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SaTH Workforce Race Equality Scheme (WRES) Report 2019

Workforce Race Equality Scheme – DATA Report

1. Name of Organisation
   The Shrewsbury & Telford Hospital NHS Trust

2. Date of Report
   30th August 2019

2. Name and title of Board lead for the Workforce Race Equality Standard
   Victoria Maher, Workforce Director

3. Name and contact details of lead manager compiling this report
   Mary Beales, Head of Education (& Workforce Equality Lead)
   Workforce Directorate
   The Shrewsbury and Telford Hospital NHS Trust, Copthorne Clinical Training Centre,
   Royal Shrewsbury Hospital, Mytton Oak Road, Shrewsbury, Shropshire SY3 8XQ
   Tel: 01743 261264  Email: marybeales@nhs.net

4. Names and contact details of commissioners this report has been sent to
   Telford and Wrekin CCG
   NHS Telford and Wrekin
   Halesfield 6, Halesfield, Telford, TF7 4BF
   Telephone: 01952 580300
   NHS Shropshire Clinical Commissioning Group
   William Farr House, Mytton Oak Road, Shrewsbury SY3 8XL
   Tel: 01743 277500 (main switchboard)

5. Unique URL link on which this report and associated Action Plan will be found

6. This report has been signed off by Workforce Committee on behalf of the Board on 16th September 2019.

7. Any issues of completeness of data
   A key issue is that the Trust currently does not record all training and CPD completion on ESR/OLM so training
data is based on that available. In particular it does not record medical staffing CPD (medical Staffing form the
majority of BME staff in the Trust) so the figures probably under-represent the amount of non-mandatory
training undertaken by BME staff. This is included on the Action Plan.

8. Any matters relating to reliability of comparisons with previous year
   No

9. Total number of staff employed within this organisation at the date of the report:
   5315

10. Proportion of BME staff employed within this organisation at the date of the report?
    11.6%

11. The proportion of total staff who have self-reported their ethnicity?
    98.9%
12. Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity?
No, but self-reporting has risen by 0.8%

13. Are any steps planned during the current reporting period to improve the level of self-reporting by ethnicity?
It is intended to progress ESR/OLM Self-service which will enable staff to report their own ethnicity directly online. Enabling works towards this have already started (such as the move to NHS Mail)

14. What period does the organisation’s workforce data refer to?
1st April 2018 – 31st March 2019

15. 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.

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<td>9.09%</td>
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<td>Band 6</td>
<td>91.91%</td>
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<td>Band 7</td>
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<tr>
<td>Band 8B</td>
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<td>97.06%</td>
<td>5.71%</td>
<td>2.94%</td>
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<td>Band 8C</td>
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The implications of the data and any additional background explanatory narrative
The Trust’s overall BME representation has fallen slightly from 11.91% to 11.6%. This is due to a small overall increase in staff. The majority of BME staff remain in clinical grades as non-clinical grades remain unchanged from 2018. Indeed progression for BME staff is not observable in non-clinical grades.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
As one of its EDS Equality Objectives, the Trust has already sought to establish if there was an appetite for a BME group, but there was little response. It is proposed to conduct a confidential survey of BME staff during 2019/20 to ascertain if that position has changed and what conditions would have to exist for BME staff to be positively engaged in identifying frustrations to progression. It is proposed to work closely with the Trust’s Values (FTSU) Guardians on this objective. See WRES/WDES Action Plan at beginning of document.

16. Relative likelihood of staff being appointed from shortlisting across all posts

Data for reporting year
White applicants are 1.34 times more likely to be appointed from shortlisting than BME applicants according to the data.

Data for previous year
White applicants were 1.72 times more likely to be appointed from shortlisting than BME applicants – so there has been a slight improvement in the proportion of BME applicants being appointed.

The implications of the data and any additional background explanatory narrative
This is under investigation by the Recruitment team.

Action taken and planned
The Trust has focused on building a robust process for recruitment and selection and elements have included centralised recruitment, a robust electronic system to manage, track and monitor the recruitment process. All interviews, including those for Medical Staff, include a values based interview element with trained staff.

The key objective for 2019/20 is ensuring that the process is consolidated and that Trac is fully implemented and used for equality monitoring. Other actions include reviewing recruitment materials and processes to ascertain if applicants for non-clinical vacancies are attracted from diverse backgrounds. See WRES/WDES Action Plan at beginning of document.

17. 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.

Data for reporting year
BME staff are 1.73 times more likely to be entering the formal disciplinary process than white staff.

Data for previous year
BME staff were 1.87 times more likely to be entering the formal disciplinary process than white staff.

The implications of the data and any additional background explanatory narrative
These figures show a consistent reduction from the 2016 data of BME staff being over 4 times more likely to enter the formal disciplinary process than white staff.

Action taken and planned including
The process for reviewing potential disciplinary action against medical staff (who form the majority of BME staff in the Trust) has been reviewed and amended to ensure a consistency and transparency. Training has been held for those involved in medical casework. The Medical Director and Workforce Director will continue to oversee the process so that it is transparent and consistent.

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

Data for reporting year
White staff are 1.02 times more likely to access non-mandatory training.

Data for previous year
White staff were 0.93 times more likely to access non-mandatory training.

The implications of the data and any additional background explanatory narrative
There has been a reduction in the proportion of BME staff accessing non-mandatory training during 2018/19. This coincides with a significant reduction overall in staff accessing non-mandatory training and a DNA rate of around 20% for booked training. Staff attendance at non-mandatory training external events is not recorded centrally on ESR/OLM, so the true statistics could be very different once ESR/OLM self-service is implemented when staff would be able to record their own learning.

Action taken and planned
A further review will be undertaken to review attendance by ethnicity at large key non-mandatory training events, such as conferences and Transforming Care Institute training. We will also be aiming to increase the recording of training on ESR/OLM so that the Trust has a more accurate picture of learning undertaken and completed by all staff. We will also explore with Medical Directorate if medical staffing attendance at non-mandatory training can be extracted from the Equiniti Appraisal system. See WRES Action Plan at beginning of this document.

NATIONAL NHS STAFF SURVEY INDICATORS

19. KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

Data for Reporting Year
White 28.38%
BME 32.42%

Data for previous year:
White 23.77%
BME 22.46%

The implications of the data and any additional background explanatory narrative
It is of significant concern that the reported experience of both staff groups have deteriorated so significantly and the experience of BME staff has deteriorated dramatically. The reasons for this are not known.

Action taken and planned
A confidential targeted staff survey will be undertaken with BME staff and a number of Listening Events held (as we did for staff with Disabilities) in conjunction with the Trust Values (FTSU) Guardians.

20. KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.

Data for reporting year:
White 26.78%
BME 25.27%

Data for previous year:
White 25.22%
The implications of the data and any additional background explanatory narrative
Whilst the reported experience of white staff has deteriorated, the experience of BME staff has improved very slightly.

Action taken and planned including
As at 20. above

21. KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.

Data for reporting year:
White 84.45%
BME 72.73%

Data for previous year:
White 86.72%
BME 84.26%

The implications of the data and any additional background explanatory narrative
Whilst the confidence of white staff in equal opportunities for progression has deteriorated, BME staff report a dramatic reduction in their level of confidence in this aspect of the employment experience.

Action taken and planned
The Trust is working hard at improving the transparency of opportunities for career progression and recruitment. This item will be investigated in listening events and further consultation undertaken to understand this finding.

22. KF 17 In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues.

Data for reporting year:
White 6.22%
BME 14.12%

Data for previous year:
White 5.64%
BME 8.56%

The implications of the data and any additional background explanatory narrative
Whilst all the figures are too high, the experience of BME staff has deteriorated dramatically.

Action taken and planned
The Trust’s Values (FTSU) Guardians will be seeking to engage more effectively with BME staff and exploring recording % engagement by different equality groups. The Leadership Academy is developing a Management Development programme and an enhanced programme on diversity and inclusivity will be an explicit part of this development.

23. Percentage difference between the organisations’ Board voting membership and its overall workforce.

Data for reporting year:
White -1.1%
BME +0.2%

Data for previous year:
White -1.2%
BME +2.4%
The implications of the data and any additional background explanatory narrative
The figures are automatically calculated on the WRES template and show a decline in BME Board representation.

Action taken and planned
The Trust Board will continue to see to increase its diversity as vacancies occur and appointments are made. Consideration will be given as to how to attract more suitably qualified and experienced candidates from hard to reach groups to fully represent our community. See WRES/WDES Action Plan at beginning of document.

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

The Trust is going through a period of considerable disruption with challenges to service provision, staffing levels and staff morale. It will be important to take actions to ensure that this does not impact on BME colleagues more than white staff.

The appointment of a dedicated single Diversity Lead for the Trust will help ensure that more focus can be given to improving the experience of BME colleagues.

Mary Beales, Head of Education and Workforce Equality Lead
September 2019