

Response ID ANON-R89M-8JJ9-N

Submitted to **Workforce Race Equality Standard (WRES) reporting template**
Submitted on **2019-09-24 15:58:59**

Introduction

1 Name of organisation

Name of organisation:

Guy's and St Thomas' NHS Foundation Trust

2 Date of report

Month/Year:

September 2019

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

4 Name and contact details of lead manager compiling this report

Name and contact details of lead manager compiling this report:

Manal Sadik
manal.sadik@gstt.nhs.uk

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.:

Lambeth CCG

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::

1st September 2019

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:

Non Statutory Mandatory training data is unreliable as applications rejected are not counted.

Self reporting

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

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

17,520

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:

41%

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

The proportion of total staff who have self-reported their ethnicity:

90%

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:

Reminders to specific groups of staff to improve self reporting. Included in ESR workshops. Increase in awareness around ethnicity and 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:

Further awareness, especially amongst senior levels where reporting is lower. Part of WDES awareness programme.

Workforce data

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

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

1st April 2018 to 31st 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:

Non clinical White BME

Band 1 84 479

Band 2 108 231

Band 3 195 315

Band 4 176 221

Band 5 164 175

Band 6 148 98

Band 7 182 94

Band 8 157 65

Band 8a 106 28

Band 8b 91 16

Band 8c 42 6

Band 8d 20 2

Clinical white BME

Band 1 1 0

band 2 111 309

Band 3 448 907

Band 4 384 463

Band 5 1264 1081

Band 6 1352 1039

Band 7 1360 593

Band 8 506 161

Band 8a 127 34

Band 8b 87 10

Band 8c 44 5

Band 8d 8 1

Data for previous year:

See last years WRES data and report

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:

Equality Diversity and Inclusion Strategy 2018-2020 and WRES action plan 2019 maps out the programmes of work in place to improve the WRES. In addition the People Strategy has objectives to improve career progression.

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

Data for reporting year:

Relative likelihood of white candidates being appointed from shortlisting compared to Black and Minority Ethnic candidates is 1.91. This is significant reduction upon last year.

Data for previous year:

Relative likelihood of white candidates being appointed from shortlisting compared to BME candidates is 2.26

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

Diverse Panels was initiated last year for senior posts. This is now being rolled through the organisation for all positions. Therefore we are expecting a year on year improvement.

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

Diverse Panel to continue and to be expanded to all roles and all levels.

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:

Black and Minority Ethnic staff 2.40 relative likelihood of entering the formal disciplinary process compared to white staff. An improvement upon last year.

Data for previous year:

Black and Minority Ethnic staff 2.55 relative likelihood of entering the formal disciplinary process compared to white staff.

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

Disciplinary Decision Tree questionnaire was initiated in December 2018.

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

The Disciplinary Decision tree questionnaire is in the process of being mapped out further. In addition further explorative work is taking place to combine Respect Others campaign of work. This work will align with the People Strategy objectives.

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

Data for reporting year:

The data has moved from 0.97 to 1.12 relative likelihood of white staff accessing non mandatory training and CPD.

Data for previous year:

0.97

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

The data is not very reliable or robust and does not provide an accurate narrative behind the data. Collection of data is not routinely done.

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

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:

30%

BME:

25%

White:

29%

BME:

21%

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:

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

White:

27%

BME:

29%

White:

23%

BME:

24%

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:

Awareness and training sessions on civility, respect others and how to effectively deal with unwanted behaviour.

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

White:

80%

BME:

67%

White:

88%

BME:

70%

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:

Equity of opportunity work programme.

Aspiration targets set to increase ethnic representation at senior levels.

Career workshops

Specific BAME development programme

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:

8%

BME:

17%

White:

6%

BME:

11%

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:

Speaking up and speaking out

Speaking truth to power

EIA carried out on policies

Workforce Race Equality Indicators

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

White:

29%

BME:

-19%

White:

29%

BME:

-18%

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:

Aspirational target

Career progression

recruitment process - Diverse panels

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.:

<https://www.guysandstthomas.nhs.uk/about-us/equality/reporting.aspx#na>