

Dorset HealthCare

Workplace Race Equality Standard

First published: 04 October 2017



WRES National Key Findings 2016 – 17 <https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/>

These are the national headlines and key findings for the WRES in 2016 – 2017.

- White shortlisted job applicants are 1.57 times more likely to be appointed from shortlisting than BME shortlisted applicants, who remain noticeably absent from senior grades within Agenda for Change (AfC) pay bands.
- BME staff remain significantly more likely to experience discrimination at work from colleagues and their managers, although the percentage of BME staff reporting that in the last 12 months they have personally experienced discrimination at work from staff fell slightly.
- An increase in numbers of BME nurses and midwives at AfC Bands 6 to 9 is observed for the period between 2014 and 2016.
- White and BME staff are equally likely to experience harassment, bullying or abuse from patients, relatives and members of the public in the last 12 months.
- BME staff in the NHS are significantly more likely to be disciplined than white staff members.
- BME staff remain more likely than white staff to experience harassment, bullying or abuse from other staff though this fell very slightly last year.
- The proportion of very senior managers (VSMs) from BME backgrounds increased by 4.4% from 2015 to 2016 – an additional 9 headcounts. However, BME representation at board and VSM level remains significantly lower than BME representation in the overall NHS workforce and in the local communities served.
- BME staff remain less likely than white staff to believe that their trust provides equal opportunities for career progression. However, the gap between white and BME staff on this indicator fell from 14.5 percentage points in 2014 to 12.6 percentage point in 2015.

The Workforce Race Equality Standard (WRES) indicators

Dorset HealthCare 1 April 2016 – 31 March 2017 Published 4 October 2017

Name of provider organisation

Dorset HealthCare University NHS Foundation Trust

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

Julia Wiffen, HR Director

Name and contact details of lead manager compiling this report

David Corbin, Equality and Diversity Manager. Email: David.Corbin@nhs.net Tel: 07500225673

Names of commissioners this report has been sent to

Dorset Clinic Commissioning Group

Name and contact details of co-ordinating commissioner this report has been sent to

Kath Florey-Saunders, Head of Review Design and Delivery, Dorset Clinical Commissioning Group (Dorset CCG)

Unique URL link on which this report will be found (to be added after submission)

<http://www.dorsethealthcare.nhs.uk/about-us/equality-and-diversity/workplace-race-equality-standard>

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

Julia Wiffen, Acting HR Director

1. Background Narrative

a. Any issues of completeness of data

All the information has been provided through our Electronic Service Records (ESR) for Staff, the 2016-17 Staff Survey results and the HR data on disciplinaries.

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

There have been changes to the National WRES data collection area for **Indicator 9**. In order for this report to show the previous two years we have recalculated the data for 2015-16 in line with the current data requirements. This will therefore be different in the 2015-16 published report.

2. Total Numbers of Staff

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

The total number of staff employed within Dorset HealthCare as at 31 March 2017 is 5792 (Individual head count after removing multiple post holders)

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

The proportion of BME staff employed in Dorset HealthCare is 758 Staff (10.67%) **(40 (0.56%) Not Stated and 15 (0.21%) Unknown)**

3. Self-reporting

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

The proportion of total staff who have self-reported their ethnicity is 99%.

4. Workforce data

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

The organisation's workforce data refers to 1 April 2016 - 31 March 2017.

	Indicator	Data for reporting Year 2017	Data for Previous Years 2016	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
Workforce indicators					
For each of these four workforce indicators, the Standard compares the metrics for White and BME staff.					
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 Annex A Total Staff 5792 White 94.4% Visible BME 5% White Clinical 68.20% BME Clinical 4.14% White Non Clin 26.80% BME Non Clin 0.86%	See Annex A Total Staff 5615 White 95.3% Visible BME 4.7% White Clinical 69.32% BME Clinical 3.88% White Non Clin 26.00% BME Non Clin 0.83%	This area of reporting break down for reporting changed in 2014-15	
2	Relative likelihood of BME staff being	1.69 - 1	1.80 - 1		Included in the HR Workforce Strategy and the Recruitment and Retention plan

	appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.				
3	<p>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</p> <p>Note. This indicator will be based on data from a two year rolling average of the current year and the previous year.</p>	1.19 - 1	1.20 - 1	Data used is calendar year average of 2016 - 17.	Linked to EDS2, Objective 3.4 Included in the HR Workforce Strategy

4	Relative likelihood of BME staff accessing non mandatory training and CPD as compared to White staff	0.99 - 1	0.95 - 1		Linked to EDS2, Objective 3.4 Included in the Learning and Development Strategy
National NHS Staff Survey findings					
For each of these four staff survey indicators, the Standard compares the metrics for the responses for White and BME staff for each survey question					
		2017	2016		
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	White 25.65% Visible BME 35.92%	White 24% Visible BME 26%	Key area of focus that needs to be responded to. Work has already begun with the Security Advisory Group who has a project looking into Patient on staff episodes reported internally. An additional BME Staff Survey has been circulated to see what barriers to engagement BME Staff are experiencing and to encourage more BME Staff to complete the Annual Staff Survey. 3% in 2016-17 which will be a contributing factor in the % for the WRES	From the vision and purpose, Dorset HealthCare follows a set of principles that might be considered unwritten rules or norms of our organisation. This includes Being Responsible and accountable for our actions and Being Kind to Each Other. Linked to EDS2, Objective 3.4 Included in the HR Workforce Strategy The Quality Strategy The Security Advisory Group 'Prejudice Free' Dorset Hate Crime multiagency Group
6	KF 26. Percentage of staff experiencing	White 19.40%	White 21%	Key area of focus that needs to be responded to.	From the vision and purpose, Dorset HealthCare follows a set of principles that might be considered unwritten rules or norms of our

	harassment, bullying or abuse from staff in last 12 months	Visible BME 21.36%	Visible BME 22%	<p>We are keen to understand where the Trust sits in line with National Benchmarking.</p> <p>An additional BME Staff Survey has been circulated to see what barriers to engagement BME Staff are experiencing and to encourage more BME Staff to complete the Annual Staff Survey. 3% in 2016-17 which will be a contributing factor in the % for the WRES</p>	<p>organisation. This includes Being Responsible and accountable for our actions and Being Kind to Each Other.</p> <p>Linked to EDS2, Objective 3.4 Included in the HR Workforce Strategy The Quality Strategy The Security Advisory Group</p> <p>'Prejudice Free' Dorset Hate Crime multiagency Group</p>
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	<p>White 90.99%</p> <p>Visible BME 82.35%</p>	<p>White 88%</p> <p>Visible BME 85%</p>	<p>This area will be monitored annually to ensure there is no increase in the gap between Staff Groups and to increase staff confidence and perception that the Trust does provide equal opportunities for career progression or promotion.</p> <p>An additional BME Staff Survey has been circulated to see what barriers to engagement BME Staff are experiencing and to encourage more BME Staff to complete the Annual Staff Survey. 3% in 2016-17 which will be a contributing factor in the % for the WRES</p>	<p>Linked to EDS2, Objective 3.4 Included in the Learning and Development Strategy</p>

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	<p>White 4.87%</p> <p>Visible BME 9.71%</p>	<p>White 5%</p> <p>Visible BME 11%</p>	<p>Results for individual questions are not split demographically. 5% of all staff answered yes to this question. Figures provided are for “KF28. % experiencing discrimination at work in last 12 months”</p> <p>This is an area of concern and specific actions will be developed to better understand this and put steps in place to monitor and reduce this gap in experience.</p> <p>An additional BME Staff Survey has been circulated to see what barriers to engagement BME Staff are experiencing and to encourage more BME Staff to complete the Annual Staff Survey. 3% in 2016-17 which will be a contributing factor in the % for the WRES</p>	<p>Linked to EDS2, Objective 3.4 Included in the HR Workforce Strategy The Quality Strategy The Security Advisory Group</p> <p>‘Prejudice Free’ Dorset Hate Crime multiagency Group</p>
<p>Board representation indicator For this indicator, compare the difference for White and BME staff.</p>					
9	Percentage difference between the organisations’ Board voting membership and its overall workforce.	<p>White -17.9%</p> <p>Visible BME 0.9%</p>	<p>White -26.0%</p> <p>Visible BME 7.9%</p>	<p>This reporting area has been changed from 2015-16 and both areas have been updated to reflect the current data collection process.</p> <p>Dorset HealthCare BME Workforce profile is 10.65% and using the criteria set by the WRES the Workforce profile for Visible BME Population is 5%</p>	

Report on the WRES indicators, continued

6. Are there any other 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 Co-ordinating Commissioner or by regulators when inspecting against the “well led domain.”

Any additional factors or data have been added to the table in the comments.

Information on the Trust workforce data sets for April 2016 – March 2017 are available on the Trust intranet and internet as part of the Public Sector Equality Duty Reporting.

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 to it. 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 the metrics. It may also identify the links with other work streams agreed at Board level such as EDS2.

A more detailed plan will be developed over the next year and linked to our

Trust Strategies and Annual Plans <http://www.dorsethealthcare.nhs.uk/about-us/corporate-documents/strategies-and-plans>

Equality and Inclusion Implementation Scheme <http://www.dorsethealthcare.nhs.uk/about-us/equality-and-diversity>

EDS2 Objectives <http://www.dorsethealthcare.nhs.uk/about-us/equality-and-diversity/equality-delivery-system>

The Plan will include the following:

- Process of Engagement for BME Staff including supporting the re-launch of the BME Staff Network as a focus group.
- Through the engagement process with BME Staff, try to understand their experiences to identify ‘what this means’. Look at supporting mechanisms, training and available options.
- Look at what these figures say about the Trust by national benchmarking against similar NHS Trusts.
- These results will be presented to the Trust Equality and Diversity Steering groups for comments and actions.
- Reflect the findings of the WRES in the annual Equality and Diversity Board report for comments and actions.

2016 Working on a total Staff Figure of 5615

2016	White Clinical	%	BME Clinical	%	White Non Clinical	%	BME Non Clinical	%		
Band 1	1	0.02%	0	0.00%	183	3.26%	5	0.09%		
Band 2	313	5.57%	20	0.36%	256	4.56%	6	0.11%		
Band 3	747	13.30%	63	1.12%	450	8.01%	14	0.25%		
Band 4	180	3.21%	6	0.11%	229	4.08%	3	0.05%		
Band 5	875	15.58%	51	0.91%	121	2.15%	8	0.14%		
Band 6	1055	18.79%	25	0.45%	72	1.28%	2	0.04%		
Band 7	442	7.87%	18	0.32%	76	1.35%	3	0.05%		
Band 8A	93	1.66%	1	0.02%	38	0.68%	0	0.00%		
Band 8B	28	0.50%	2	0.04%	21	0.37%	1	0.02%		
Band 8C	14	0.25%	0	0.00%	16	0.28%	0	0.00%		
Band 8D	5	0.09%	3	0.05%	6	0.11%	0	0.00%		
Band 9	1	0.02%	0	0.00%	1	0.02%	0	0.00%		
VSM	1	0.02%	0	0.00%	6	0.11%	2	0.04%		
Consultant	55	0.98%	14	0.25%	0	0.00%	0	0.00%		
Non-Consultant Career grade	28	0.50%	6	0.11%	0	0.00%	0	0.00%		
Trainee Grades	16	0.28%	5	0.09%	0	0.00%	0	0.00%		
M&D - Other	24	0.43%	4	0.07%	0	0.00%	0	0.00%		
Total	3878	67.07%	218	3.88%	1475	26.27%	44	0.78%	5615	100%

2017 Working on a total Staff Figure of 5792

2017	White Clinical	%	BME Clinical	%	White Non Clinical	%	BME Non Clinical	%		
Band 1	1	0.02%	0	0.00%	185	3.29%	10	0.18%		
Band 2	298	5.31%	22	0.39%	267	4.76%	4	0.07%		
Band 3	755	13.45%	81	1.44%	451	8.03%	15	0.27%		
Band 4	190	3.38%	10	0.18%	258	4.59%	4	0.07%		
Band 5	869	15.48%	48	0.85%	145	2.58%	7	0.12%		
Band 6	1099	19.57%	29	0.52%	83	1.48%	3	0.05%		
Band 7	466	8.30%	17	0.30%	71	1.26%	3	0.05%		
Band 8A	113	2.01%	3	0.05%	39	0.69%	1	0.02%		
Band 8B	29	0.52%	2	0.04%	21	0.37%	1	0.02%		
Band 8C	11	0.20%	0	0.00%	15	0.27%	0	0.00%		
Band 8D	6	0.11%	2	0.04%	6	0.11%	0	0.00%		
Band 9	1	0.02%	0	0.00%	1	0.02%	1	0.02%		
VSM	2	0.04%	0	0.00%	6	0.11%	1	0.02%		
Consultants	53	0.94%	13	0.23%	0	0.00%	0	0.00%		
Non Consultants Career grade	23	0.41%	7	0.12%	0	0.00%	0	0.00%		
Trainee Grades	14	0.25%	2	0.04%	0	0.00%	0	0.00%		
MD + Other	24	0.43%	4	0.07%	0	0.00%	0	0.00%		
Total	3954	70.42%	240	4.27%	1548	27.57%	50	0.89%	5792	100%

WRES Action Plan – September 2017

Action	Outcome	Due By	Progress Review	Lead
Adoption of the WRES Action Plan	To ensure that there is a consistent approach to working towards compliance for April 2018 and that the Trust is aware of this Action Plan and the requirement for further reporting.	September 2018	Draft plan to be agreed by the Equality and Diversity Steering Group and then sent to the Trust Board for confirmation. Once adopted the WRES Action Plan will be made public and shared on the Trust Internet and Intranet.	Communications Director Equality and Diversity Manager
Inclusion of the WRES Action Plan in the Trust Equality and Inclusion Implementation Scheme	Ensure the WRES is part of the Strategic Equality Objectives for the Trust Areas already included are: <ul style="list-style-type: none"> • HR Strategy – Workforce Recruitment and Retention Plan • Learning and development programmes • Estates - Improvement of Accessibility • Patient Experience and Liaison Service • Quality Account • Continuous Service development • Communication – Accessible Information Service 	Ongoing	3 year Equality and Diversity Objectives have been signed off by the Trust Board and includes further development of the WRES objectives.	HR Director Communications Director Locality Directors Equality and Diversity Manager

Action	Outcome	Due By	Progress Review	Lead
Make an assessment of the Trust position in terms of the WRES by benchmarking the results published by NHS England in January 2018	To look for 'Best Practice' and share methods of approaching similar issues.	Jan 2018	From the WRES report the Trust is in line with other similar organisations that provide community services and Mental Health. The largest area of concern is in Q17 where the difference between White and BME Staff is 2-3 times higher. A closer analysis will be made from the 2016-17 responses.	HR Director Equality and Diversity Manager
Further develop 'Unconscious Bias' training and information for Line Managers and recruitment staff.	A Cultural Awareness DVD has been purchased and made available on the Trust Intranet. This is being used as part of the Level 3 Equality and Diversity Training. Staff are also being signposted to this resource through the regular e-bulletin and HR matters newsletter.	April 2018	Additional awareness has been incorporated into Staff Recruitment and Interviewing Training. Monitor the evaluation of this training to ensure it meets the expectations of staff and develop further supporting tools as required.	Equality and Diversity Manager Learning and Development Team
Organise Staff engagement conversations and analysis with BME staff that includes discussion about secondment, Continuous Professional Development opportunities	To work towards increasing the level of satisfaction across this indicator BME Staff also feel supported by the Trust to take positive steps for career progression and remove any barriers perceived or otherwise.	April 2018	BME Staff feel supported by the Trust to take positive steps for career progression and remove any barriers perceived or otherwise. By the analysis of the Staff Survey results and feedback from engagement events.	HR Director Governing body Equality and Diversity Manager

Action	Outcome	Due By	Progress Review	Lead
To promote recruitment links for any future NED positions with organisations that support diversity	Share recruitment information through recognised diverse organisations and recruitment agencies	On Going	To sustain the BME representation at Board Level Establish links with local and national BME recruitment agencies	Board Recruitment Process Lead HR Services Equality and Diversity Manager
Ensure that a list of vacancies are periodically forwarded to organisations the support diversity	BME organisations are more aware of local vacancies and may encourage more applications from these communities	On Going	To increase the BME representation at Senior Management Levels in the Trust	HR Services Equality and Diversity Manager
Continue to monitor visible BME staff specifically on the 5,6,and 7 indicators of the WRES	Enable better understanding around areas to improve. Identify any trends in locations or staff groups Additional support for all visible BME staff through a Staff BME Network. Analysis of the additional BME Staff survey.	Dec 2018	Close monitoring of the Visible BME Staff Survey results 2017-18 and looking to make year on year improvements. Encourage BME Staff in particular to complete the Staff Survey to increase the % representation in the results.	HR Director Organisational Development Lead Equality and Diversity Manager
Retention interview of BME staff at same post or level for three years to evaluate reasons why they have not progressed and appraisal paperwork to include progression	This will help identify possible gaps in career progressions.	On Going	This will need to be built in to the Appraisal Process Guidance for managers and supporting information for all Staff. Close monitoring of the Staff turnover data. Close monitoring of the BME Staff take up of Career Progression Courses.	Learning and Development Locality Managers Services Managers

Action	Outcome	Due By	Progress Review	Lead
Collation of the WRES data	Forth year assessment	April 2018	Compare results to 2016 & 17	Equality and Diversity Manager ESR Systems Advisor
Publication of WRES report	To meet the NHS England requirements	August 2018	Set further objectives based on the comparison.	HR Director Equality and Diversity Manager