



**Frimley Health**  
NHS Foundation Trust

# **Workforce Race Equality Standard Report 2018**

### 3. 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 2018	Data for previous year 2017	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
<b>For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff.</b>					
1	Percentage of BME staff in Bands 8-9, VSM compared with the percentage of BME staff in the overall workforce	Band 1: 56.9% Band 2: 36.2% Band 3: 25.4% Band 4: 20.6% Band 5: 38.7% Band 6: 31.7% Band 7: 20.7% Band 8a: 17.6% Band 8b: 18.1% Band 8c: 8.6 % Band 8d: 13.3% Band 9: 0%	Band 1: 55% Band 2: 33.6% Band 3: 23.1% Band 4: 19.5% Band 5: 38.1% Band 6: 31.6% Band 7: 21.4% Band 8a: 15.3% Band 8b: 13.9% Band 8c: 10.3% Band 8d: 0% Band 9: 0%	The proportion of BME staff at Bands 8a, 8b and 8d have shown marked increases compared with the previous years figures  <b>Link to Employment E&amp;D Objective 2015 – 2019:</b> 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 : 0.24 BME Staff : 0.12  $0.234/0.123 = 1.90$ White applicants 1.90 times more likely to be shortlisted than White applicants	White Staff are 1.67 times greater to be appointed than BME staff	Trend analysis of the ethnic diversity of new starters at Heatherwood and Wexham Park and Frimley Park is underway to establish if the difference in the ethnic diversity of new starters at each hospital site is having a bearing on reporting for this indicator.	<b>Link to Employment E&amp;D Objective 2015 – 2019</b> 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: 0.0049 BME Staff: 0.0062 = 1.26  Rolling average applied: BME Staff 1.17 times more	Rolling average applied: BME 1.09 times more likely	<b>Link to Employment E&amp;D Objective 2015 – 2019</b> Track numbers of Disciplinary, Grievance and Capability cases by protected characteristic to ensure equality of treatment is applied for all staff	

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		likely to enter formal processes			
4	Relative likelihood of BME staff accessing non-mandatory training and Continuing Professional Development (CPD) as compared to White staff	White staff 0.86 times more likely than BME staff to access training	White staff 1.60 times more likely than BME staff to access training	The data for 2018 now includes staff accessing CPD job related training. The data used for 2017 and previous years' submission related to in house leadership cohorts. Therefore it is not possible to carry out an accurate data comparison between 2018 and 2017.	

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<b>For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff.</b>					
5	KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	White Staff: 26% BME Staff: 26%	White Staff: 26% BME Staff: 25%	The Trust has adopted the Social Partnership Forum's national recommendations and will implement a plan of action in partnership with staff and Staff Side representatives.  <b>Link to Employment E&amp;D Objective 2015 – 2019</b> 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 Staff: 21% BME Staff: 22%	White Staff: 21% BME Staff:	E&D objective as above	

			22%	
7	KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion	White Staff: 88% BME Staff: 78%	White Staff: 90% BME Staff: 78%	E&D objective 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 Staff: 7% BME Staff: 13%	White Staff: 6% BME Staff: 12%	E&D objective as above
<b>Does the Board meet the requirement on Board membership in 9? No</b>				
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.”**

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’s commitment to promoting diversity at senior levels is bearing fruit as shown in figures for Indicator 1.

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 were approved by the Trust Board. These documents identify the Trust’s equality activity as it links to Equality Delivery System 2 and can be found at the following link: <https://www.fhft.nhs.uk/about-us/equality-and-diversity/>