The Workforce Race Equality Standards

The Workforce Race Equality Standard (WRES) requires NHS organisations to demonstrate progress against nine race equality indicators. The report aims to show any differences in how white staff, and black and minority ethnic (BAME) staff, are treated. This is to help the Trust taken action where needed to address this. The report has been accompanied by an improvement plan which gives more detail about how progress will be made.

Our Results

WRES Indicator Number	WRES Indicator Question	2019 Score	2018 Score	2017 Score	2016 Score
INDICATOR 1 **(REPRESENTATION)** *Source: ESR*	% of BAME staff employed in organisation	46.51%	46.18%	45.06%	43%
INDICATOR 2 **(RECRUITMENT)** *Source: TRAC*	Relative likelihood of BAME staff being <u>appointed from shortlisting</u> across all posts compared to White Staff	White staff 2.41 times more likely to be appointed after shortlisting	White staff 1.79 times more likely to be appointed after shortlisting	White staff 1.78 times more likely to be appointed after shortlisting	White staff 1.84 times more likely to be appointed after shortlisting
INDICATOR 3 **(DISCIPLINARY PROCESS)** *Source: ER Tracker*	Relative Likelihood of staff entering the formal <u>disciplinary</u> process.	BAME staff 1.84 times more likely to enter the process	BAME staff 1.73 times more likely to enter the process	BAME staff 1.89 times more likely to enter the process	BAME staff 2.25 times more likely to enter the process
INDICATOR 4 **(NON MANDATORY LEARNING)**	Relative likelihood of BAME staff accessing non-mandatory training and CPD	White staff 0.96 more likely to access non mandatory training	White staff 0.99 more likely to access non mandatory training	White staff equally likely to access non mandatory training (1.00)	White staff equally likely to access non mandatory training (1.00)

Source: LEAP	compared to White Staff.				
INDICATOR 5 **(BULLYING AND HARRASSMENT EXPERIENCED FROM PATIENTS)** *Source: Staff Survey*	KF25. Percentage of BAME staff experiencing harassment, bullying or abuse from <u>patients</u>, relatives or the public in the last 12 months compared to White Staff.	39% of BAME staff reporting experiencing B&H from patients, relatives, public (compared to 40% of white staff)	37% of BAME staff reporting experiencing B&H from patients, relatives, public (compared to 38% of white staff)	33% of BAME staff reporting experiencing B&H from patients, relatives, public	32% of BAME staff reporting experiencing B&H from patients, relatives, public
INDICATOR 6 **BULLYING AND HARRASSMENT EXPERIENCED FROM STAFF** *Source: Staff Survey*	KF 26. Percentage of BAME staff experiencing harassment, bullying or abuse from <u>staff</u> in the last 12 months compared to White staff	35% of BAME staff reporting experiencing B&H from staff (compared to 33% of white staff)	37% of BAME staff reporting experiencing B&H from staff (compared to 30% of white staff)	34% of BAME staff reporting experiencing B&H from staff	31% of BAME staff reporting experiencing B&H from staff
INDICATOR 7 **CAREER PROGRESSION** *Source: Staff Survey*	KF21. Percentage of BAME staff believing that the Trust provides equal <u>opportunities for career progression and promotion</u>.	60% of BAME staff believe that the Trust provides equal opportunities for careers progression (compared to 82% of white staff)	61% of BAME staff believe that the Trust provides equal opportunities for careers progression (compared to 83% of white staff)	65% of BAME staff believe that the Trust provides equal opportunities for career progression	87% of BAME staff believe that the Trust provides equal opportunities for careers progression
INDICATOR 8 **DISCRIMINATION**	Q17. In the last 12 months have you personally experienced discrimination	21% of BAME staff feel discriminated against by manager/	22% of BAME staff feel discriminated against by manager/	17% of BAME staff feel discriminated against by manager/	5% of BAME staff feel discriminated against by manager

	at work from any of the following manager/team leader/or other colleagues.	team leader/other colleague (Compared to 10% of white Staff)	team leader/other colleague (Compared to 9% of white Staff)	team leader/other colleague	/team leader/other colleague
Source: Staff Survey					
INDICATOR 9 **BOARD LEVEL REPRESENTATI ON** *Source: ESR*	Percentage difference between the organisations board voting membership[and its overall workforce (only voting members are included)	White - 100.0% BAME - 0.0% Null - 0.0%# (-46.5%)	White - 100.0% BAME - 0.0% Null - 0.0% (-46.2%)	White - 100.0% BAME - 0.0% Null - 0.0%	White - 100.0% BAME - 0.0% Null - 0.0%

For more detailed information please visit the [WRES website.](#)

Our Action Plan

WRES Indicator Number	Actions	Actions Planned
INDICATOR 1 **(REPRESENTATION)**	1. Sponsor member of staff to undertake WRES Expert Programme (completed) 2. The Trust has appointed a member of staff to sit on WRES Frontline Forum (completed)	1. Continue to raise awareness of data through regular BAME Network Communication/ Conference
INDICATOR 2 **(RECRUITMENT)**	1. Launch unconscious bias e-learning for all recruitment panellists (launch October 2019)	1. To launch King's Jobs 2. To review guidance and process on panel diversity 3. Mandate unconscious bias training for recruitment panellists

	2. Review internal vacancies filling guidance to ensure all opportunities/vacancies are advertised locally before external publication (completed)	
INDICATOR 3 **(DISCIPLINARY PROCESS)**	1. Monthly monitoring of disciplinary cases entering the formal process (ongoing) 2. Pre – investigation checklist to be launch during April 2019 (completed)	1. Evaluation of Pre – investigation checklist 2. To integrate pre-investigation checklist into trust policy 3. To increase the use of mediation
INDICATOR 4 **(NON MANDATORY LEARNING)**	1. Targeted communication at BAME staff promoting training available on LEAP (completed)	1. Promote D&I training through SME network
INDICATOR 5 **(BULLYING AND HARRASSMENT EXPERIENCED FROM PATIENTS)**	1. Launch Not a Target Campaign (completed) 2. Re-launch B&H hotline as part of EAP provision (completed)	1. Continue with programme of listening events 2. To build on Not a Target Campaign
INDICATOR 6 **BULLYING AND HARRASSMENT EXPERIENCED FROM STAFF**	1. Run Listening events in areas where we have highest reported cases of B&H or invited in from Leaders/Managers (completed) 2. Re-launch B&H hotline as part of EAP provision (completed) 3. Closer working with Freedom to speak up Guardian (completed)	1. OD programme scoped

	4. Review Equal Opportunities policy to ensure statement makes clear that bullying from patients will not be tolerated (completed)	
INDICATOR 7 **<u>CAREER PROGRESSION</u>**	1. Launch Aspiring Matrons Programme in Nursing (completed) 2. CPO to run career development surgeries (completed) 3. BAME annual conference to have career development theme (completed) 4. Second cohort of reverse mentoring (completed)	1. BAME steering group to run career development surgeries with network 2. King's Jobs (career portal) to be launched 3. Explore options of reverse mentoring with Nottingham university (completed)
INDICATOR 8 **<u>DISCRIMINATION</u>**	1. Develop Employment Law training for Managers (completed) 2. Unconscious bias video learning available for all staff (completed)	1. Run Listening events in areas where highest reported cases of discrimination 2. Unconscious bias face to face training rolled out
INDICATOR 9 **<u>BOARD LEVEL REPRESENTATION</u>**	1. Diversity profiling of ALP (advanced leadership programme)	1. Develop High Potential Programme for Senior Leaders (Band 8C and above) 2. Explore head-hunter equality process