



## Annual Equality Diversity and Inclusion Report

1 April 2017 to 31 March 2018

### 1. Background

- 1.1 This report provides an overview of the action the Trust has taken in relation to the Equality, Diversity and Inclusion agenda during the period 1 April 2017 to 31 March 2018.
- 1.2 Members of the Education and Workforce Development Committee (EWDC) are asked to note the report and sign it off prior to publication on the King's Equality and Diversity intranet pages.

### 2. Strategy and Approach

- 2.1 The approach and key actions taken over the last year was shaped and influenced by a range of sources including the Trust's Diversity data sets, progress against Workforce Race Equality Standard key indicators, staff survey feedback, focus group feedback with nursing and Admin & Clerical staff and feedback from leadership engagement events.
- 2.2 This impact of this engagement activity resulted in the creation of a Diversity and Inclusion strategy to 2020 aimed at achieving the following twin priorities
  - better understanding the needs of our under-represented groups and
  - Cultivating and fostering a culture of inclusion in our workplaces.
- 2.3 During the period of this report and because of the key findings in paragraph 3 below we've prioritised action to staff members identifying as Black, Asian and Minority Ethnic (BAME)

although it should be noted that during the period of this report we have also engaged with disabled colleagues and those identifying as Lesbian, Gay or Bi-sexual (LGB).

### **3. Race Equality**

3.1 King's College Hospital has a very diverse workforce with 43% of staff declaring their ethnicity as Black, Asian or Minority Ethnic (BAME).

3.2 Having said that, our Diversity data shows that a lot of BAME staff are in the lower bands and that we have a 'glass ceiling' at grade 8C challenging for BAME staff to break through.

3.3 In addition to this, there has been an increase in the number of BAME staff reporting bullying and harassment and discrimination on the ground of race.

3.3 As a result, the Trust has taken several steps to address this including;

- setting up a BAME Network to give BAME staff a voice to express their concerns, share knowledge & best practice and celebrate key events on the Diversity calendar such as Black History Month in October;
- setting up a BAME Steering Group chaired by a Non-Executive Director to ensure that the department is making progress against the Workforce Race Equality Standard (WRES);
- piloting reverse mentoring to ensure that our senior leaders learn from the experiences of BAME staff.

3.4 As we enter a new financial year we will review the effectiveness of the BAME Network and Steering Group and evaluate the reverse mentoring pilot.

### **4. Sexual Orientation**

4.1 The LGBT Network was instrumental in organising PRIDE 2017. The LGBT Network created the 'OUTstanding' brand to support the march along with a visible social media campaign.

4.2 49 staff attended the PRIDE march and all participants provided positive feedback about the day.

### **5. Disability Equality**

5.1 We have taken initial steps to re-launch a Disability Network in King's. During the period of this report, one meeting has taken place and at this meeting it was agreed that meetings should be held monthly and that a Terms of Reference should be developed to formalise the roles, responsibilities and structure of the Network.

## **6. Gender Equality**

- 6.1 As part of new legislation introduced during the period of this report employers with over 250 staff are required to report their gender pay gap, bonus pay gap and pay data by quartile.
- 6.2 Our analysis of the data shows that in King's we have a 23.6% mean gender pay gap and a 17.75% median pay gap and on average males are paid £6.71 more than females in the upper pay quartile.
- 6.3. In addition to this, males receive more bonuses (Clinical Excellence Awards) than females but females receive a higher mean bonus pay per annum than males by 13.54%.
- 6.4. As this is the first time the Trust has carried out this analysis, the Trust has committed to carrying out further analysis to address the findings in the 2016/17 Gender Pay Gap Report.

## **7. Next Steps**

- 7.1 The Diversity and Inclusion strategy sets out our ambition for Equality Diversity and Inclusion to 2020 which essentially will involve the following
  - continuing to make progress against all 9 key indicators of the Workforce Race Equality Standard
  - to grow the Disability Network and report progress against the Workforce Disability Equality Standard
  - To address the key findings of the Gender Pay Gap Report
  - To put in place a programme of work which will reset the cultural values and expectations across the Trust