Agenda Item No.4

The Queen Elizabeth Hospital King's Lynn
NHS Foundation Trust

REPORT TO THE BOARD OF DIRECTORS IN PUBLIC

RESPONSIBLE DIRECTOR:	REPORT FOR:		IMPACT ON BUSINESS:		
Director of Human Resources	Decision		High	Med	Low
	Discussion		x		
	Information	x			
LEAD MANAGER:	**REPORT TYPE:**		**BAF REFERENCES & RAG:**		
Human Resources Business Partner	Strategic	x			
	Operational	x			
	Governance		**RELATED WORK: (PREVIOUS PAPERS TO COMMITTEE)**		
PEER ASSIST:	**PEER REVIEW:**				
Carly Matthews John Kneller					
CQC Domain: (safe, caring, effective, responsive, well-led)					

Meeting Date: 25th September 2018

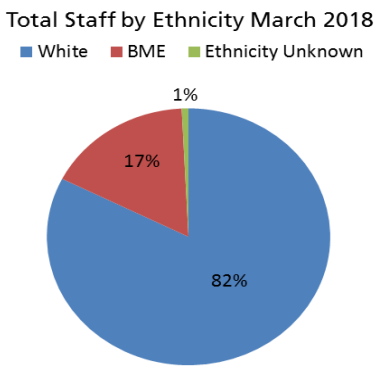
Report Title: NHS Workforce Race Equality Standard

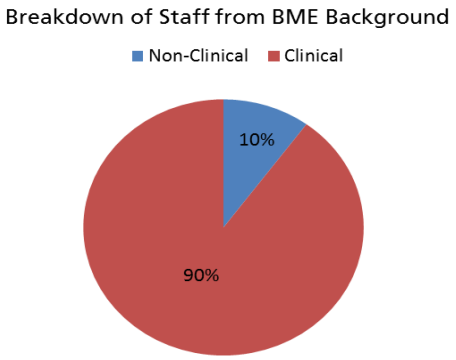
PURPOSE:

The Workforce Race Equality Standard (WRES) came into effect on 1st April 2015 with the aim to address inequality experienced by Black Minority Ethnic Staff (BME). WRES reports on workforce data and NHS Staff Survey indicators. The QEH has reported on the data for the last 3 consecutive years.

The workforce data of the report is compiled for the period 1st April 2017 - 31st March 2018, at which time there were 3727 members of staff. The Trust is required to publicise its WRES Report and Action Plan once agreed by the Board to address improvements in the workforce with respect to BME staff.

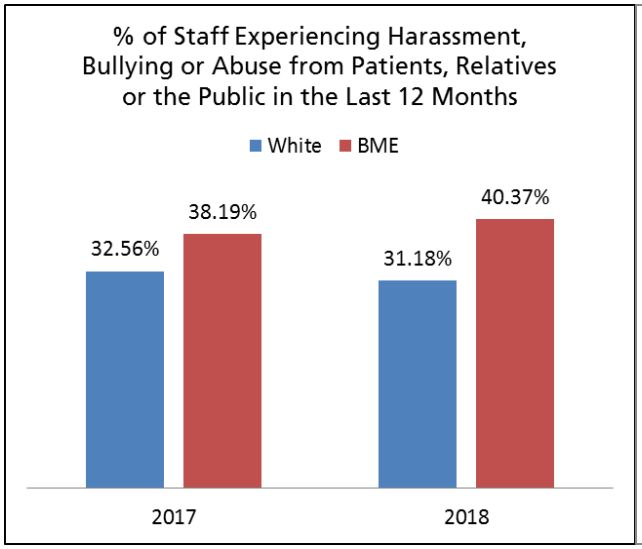
The key data has shown:

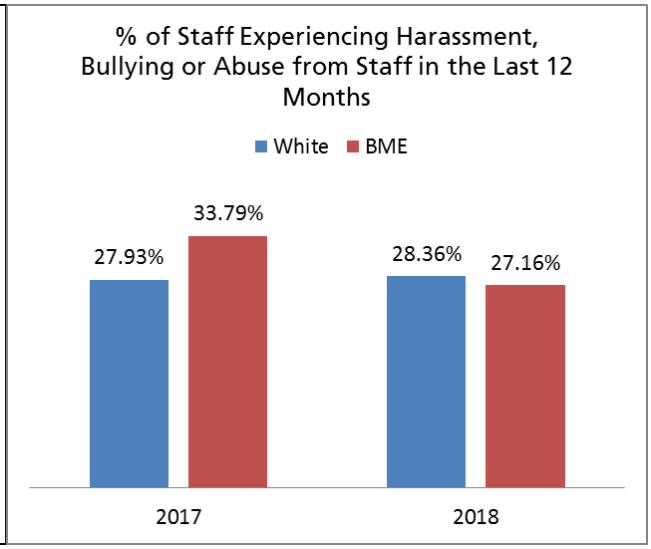


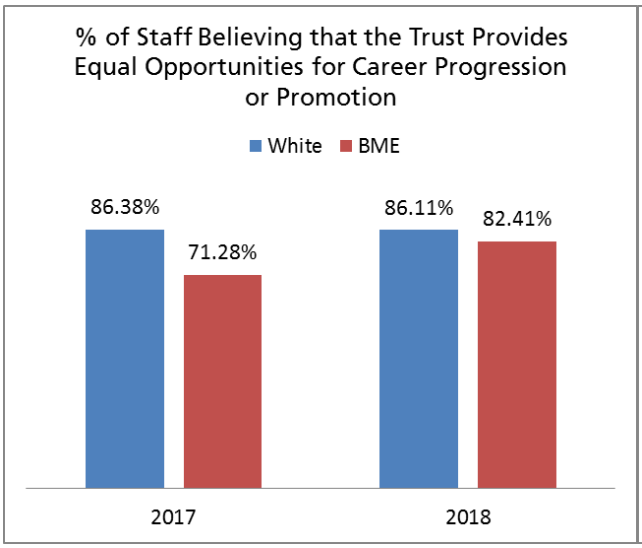


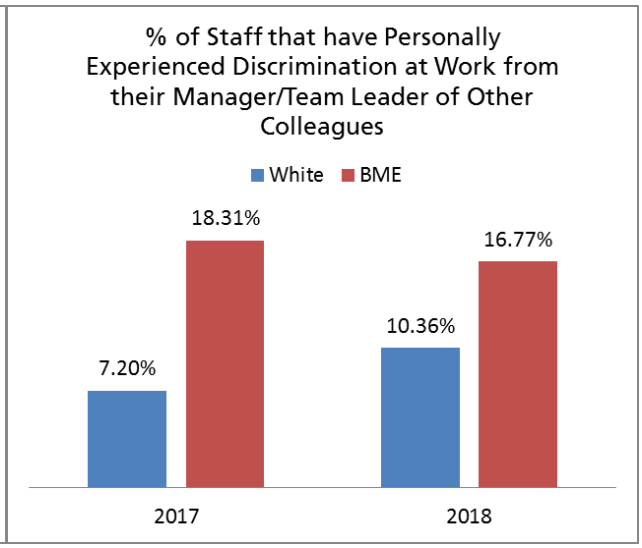
Additional Data

- The relative likelihood of BME staff entering the formal disciplinary process compared to white people is 1.84 times greater.









Our non-clinical Band 6 and above workforce has low BME representation with only 3 staff of BME background compared to 110 White staff.

The % of white staff experiencing harassment, bullying or abuse from the public in the last 12 months has decreased. Whilst there has been an increase of BME staff experiencing harassment, bullying or abuse of 2.18%.

The % of white staff experiencing harassment, bullying or abuse from staff in the last 12 months has increased whilst the number of BME staff has decreased by 6.63%.

The % of white staff believing that the Trust provides equal opportunities for career progression has marginally decreased by 0.27%. BME staff believing equal opportunities for career progression has increased by 11.16%. A significant improvement on 2017 expectations by our BME colleagues

The % of white staff that has personally experienced discrimination at work from their manager/team leader or other colleagues has increased in 2018 by 3.16%. For BME staff working in the Trust there has been a decrease of 1.54%.

To note the % of white staff experiencing discrimination from their manager or colleagues has increased. However for BME staff it has decreased in 2018.

The Trust Board membership remains at 0% BME compared to 17% BME of the overall workforce.

An action plan has been devised to include initiatives in promoting race equality within the organisation.

SUMMARY:

The Trust is required to publicise its WRES Report and Action Plan once agreed by the Board to address improvements in the workforce with respect to BME staff.

RISK ASSESSMENT (CROSS-REFERENCE WITH RISK REGISTER WHERE APPROPRIATE):

Strategic / External	Operational/ Organisational	Financial	Clinical	Legal/ Regulatory	Reputational / Patient Experience
√	√	√	√	√	√

RECOMMENDATION/S:

To publicise the report on the Trust Website together with agreed improvement plans seeking to deliver equality within the organisation and address the inequality experienced by Black Minority Ethnic Staff [BME].

NHS
The Queen Elizabeth Hospital King's Lynn
NHS Foundation Trust

Workforce Race Equality Action Plan 2018/19

	Indicator	Action Plan	Lead	Timescales
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.**	*We work to establish a BME talent Pool: identifying opportunities for exposure, secondments and development.* *Recruiting managers must demonstrate how they will address inequality issues when recruiting via value based questions.*	Recruitment/HR/ Training & Development. Recruitment/HR/ Training & Development.	April 2019 April 2019
2.	**Relative likelihood of staff being appointed from shortlisting across all posts.**	*Review the selection and recruitment training using the values of the organisations, including training on unconscious bias for recruiting managers.*	Recruitment/Training	April 2019
3.	**Relative likelihood of BME staff entering the formal disciplinary process compared with White staff**	Where practical *we will be introducing a new approach to* include a Senior BME clinician or Manager on Formal Disciplinary Panels where appropriate	HRBP/Medical Director	Ongoing
4.	**Relative likelihood of staff accessing non-mandatory training and CPD**	*The trust has a strong desire to develop BME employees and align our values to positively influence the organisation culture.*	**Training/OD**	Ongoing

		Continuing monitoring access to non – mandatory training. Review allocation of funding per ethnic background.	**Training/OD**	On-going
5.	**Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.** **White 38.19%** **BME 40.37%**	*We will identify initiatives to develop a BME staff Network that supports BME to address the impact of experiencing racism in the workplace.* *We will establish a Lived Experience Group to offer support to address the impact of experiencing racism in employment.* *BME will have access to effective support to improve their health and wellbeing [development of trust organisational development plan]* Publication of signed of "Tackling Bullying and Harassment" poster. Increase E&D Compliance	**HR/Staff Side** **HR/Staff Side** **Training/OD and Occupational Health** **Board Members/Staffside/ HRBP** **E&D Lead**	Ongoing Ongoing Ongoing October 2018 Ongoing
6.	**Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months**	*We will establish a Lived Experience Group to offer support to address the impact of experiencing racism in employment*	**OH/HR/Recruitment/ communications**	Ongoing

	White 33.79% **BME 27.16%**			
7.	**Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.** **White 71.28%** **BME 83.41%**	*This has been an improved percentage – investigate what changes have occurred to reflect this*	**HR/OD**	December 2018
8.	**Percentage of staff that have experienced discrimination at work from their manager/team leader or other colleagues.** **White 18.31%** **BME 16.77%**	*The trust will establish Lived Experience Group to provide a 'safe place' for staff to discuss discrimination and access support.* *We will map out a vision of the future by meaningfully engagement with staff to counter discrimination towards staff in the workplace.*	**HRD/HR** **HRD/HR**	Ongoing Ongoing
9.	**Percentage difference between the organisation Board voting membership and its overall workforce.** **Trust Board membership includes 0% BME background compared to 17% BME background of the overall workforce.**	*The Board will take positive action to encourage minority groups to apply for vacancies.*	**Board**	Ongoing