



Frimley Health
NHS Foundation Trust

Workforce Race Equality Standard Template

2017 Report

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 2017	Data for previous year 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
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	Band 8a: BME 15.3% Band 8b: BME 13.9% Band 8c: BME 10.3% Band 8d: BME 0% Band 9: BME 0%	Band 8a: BME 13.1% Band 8b: BME 14.8% Band 8c: BME 5.3% Band 8d: BME 0% Band 9: BME 0%	Ethnic diversity has increased at Bands 8a and Band 8c. Link to Trust Employment E&D Objective 2015 – 2019: Representation of protected groups in roles and grades EDS 2 Goal 3 A representative and Supported Workforce	
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 are 1.67 times greater to be appointed than BME staff	White Staff 1.89 times greater to be appointed than BME staff	Data for this year shows there has been improvement in employment for applicants from BME backgrounds. Link to Employment E&D Objective 2015 – 2019 Develop strategies to encourage more BME representation in senior roles (Band 7 and above) EDS 2 Goal 3 A representative and Supported Workforce Outcome 3.1	
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	BME staff are 1.14 times more likely to enter the formal disciplinary process, compared to White staff Rolling average applied: BME 1.09 times more likely	BME staff are 1.03 times more likely to enter the formal disciplinary process, compared to White staff	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 EDS 2 Goal 3: A representative and Supported Workforce, Outcome 3.4	

4	Relative likelihood of BME staff accessing non-mandatory training and Continuing Professional Development (CPD) as compared to White staff	White staff 1.07 times more likely than BME staff to access training	White staff 0.98 times more likely than BME staff to access training	The data required for this calculation is not held centrally and therefore does not include all the relevant data linked to CPD and professional development. The data which has been used relates to in house delivered leadership development programme. EDS 2 Goal 3: A representative and Supported Workforce, Outcome 3.3
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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: 26% BME 25%	White: 28% BME 38%	There has been a marked improvement in scores for BME staff. The Trust has a Fair Treatment at Work Advisers Service for staff to contact for any concerns. EDS 2 Goal 3: A representative and Supported Workforce, Outcome 3.4 & 3.6	
6	KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White: 21% BME 22%	White: 17% BME 29%	There has been a marked improvement in scores for BME staff. The Trust has a Fair Treatment at Work Advisers Service for staff to contact for any concerns EDS 2 Goal 3 A representative and Supported Workforce, Outcome 3.4 & 3.6	
7	KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion	White: 90% BME 78%	White: 91% BME 80%	There has been an improvement in scores for BME staff.	
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: 6% BME 12%	White: 8% BME 15%	There has been a marked improvement in scores for BME staff. EDS 2 Goal 3 A representative and Supported Workforce, Outcome 3.4 & 3.6	

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

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.”**
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.**