

Report to: Quality and Safety Committee
Paper number:
Report for: Approval to publish
Date: 24th September 2019
Report author/s: Debra Hall Equality, Diversity & Inclusion Lead
Report of: Sally Quinn, Director of Human Resources & Organisational Director
Fol status: Report can be made public

Strategic Aims Supported: *Early and effective Intervention / Helping People to live well / Research and innovation*
Cultural Pillar Supported: *We value each other / We Keep things simple/We are connected/ are empowered*

Title: Workforce Race Equality Standard (WRES) 2018- 2019 Report and Action Plan

Executive Summary

The NHS WRES was launched in April 2015, with all NHS organisations being required to publish data on an annual basis from the previous financial year and an action plan for the current year.

The Workforce Race Equality Scheme (WRES) action plan has been developed to ensure we focus on actions that will make a real difference to the experiences and treatment of Black and Minority Ethnic (BME) staff working within Camden and Islington NHS Foundation Trust (C&I). The standard requires NHS organisations to collect baseline information on nine indicators of workforce equality for ethnic minority staff, including representation on Boards and to publish annual updates on these metrics. Organisations that fail to make progress on these metrics will be in breach of the NHS standard contract and this will affect whether regulators judge them to be “well led.”

C&I WRES Key Findings for 2018/19

We have increased numbers of BME employees at 8a and above at C&I now sitting at 20% and increase of 5% in 12 months. We now have a WRES Expert who works one day per day per week on WRES matters and through encouragement more BME employees are reporting complaints of bullying and harassment which enables these concerns to be investigated and addressed.

Indicator 1

There is a positive trend with a further increase of representation of BME staff at Band 8a and above stretch the target for 2019/20. The target for 8a and above has been stretched to 25% for 2019/20.

Indicator 2

The Trust has not seen progress in this indicator with white staff still almost twice as likely to be shortlisted for interview during the recruitment process than their BME counterparts. Our work on BME recruitment at Band 6 and above should improve the career prospects for our BME workforce, the success of introducing this initiative will be closely monitored and reported back to the Workforce and Culture Programme Board and Quality and Safety Committee.

Indicator 3

There is an 8.6% increase (this is statistically significant) of BME staff entering into a formal disciplinary process than white staff for 2018/19, out of the 11 formal disciplinary cases in year 10 of these where BME staff. Our WRES Expert oversees all formal and informal cases, progress will be closely monitored as the Trust had made huge progress in 2017/18, it should be noted that a serious incident that involved four staff members has had a significant impact on this figure.

Indicator 4

The data in this indicator shows no significant variance over a four year period, what it does show is that BME staff are more likely to access CPD over their white counterparts. Whilst this is a positive finding and a large percentage of our qualified and unqualified nursing workforce is BME as a Trust we need to ensure that there is an equitable process for all staff having access to ongoing CPD.

Indicator 5

In comparison to 2017, there has been a decrease by 3 % (white staff) and an increase of 3% (BME staff) in experiencing bullying, harassment or abuse from patients, relatives or the public. This is going to be a particular area of focus for our WRES Expert working closely with our Nursing Executive team on Safer Wards. Our QI team are leading a large Violence and Aggression Reduction Collaborative across many of our inpatient units looking to roll this out to all wards.

Indicator 6

The likelihood of BME staff experiencing bullying, harassment or abuse from staff has increased 4% since 2017/18 and has increased 3% for white staff. What is more concerning is that statistically over the past four years the figure has risen year on year for BME by 10% while the figure for white staff has remained relatively flat. Initiatives that we have introduced have not made an impact and we are now seeking advice from other mental health Trusts who have made successful impacts in this area.

Indicator 7

The ratios for both white and BME staff are relatively static year on year. Whilst there was an increase of 1% increase of BME staff believing that the Trust provides equal opportunities for career progress or promotion in 2018/19 is not significant and this is an area where real improvement is required so that BME staff feel that they have career opportunities here at C&I. Our shared work with BEH on interview panels, mentoring and introducing a competency framework and provide career pathways will have an impact. This needs to be thoroughly communicated both Trust-wide but also through our BME network.

Indicator 8

The ratios for both white and BME staff are relatively static year on year with no significant progress so again an area of concern and focus for 2019/20. As in indicator 6, initiatives that we have introduced have not made an impact and we are now seeking advice from other mental health Trusts who have made successful impacts in this area.

Indicator 9

Build on the 1.6 % increase of Board voting membership of BME staff, this can only be impacted on by any requirement to recruit to either a new or existing Board level role.

It should be noted that in the actual WRES report main table we have four years of data, for the tables that follow we have three years data as the template for collection was significantly different in 2015 when the WRES commenced that data sets are not comparable.

Recommendation to the Trust Board

The Board is requested to:

Receive and accept the contents of this report and action plan for it to proceed to mandated publication by 27th September 2019.

Risk Implications

Risks are currently covered in the Risk Register

Finance Implications

N/A

Equality and Diversity Impact /Equality Impact Analysis

The WRES action plan and creation of a WRES Expert post will address workforce equality, diversity and inclusion issues for BME staff within the organisation.