

Workforce Race Equality Standard (WRES) 2019

1. Name of organisation

County Durham and Darlington NHS Foundation Trust

2. Date of report

Month: September

Year: 2019

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

Morven Smith Director of Workforce and OD

4. Name and contact details of lead manager compiling this report

Pat Winter Workforce Experience Officer

5. Names of commissioners this report has been sent to

North Durham, DDES and Darlington CCG's

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

Complete as applicable.

Helen Muscroft, DDES CCG's

7. Unique URL link on which this report and associated Action Plan will be found

<https://www.cddft.nhs.uk/about-the-trust/equality-and-diversity.aspx>

8. This report has been signed off by on behalf of the board:

Name: Morven Smith Director of Workforce and OD

Date: September 2019

Background narrative

9. Any issues of completeness of data

A Comparatively small number of unknown/ null data relating to ethnicity of current staff still exist

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

The 2018 Staff Survey no results as response rate was too small

11. Total number of staff employed within this organisation at the date of the report (March 2019)

7103

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

5.9% (FTE)

13. The proportion of total staff that have self-reporting their ethnicity?

5.9% (FTE)

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

Fully implemented Employee Self Service

Full roll out of ESR employee portal complete - training has been offered to all Trust staff.

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

An action is included within the WRES Action Plan to encourage staff to update their personal information in ESR via Employee Self Service

Workforce data

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

April 2018 to March 2019

Workforce Race Equality Indicators

17. 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. Organisations should undertake this calculation separately for non-clinical and for clinical staff.

Data for reporting year **March 2019** Data (Headcount)

Pay band	Non Clinical		Clinical	
	% White (of White Workforce)	% BME (of BME workforce)	% White (of White Workforce)	% BME (of BME workforce)
Under B1	0.00%	0.00%	0.00%	0.00%
B1	0.04%	0.00%	0.00%	0.00%
B2	9.70%	0.07%	11.39%	0.45%
B3	6.26%	0.07%	5.10%	0.04%
B4	2.50%	0.03%	2.07%	0.03%
B5	2.40%	0.03%	20.90%	1.50%
B6	1.70%	0.01%	13.60%	0.30%
B7	0.80%	0.01%	7.00%	0.16%
B8a	0.75%	0.00%	1.40%	0.01%
B8b	0.31%	0.00%	0.20%	0.00%
B8c	0.18%	0.00%	0.06%	0.00%

B8d	0.07%	0.00%	0.01%	0.00%
B9	0.00%	0.00%	0.00%	0.00%
VSM	0.11%	0.00%	0.06%	0.03%
Consultants			2.20%	1.68%
Senior medical managers			0.10%	0.01%
Non-consultants career grades			0.56%	0.70%
Trainee grade			1.20%	0.30%
Other			0.60%	0.45%

- 97.15% of staff have recorded their ethnicity
- The figures referenced in the above tables do not include the small percentage of staff who have not shared their ethnicity, they have been excluded for the purposes of the data capture

Data for reporting year **March 2018** Data (Headcount)

Pay band	Non Clinical		Clinical	
	% White (of White Workforce)	% BME (of BME workforce)	% White (of White Workforce)	% BME (of BME workforce)
Under B1	0.0%	0.0%	0.00%	0.0%
B1	2.1%	0.0%	0.8%	0.5%
B2	7.5%	0.07%	12.1%	0.5%
B3	6.3%	0.13%	4.9%	0.03%
B4	2.6%	0.06%	2.2%	0.06%
B5	1.5%	0.04%	20.0%	1.3%
B6	1.05%	0.01%	13.0%	0.5%
B7	0.86%	0.01%	7.0%	0.09%
B8a	0.82%	0.0%	1.3%	0.01%
B8b	0.39%	0.0%	0.2%	0.0%
B8c	0.21%	0.0%	0.06%	0.0%
B8d	0.09%	0.0%	0.01%	0.0%
B9	0.13%	0.0%	0.09%	0.0%
VSM	0.11%	0.0%	0.07%	0.01%
Consultants			2.10%	1.6%
Senior medical managers			0.09%	0.01%
Non-consultants career grades			0.8%	0.8%
Trainee grade			1.3%	0.7%
Other			0.2%	0.0%

18. Relative likelihood of staff being appointed from shortlisting across all posts.

Data for reporting year: 2019	Data for previous year: 2018
White 8.6%	White 8.8%
BME 7.2%	BME 11.0%

There is virtually no difference in relation to the likelihood of white staff being appointed compared to BAME staff, however there is a **3.8%** increase in the number of BAME staff appointed in **2019** compared to **2018**.

19. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.

Data for reporting year 2019:	Data for previous year 2018:
White 0.5%	White 0.7%
BME 0.7%	BME 0.5%

There continues to be very little difference in relation to the likelihood of BAME staff entering the formal disciplinary process, compared to that of white staff between the 2018 and 2019 results.

20. Relative likelihood of staff accessing non-mandatory training and CPD.

Data for reporting year 2019:	Data for previous year 2018:
White 90.0%	White 98.3%
BME 98.5%	BME 97.5%

There is a higher percentage of BAME staff accessing non mandatory training and CPD compared to white staff in the **2019** results compared to the **2018** figures.

Workforce Race Equality Indicators

21. KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

Data for reporting year 2018: **Data for previous year 2017:**

White: 32%	White: 30%
BME: 0%	BME: 27%

The information for indicator 5 shows an increase in white staff who have experienced harassment, bullying or abuse from patients, relatives or the public in the 2018 results compared to 2017. We are unable to do a comparison for BAME staff as the response rate for the 2018 staff survey was too small.

- Ethnic Minority Staff Network Group continues to grow and engage in raising awareness
- Corporate objective in place

22. KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.

Data for reporting year 2018: **Data for previous year 2017:**

White: 24%	White: 24%
BME: 0%	BME: 32%

There is no difference in the results for 2018 for white staff that have experienced harassment, bullying or abuse from patients; we are unable to do a comparison for BAME staff as the response rate for the 2018 staff survey was too small.

To continue to develop and promote the #100 Faces campaign

23. KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.

Data for reporting year 2018: **Data for previous year 2017:**

White: 91%	White: 90%
BME: 0%	BME: 85%

There is very little difference in the results for 2018 for white staff who believe that the Trust provides equal opportunities for career progression or promotion; we are

unable to do a comparison for BAME staff as the response rate for the 2018 staff survey was too small.

24. Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues.

Data for reporting year 2018:

White:

7%

BME:

0%

Data for previous year 2017:

White:

7%

BME:

14%

There is no difference in the results for 2018 for white staff that have personally experienced discrimination at work from their manager/ team leader or other colleagues; we are unable to do a comparison for BAME staff as the response rate for the 2018 staff survey was too small.

The continued development of the Ethnic Minority Staff Network group this forum will form a vehicle for staff to raise and escalate any issues raised around issues of discrimination, bullying and harassment, careers progression etc.

Workforce Race Equality Indicators

25. Percentage difference between the organisations' Board voting membership and its overall workforce.

Data for reporting year 2018/19:

White:

100%

BME:

0%

Data for previous year 2017/18:

White:

100%

BME:

0%

100% of the Board members are white. This compares to a white population in County Durham of 96%.

Continue to encourage applications from minority groups in all adverts for vacancies in the Trust

26 Are there any other factors or data which should be taken into consideration in assessing progress?

To continue to develop the Strategic ED&I Group in order to drive the ED&I agenda and establish priorities for the coming year.

To continue to further develop an ED&I engagement group which is responsible for actively driving the ED&I agenda across the wider organisation into all ward, service areas and departments.

27 Organisations should produce a detailed WRES action plan, agreed by its board. It is good practice for this action plan to be published on the organisation's website, alongside their WRES data. Such a plan would elaborate on the actions summarised in this report, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at board level, such as EDS2. You are asked to provide a link to your WRES action plan in the space below.

<https://www.cddft.nhs.uk/about-the-trust/equality-and-diversity/workforce-race-equality-standard.aspx>