Response ID ANON-R89M-8J8E-F

Submitted to **Workforce Race Equality Standard (WRES) reporting template**
Submitted on **2018-09-24 12:08:50**

Introduction

1 Name of organisation

Name of organisation:
Guy's and St Thomas NHS Foundation Trust

2 Date of report

Month/Year:
October 2017

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

Name and title of Board lead for the Workforce Race Equality Standard :
Julie Screaton, Chief People Officer

4 Name and contact details of lead manager compiling this report

Name and contact details of lead manager compiling this report:
Manal Sadik. Head of Equality, Diversity and Inclusion

5 Names of commissioners this report has been sent to

Complete as applicable::
Lambeth CCG

Workforce Race Equality Standard reporting template

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

Complete as applicable.:

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

Unique URL link on which this Report and associated Action Plan will be found:

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

Name::
Julie Screaton

Date::
31st August 2017

Background narrative

9 Any issues of completeness of data

Any issues of completeness of data:
N/A

10 Any matters relating to reliability of comparisons with previous years

Any matters relating to reliability of comparisons with previous years:
N/A

Self reporting

11 Total number of staff employed within this organisation at the date of the report:

Total nuber of staff employed within this organisation at the date of the report:
14493

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

Proportion of BME staff employed within this organisation at the date of the report:
34.3%

13 The proportion of total staff who have self reporting their ethnicity?

The proportion of total staff who have self–reported their ethnicity:
83.6%

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

Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity:
The Trust is rolling out HR Employee self service to all staff . This will allow for staff to update their personal and demographic information at any time. There is increased visibilty and communication regarding the equality and diversity which will support staff slef reporting.

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

Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity:
same as above

Workforce data

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

What period does the organisation's workforce data refer to?:
2016-2017

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:

non clinical bme bme % compared overall
0
1 389 68
2 216 46
3 516 48
4 266 34
5 168 39
6 83 31
7 79 25
8a 37 3
8b 16 11
8c 6 8
8d 2 5
9 1 7
vsm 2 6

clinical bme bme % compared overall

1 1 20
2 259 62
3 325 16
4 148 47
5 736 34
6 657 31
7 385 24
8a 87 1.7
8b 16 13
8c 9 11
8d 3 14
9 1 14
vsm 0 0

Data for previous year:
on WRES report

The implications of the data and any additional background explanatory narrative:
NA

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

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

Data for reporting year:
Relative likelihood of white staff being appointed from shortlisting compared to BME staff is 1.96

Data for previous year:
Relative likelihood of white staff being appointed from shortlisting compared to BME staff is 2.52 more likely

The implications of the data and any additional background explanatory narrative:
There is quite significant variance between clinical and non-clinical recruitment.
the new strategy alignes all practices.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

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:
Relative likelihood of BME staff entering the formal disciplinary process compared to white staff is 2.48

Data for previous year:
Relative likelihood of BME staff entering the formal disciplinary process compared to white staff is 2.9

The implications of the data and any additional background explanatory narrative:
There is a higher proportion and number of BME staff in the Band's where there is a greater representation of people entering a formal process. This would then mean the numbers broadly reflect the profile of BME/White British in those Bands

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
New

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

Data for reporting year:
relative likelihood of white staff accessing non mandatory training and CPD compared to white staff is 0.59

Data for previous year:
relative likelihood of white staff accessing non mandatory training and CPD compared to white staff is 0.97

The implications of the data and any additional background explanatory narrative:
better reporting needed.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
Better reporting strctures in place

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.

White:
29.34

BME:
22.19

White:
28

BME:
24

The implications of the data and any additional background explanatory narrative:
a full census is being carried out

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:
his has been included as an area for improvement for the Staff Survey Group led by a Trust NED. Parity has slightly improved accept for equality of opportunities for career progressong

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

White:
90

BME:
70

White:
91

BME:
71

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:
A comprehensive work plan has been developed to address the gap

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.

White:
6

BME:
11.47

White:
6

BME:
22

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:
A comprehensive work plan has been developed to address the gap

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

White:
22.49

BME:
26

White:
24

BME:
24

The implications of the data and any additional background explanatory narrative:
same as above

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

Workforce Race Equality Indicators

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

White:
79

BME:
21

White:

79

BME:

21

The implications of the data and any additional background explanatory narrative:

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Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

There has been significant work undertaken to improve the diversity of the Trust membership and Council of Governors.

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

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

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 workstreams agreed at board level, such as EDS2. You are asked to provide a link to your WRES action plan in the space below.

Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, 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 attach the WRES Action Plan or provide a link to it.:

A plan and approach to refreshing the objectives was agreed by Board in September 2016. This can be found under the Trust Board reports and minutes. A link will be provided on the equality and diversity page on the external facing website.