

**Workforce Race Equality Standard Progress
Report
July 1st 2016**

Name of provider organisation

Frimley Health Foundation Trust
Date of Report: MM/YYYY

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

Janet King, Director of HR and Corporate Services

Name and contact details of lead manager compiling this report

Najeeb Rehman, Equality and Diversity Manager

Names of commissioners this report has been sent to

This report will form part of our assurance which will be sent to Slough, Windsor, Maidenhead and Ascot CCGs

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

To be added in due course

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

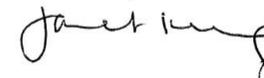
Frimley Health Website

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

Name: Janet King

Date 1st July 2016

Signature

**1. Background narrative****a. Any issues of completeness of data**

Due to the nature of the data relating to non mandatory training further analysis will be carried out and this report will be updated in the near future with the complete data

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

Comparison with previous years is not possible as Frimley Health came into being on October 1st 2014 as a result of Frimley Park Hospital acquiring Heatherwood and Wexham Park hospital

2. Total numbers of staff**a. Employed within this organisation at the date of the report**

8,666 staff

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

31.8%, (2773 headcount)

3. Self reporting

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

97.50%

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

Data validation of Electronic Staff Record (ESR) took place in 2014.

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

ESR data systems merged in early 2015 and data cleanse is ongoing

4. Workforce data

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

March 2015 – April 2016

5. Workforce Race Equality Indicators

For ease of analysis, as a guide we suggest a maximum of 150 words per indicator.

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 staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff.					
1	Percentage of BME staff in Bands 8-9, VSM compared with the percentage of BME staff in the overall workforce	White Staff : 78.3% BME Staff: 21.7%	White 73.6% BME 21.4%	It is apparent there is an under representation of BME staff at Senior Management levels. Options to address this have been put forward e.g. diversifying leadership cohorts, encouraging BME to apply for national Leadership Programmes	Link to Employment E&D Objective 2015 – 2019: Representation of protected groups in roles and grades:
2	Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.	White Staff : 0.15 BME Staff : 0.22 0.22/0.15 = 2.2 BME applicants 1.46 times more likely to be shortlisted than White applicants	White 0.22 BME 0.10	Data shows that there may be disproportionate outcomes for applicants from particular ethnicities e.g. Mixed Race. Ongoing audit of the recruitment at Bands 6, 7, 8a taking place and monitoring and reporting.	Link to Employment E&D Objective 2015 – 2019 Develop strategies to encourage more BME representation in senior roles (Band 7 and above)
3	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	White Staff: 0.0041 BME Staff: 0.0027 2015/16: BME staff 0.66 times more likely to enter disciplinary process. Two year rolling average figure: BME staff 1.03 times more likely to enter disciplinary process	White 0.005 BME 0.007 BME staff 1.4 times more likely to enter disciplinary processes	Ongoing trend analysis of ethnicity and pay banding and job role will enable the Trust to narrow further where necessary and appropriate outcomes for BME and White staff	Link to Employment E&D Objective 2015 – 2019 Track numbers of Disciplinary, Grievance and Capability cases by protected characteristic to ensure equality of treatment is applied for all staff

4	Relative likelihood of BME staff accessing non-mandatory training and Continuing Professional Development (CPD) as compared to White staff	Data not available as it is not held centrally. Further investigation will be taking place to acquire and report on the data	White Staff: 0.028 BME Staff: 0.032 0.032/0.028 = 1.14 BME staff 1.14 times more likely than White staff to access CPD training	The data for training favours BME staff in relation to the numbers trained and headcount of BME staff in the workforce.
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For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff.					
5	KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	White: 28% BME: 38%	White 31% BME 27%	BME staff have more negative perceptions on discrimination and physical violence from service users. Link to Employment E&D Objective 2015 – 2019 Reduce the incidence of harassment and discrimination reported by BME staff in the NHS Staff Survey e.g. utilise workplace resolution where appropriate and the Trust's independent Fair Treatment at Work Adviser Service Improve perception of BME staff regarding career progression opportunities as measured in the NHS Staff Survey.	
6	KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White: 17% BME: 29%	White: 29% BME: 29%	As above	
7	KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion	White: 91% BME: 80%	White 84% BME 71%	As above	
8	Q23. 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: 8% BME: 15%	White 12% BME 24%	As above	

Does the Board meet the requirement on Board membership in 9? No

9. Boards are expected to be broadly representative of the population they serve
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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.”**

Following the acquisition in October 2014, the ethnic diversity of the communities that Frimley Health serves across East Berkshire and North Surrey are in stark contrast to each other. Therefore it is difficult to establish accurately, how close senior management are representative of these communities. Nevertheless the Trust remains committed to promoting diversity at senior levels through ensuring opportunities for support, development and progression to higher levels continue to be open to all of our staff. Training data is not currently available.

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.**

As the Trusts annual Equality reporting cycle falls in July of each year, the employment equality compliance report and the summary document are currently both going through the approval process. These documents identify the Trust’s equality activity as it links to Equality Delivery System 2. Once these reports have been approved a link will be embedded into this document.