Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

King's College Hospital NHS Foundation Trust

Date of report: month/year

June 2016

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

Dawn Brodrick, Executive Director of Workforce Development

Name and contact details of lead manager compiling this report

Rob Eames, Associate Director of HR (rob.eames1@nhs.net / 0203 299 4848)

Names of commissioners this report has been sent to (complete as applicable)

Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)

Unique URL link on which this Report and associated Action Plan will be found

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

Faith Boardman, Non-Executive Director, Chair of Education and Workforce Development Committee (Board Sub-Committee)

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

No

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

The template has been completed in line with the guidance for the specific years, the 2016 WRES data set is therefore more complete (i.e more detailed) than the 2015 data set.

2. Total numbers of staff

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

11,628

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

43%

3. Self reporting

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

97% (3% have 'not stated' or 'undefined') - Staff report their ethnicity via the NHS Jobs application process or the "new starter" form when they commence a role with the Trust

b. Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity

No

c. Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity

A potential data cleanse exercise/census is being discussed for all data held on the Trust Electronic Staff Record (Payroll and HR Information System)

4. Workforce data

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

1st April 2015 to 31st March 2016

5. Workforce Race Equality Indicators

Please note that only high level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES Action Plans.

	Indicator	Data for reporting year	Data for previous year	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, compare the data 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.	Clinical staff Bd 2 = 61% BME Bd 3 = 56% BME Bd 4 = 36% BME Bd 5 = 52% BME Bd 6 = 41% BME Bd 7 = 31% BME Bd 8a = 23%	34.6%	The clinical workforce has a higher percentage of staff from BME backgrounds than in the non-clinical staff group. King's has an extremely diverse workforce overall and the number of staff from a BME background has increased since last year. There are some really positive percentages of BME staff in all grades of staff in the clinical and non-clinical workforce. The	
2	Relative likelihood of staff being appointed from shortlisting across all posts.	White = 0.19 BME = 0.10 Relative likelihood of White staff being appointed from shortlisting compared to BME	37%		The future action is listed in the WRES 2016 Improvement Plan.
3	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.	White = 0.004 BME = 0.011 BME Staff are disproportionately represented by 2.75 times in the formal trust	2014/15 95 Formal Cases 61% BME 34% White 4% 'Unknown'		The future action is listed in the WRES 2016 Improvement Plan.
4	Relative likelihood of staff accessing non-mandatory training and CPD.	White = 1.006 BME = 0.999 Relative likelihood of White and BME staff accessing non-mandatory training and CPD	2014/15 Staff Accessing Training: 55% White 42% BME	Access to training for BME Staff is the same as for non-BME.	

Report on the WRES indicators, continued

	Indicator	Data for reporting year	Data for previous year	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
	National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for White and BME staff.				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White 35% BME 32%	White 38% BME 32%	King's has a "zero tolerance" approach to harassment, bullying and abuse from patients, relatives or the public.	
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White 29% BME 31%	White 25% BME 30%	The Trust is currently reviewing and updating it's Dignity at Work policy.	
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White 82% BME 87%	White 88% BME 78%	It is positive to see that King's staff feel this way about career progression and promotion.	
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	White 6% BME 5%	White 9 BME 12	The Trust is currently reviewing and updating it's Dignity at Work policy.	
	Board representation indicator For this indicator, compare the difference for White and BME staff.				
9	Percentage difference between the organisations' Board voting membership and its overall workforce.	-36%	2014/15 Trust Board Ethnicity: 11 White British 1 White Irish		The future action is listed in the WRES 2016 Improvement Plan.

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

Note 2. Please refer to the WRES Technical Guidance for clarification on the precise means for implementing each indicator.

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

No

7. Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.

The King's WRES Improvement Plan is attached.

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