

## Workforce Race Equality Standard

### REPORTING TEMPLATE

Template for completion

<b>Name of provider organisation</b>	<b>Date of report; month/year</b>	
South West Yorkshire Partnership NHS Foundation Trust	Month: August	Year: 2020
Name and title of Board Lead for the Workforce Race Equality Standard		
Alan Davis, Director of human resources, organisational development and estates		
Name and contact details of lead manager compiling this report		
Claire Hartland, HR business manager, <a href="mailto:claire.hartland@swyt.nhs.uk">claire.hartland@swyt.nhs.uk</a> 07881 008185		
Names of commissioners this report has been sent to		
Wakefield CCG, Barnsley CCG, North Kirklees CCG, Greater Huddersfield CCG, Calderdale CCG., NHS North of England SCT		
Names and contact details of co-ordinating commissioner this report has been sent to		
Amanda Capper   Head of Contracts   NHS Barnsley Clinical Commissioning Group   <a href="mailto:Amanda.capper@nhs.net">Amanda.capper@nhs.net</a> Michael Bennett   Senior Contract Manager   NHS Calderdale & NHS Greater Huddersfield CCG   <a href="mailto:michael.bennett2@greaterhuddersfieldccg.nhs.uk">michael.bennett2@greaterhuddersfieldccg.nhs.uk</a> Rita Thomas   Head of Mental Health   NHS England, North of England Specialised Commissioning Team (Yorkshire & Humber Hub)   <a href="mailto:rita.thomas1@nhs.net">rita.thomas1@nhs.net</a>		
Unique URL link on which this report will be found		
<a href="https://www.southwestyorkshire.nhs.uk/about-us/performance/workforce-equality/">https://www.southwestyorkshire.nhs.uk/about-us/performance/workforce-equality/</a>		
This report has been signed off by Alan Davis, Director of human resources, organisational development and estates on behalf of the Board on 29.9.2020		

## Report on the WRES indicators

### 1. Background narrative

#### a. Any issues of completeness of data

No issues

#### b. Any matters relating to reliability of comparisons with previous years

No issues

### 2. Total numbers of staff

#### a. Employed within this organisation at the date of the report

There were 4411 staff employed by South West Yorkshire Partnership NHS FT as at 31<sup>st</sup> March 2020

#### b. Proportion of BME staff employed within this organisation at the date of the report

9.6% BME staff in the workforce as at 31<sup>st</sup> March 2020

### 3. Self reporting

#### a. The proportion of total staff who have self-reported their ethnicity

100% of staff have self-reported their ethnicity

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

The Trust uses ESR employee self-service which staff have been encouraged to use to self-report and check their own data. The reporting level is now at 100%

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

Self-reporting is currently at 100% but we plan to ask staff to check their personal data stored on ESR on an annual basis

#### 4. Workforce data

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

Years ending 2018/19 and 2019/20

## 5. Workforce Race Equality Indicators

Please note that only high level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES action plans

	Indicator	Data for reporting year	Data for previous year	Summary points
	For each of these four workforce indicators, the Standard compares the metrics for White & BME staff.			
1	Percentage of staff in each for the AfC bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Percentage of staff in each of the AfC bands 1-9- or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.	Please see Appendix 1	Please see Appendix 1	The number of BAME staff in the workforce has increased by headcount of 17, this equates to 0.1%. The total percentage BAME staff in workforce now 9.6%. (Total workforce 4411 at 31.3.20)
2.	Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts	1.55	1.08	The data shows that BME applicants are less likely to be appointed from shortlisting than white applicants.
3.	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation* *Note: this indicator will be based on data from a two year rolling average of the current year and the previous year	0.59	0.78	The average figure required by the Indicator shows that BME staff are less likely to enter a formal disciplinary process than White staff.
4	Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff	0.56	0.80	The data show that BME staff are more likely to access non-mandatory training and CPD than White staff. The data includes medical staff.

	Indicator	Data for reporting year		Data for previous year		Summary points
	<b>For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff</b>					
5.	KF25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	White	27.60	White	28.00	The 2019 staff survey was sent to all staff in the Trust. The response rate was good (1838 responded) at 45%. This is 5% higher than the previous year  2019 staff survey indicates that the BME staff who responded indicated they were more likely to experience harassment and bullying from service users and carers than white staff. This position has worsened since last year.
		BME	42.40	BME	32.40	
6.	KF26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White	19.90	White	19.10	2019 staff survey indicates that the BME staff who responded indicated they were more likely to experience harassment and bullying from staff than white staff. This position has improved since last year.
		BME	23.70	BME	28.40	
7	KF21. Percentage believing that the Trust provides equal opportunities for career progression or promotion	White	86.10	White	86.90	2019 staff survey indicates that the BME staff who responded indicated they were more negative regarding believing the Trust provides equal opportunities for career progression or promotion than white staff. This position has worsened since last year.
		BME	75.30	BME	81.30	
8	Q17b. 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	5.70	White	4.60	2019 staff survey indicates that the BME staff who responded indicated they were more likely to experience discrimination at work from their Manager/team leader or other colleagues than white staff. This position has worsened since last year.
		BME	10.30	BME	8.10	

	<b>Board representation indicator. For this indicator, compare the difference for white and BME staff</b>			
9	Percentage difference between the organisations Board membership and its overall workforce disaggregated by:			The Trust has 2 BME Board members. In 2020 have 1 less Exec board member compared to 2019 2020, 2 x BME, 6 x white. 2019, 2 x BME, 7 x white.
	Voting membership of Board	+ 7.1%	+ 7.2%	Reporting year White workforce 90.4% BAME workforce 9.6%
	Executive membership of Board	+15.4%	+15.5%	Previous year White workforce 90.5% BAME workforce 9.5%

Note 1: All provider organisations to whom the NHS Standard Contract applies are required to conduct staff surveys though those surveys for organisations that are not NHS Trusts may not follow the format of the NHS Staff Survey.

Note 2: Please refer to the Technical Guidance for clarification on the precise means of each indicator.

#### Report on the WRES indicators, continued

6. Are there any other factors or data which should be taken into consideration in assessing progress? Please bear in mind any such information, action taken and planned may be subject to scrutiny by the Co-ordinating Commissioner or by regulators when inspecting against the “well led domain”

The Trust also publishes a detailed Equality Workforce Monitoring Annual Report on our website, link at No 7 below. Progress regarding the Equality agenda is monitored by the Trust Board at the Equality and Inclusion Committee

The Trust provides secure services across Yorkshire and Humber which has a different population make up compared to that of its local services.

7. If the organisation has a more detailed Plan agreed by its Board for addressing these and related issues you are asked to attach it or provide a link to it. Such a plan would normally elaborate on the steps summarised in

section 5 above setting out the next steps with milestones for expected progress against the metrics. It may also identify the links with other work streams agreed at Board level such as EDS2

The Trust has developed a WRES workforce 4 point action plan, please see link below:

<https://www.southwestyorkshire.nhs.uk/about-us/performance/workforce-equality/>