

Response ID ANON-DH32-FNXG-4

Submitted to **Workforce Race Equality Standard (WRES) reporting template - 2017**
Submitted on **2018-10-15 12:34:39**

Introduction

1 Name of organisation

Name of organisation:

North Somerset Community Partnership

2 Date of report

Month/Year:

August 2018

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 :

Jenny Turton, Director of People & OD

4 Name and contact details of lead manager compiling this report

Name and contact details of lead manager compiling this report:

Eugenie Mellon, Recruitment & Operational Manager

01275 546813

eugenie.mellon@nhs.net

5 Names of commissioners this report has been sent to

Complete as applicable::

David Harris, Senior Equality Advisor

NHS South, Central and West Commissioning Support Unit

0117 984 1587

Workforce Race Equality Standard reporting template

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

Complete as applicable.:

David Harris, Senior Equality Advisor

NHS South, Central and West Commissioning Support Unit

0117 984 1587

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:

<https://www.nscphhealth.co.uk/about-us/equality-diversity-and-human-rights>

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

Name::

Jenny Turton, Director of People and Organisational Development

Date::

15/10/18

Background narrative

9 Any issues of completeness of data

Any issues of completeness of data:

10 Any matters relating to reliability of comparisons with previous years

Any matters relating to reliability of comparisons with previous years:

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:

822 (including bank workers)

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:

3.16%

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

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

94.64%

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:

Monthly reports are produced from the Electronic Staff Record (ESR) to check the completeness of data held on all protected characteristics. Any gaps in the data are identified and individuals are asked to provide the data (unless they have specifically indicated that they do not wish to do so).

In Quarter 4, the company undertook a review of its approach to E, D & I and one of the actions is to increase/improve the level of self-reporting by ethnicity

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:

NSCP rolled out ESR Self-service within the last 12 month allowing employees to view the personal information held on them. The functionality also permits the ability to securely and confidentially amend your own personal data such as ethnicity along with other protected characteristics therefore we hope this will help improve the quality of information held.

In Quarter 4, the company undertook a review of its approach to E, D & I and one of the actions is to increase/improve the level of self-reporting by ethnicity

Workforce data

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

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

July 2018

Workforce Race Equality Indicators

17 Percentage of staff in each salary range of £10k compared with the percentage of staff in the overall workforce. Very Senior Managers (VSM) salaries generally begin at £100k (including executive Board members). Organisations should undertake this calculation separately for non-clinical and for clinical staff.

Data for reporting year:

Clinical

Banding BME White Not Stated/Not Given

AFC Band 2 8.3% 83.3% 8.3%

AFC Band 3 1.0% 94.9% 4.1%

AFC Band 4 2.0% 94.1% 3.9%

AFC Band 5 3.0% 91.9% 5.2%

AFC Band 6 1.6% 90.9% 7.5%

AFC Band 7 3.5% 93.0% 3.5%

AFC Band 8a 0% 94.7% 5.3%

AFC Band 8b 0% 60.0% 40.0%

VSM 0% 100.0% 0%

Consultant 100.0% 0% 0%

Spot Salary 0% 100.0% 0%

Student Nurse 0% 100.0% 0%

Non-Clinical

Banding BME White Not Stated/Not Given

AFC Band 1 22.2% 77.8% 0%

AFC Band 2 3.2% 90.3% 6.5%

AFC Band 3 0% 97.1% 2.9%

AFC Band 4 0% 85.7% 14.3%

AFC Band 5 6.7% 93.3% 0%

AFC Band 6 0% 100.0% 0%

AFC Band 7 10.0% 90.0% 0%

AFC Band 8a 11.1% 88.9% 0%

AFC Band 8b 0% 100.0% 0%
AFC Band 8c 0% 50.0% 50.0%
VSM 11% 88.90% 0%
Spot Salary 33.3% 66.7% 0%

Data for previous year:

Data for 2017:

CLINICAL

Percentage of BME staff in each pay band:

AFC Band 2 13.33%
AFC Band3 0.00%
AFC Band4 2.22%
AFC Band5 2.10%
AFC Band 6 1.14%
AFC Band7 3.57%
AFC Band8a 5.88%
AFC Band8b 0.00%
VSM 0.00%
Consultant 100.00%
Spot salary 0.00%
Student Nurse 100.00%

Non -Clinical

Percentage of BME staff in each pay band:

AFC Band 1 15.38%
AFC Band 2 3.23%
AFC Band 3 0.00%
AFC Band 4 0.00%
AFC Band 5 0.00%
AFC Band 6 0.00%
AFC Band 7 18.18%
AFC Band 8a 0.00%
AFC Band 8b 0.00%
AFC Band 8c 0.00%
Director 0.00%
Spot salary 20.00%

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:

An action within the ESD2 action plan was to reduce the number of undefined ethnic origins for the total workforce to 5%. The introduction of the monthly reports in section 14 to capture missing protected characteristics has secured a 100% return. However, only 94.64% of staff have a defined origin code as a number of employees have selected they do not wish to disclose their ethnicity.

The percentage of employees with a defined origin code has increased from 93.79 to 94.64% over the last 12 months.

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

Data for reporting year:

Number of shortlisted applications: White = 710 , BME = 66
Number appointed from shortlisting: White =107 , BME = 13
Relative likelihood of shortlisting/appointed: White = 0.15, BME = 0.20
Relative of likelihood of white staff being appointed from shortlisting compared to BME staff (0.15/0.20) is therefore 0.75 times greater.

Data for previous year:

Number of shortlisted applications: White = 536, BME = 37
Number appointed from shortlisting: White = 91, BME = 2
Relative likelihood of shortlisting/appointed: White = 0.17, BME = 0.05
Relative of likelihood of white staff being appointed from shortlisting compared to BME staff (0.17/0.05) is therefore 3.4 times greater.

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

The data demonstrates that there has been an increase in the number of applications received from the BME communities which has led to an increase in the percentage of BME applicants being shortlisted and appointed compared to last years data. Whilst this is a positive step towards inclusion it still remain less likely that a BME applicant will be appointed in comparison to their white counterparts.

It should be noted that NSCP uses NHS Jobs to recruit staff which means that the Recruiting Managers do not know the ethnicity of the applicants at shortlisting stage as this is removed from their applications 'blind shortlisting'.

North Somerset has a very small BME population of approximately 3% and some candidates have chosen not to disclose their ethnicity therefore it is possible that there are more candidates from a BME background applying for posts at North Somerset Community Partnership.

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

North Somerset Council are working in partnership with NSCP to build relationships with a range of local groups representing protected characteristics to support inclusive engagement with the community of North Somerset.

A full review of our Equality, Diversity and Inclusion activity has been undertaken by an external consultant to support, progress and develop inclusion and an action plan has been developed as a result.

We continue to embed Values Based Recruitment techniques into our recruitment process and we have trained 100+ Recruiting Managers. The workshop raises awareness of bias to ensure our values are embedded into the culture of our company.

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:

Rolling two year period between July 2016 - July 2018

Workforce = White 752, BME 26

Number of staff entering the formal disciplinary process: white = 9; BME = 2

Likelihood of white staff entering the formal disciplinary process = 0.01

Likelihood of BME staff entering the formal disciplinary process = 0.07

Relative likelihood of BME staff entering the formal disciplinary process compared to white staff is therefore 7 times greater.

Data for previous year:

Rolling two year period between July 2015 - July 2017

Workforce = White 703, BME 22

Number of staff entering the formal disciplinary process: white = 8; BME = 0

Likelihood of white staff entering the formal disciplinary process = 0.01

Likelihood of BME staff entering the formal disciplinary process = 0

Relative likelihood of BME staff entering the formal disciplinary process compared to white staff is therefore 0 time greater

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

Whilst the relative likelihood of BME staff entering the formal disciplinary process has significantly risen within the last rolling 2 year period. It should be noted that the actual number of cases has increased and within the last 2 years it has remained very low at 2.

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

NSCP has an objective to become a more Inclusive employer and as part of this a review of the approach of E,D and I which included a thorough review of our HR policies and processes was conducted by external consultants to ensure our approach is inclusive to all.

As a result an action plan has been developed to address any recommendations. In particular the disciplinary policy has been reviewed and a number of amendments made including the panel makeup and designating a neutral commissioning manager for each case.

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

Data for reporting year:

Data 1st April 2017 - 31st March 2018

Number of staff in workforce: White =752 BME = 26

Number of staff accessing non-mandatory training and CPD: White =125 BME =1

likelihood of White staff accessing non-mandatory training and CPD is 0.16

Likelihood of BME staff accessing non-mandatory training and CPD is 0.03

Relative likelihood of white staff accessing non-mandatory training and CPD compared to the BME staff = 5.33 times greater

Data for previous year:

Data 1st April 2016 - 31st March 2017

Number of staff in workforce: White =703 BME = 22

Number of staff accessing non-mandatory training and CPD: White =120 BME =2

likelihood of White staff accessing non-mandatory training and CPD is 0.17

Likelihood of BME staff accessing non-mandatory training and CPD is 0.09

Relative likelihood of white staff accessing non-mandatory training and CPD compared to the BME staff = 1.8 times greater

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

The number of BME staff is very small and we have a number of employees who have chosen not to disclose their ethnicity (44 employees) therefore the reader should be mindful of this when drawing comparisons.

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

Where there are specific training and development opportunities identified for BME staff we will ensure these are communicated.

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:

21% of responses reported experiencing bullying, harassment or abuse from patients, relatives or the public within the staff survey. However the returns are anonymous so we cannot identify the ethnicity of the employees.

BME:

See above

White:

16% of responses reported experiencing bullying, harassment or abuse from patients, relatives or the public within the staff survey. However the returns are anonymous so we cannot identify the ethnicity of the employees.

BME:

See above

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

It should be noted the response rate for the staff survey was only 44% therefore readers should be mindful of this limitation.

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

NSCP continue to engage with staff to promote the benefits of completing the Staff survey so the company can respond to any areas requiring action or promote positive improvements. In addition, we continue to communicate with staff the different ways of raising concerns and who to contact.

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

8% of people reported experiencing bullying, harassment or abuse from staff in the last 12 months within the staff survey. However the returns are anonymous so we cannot identify the ethnicity of the employees.

BME:

See above

White:

13% of people reported experiencing bullying, harassment or abuse from staff in the last 12 months within the staff survey. However the returns are anonymous so we cannot identify the ethnicity of the employees.

BME:

See above

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

It should be noted the response rate for the staff survey was only 44% therefore readers should be mindful of this limitation.

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

NSCP continue to engage with staff to promote the benefits of completing the Staff survey so the company can respond to any areas requiring action or promote positive improvements. In addition, we continue to communicate with staff the different ways of raising concerns and who to contact.

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

The staff survey asks employees whether NSCP acts fairly with regard to career progression/promotion regardless of protected characteristics and 91% of the employees who responded agreed with this statement. However, the returns are anonymous so we cannot identify the ethnicity of the employees.

BME:

See above

White:

The staff survey asks employees whether NSCP acts fairly with regard to career progression/promotion regardless of protected characteristics and 90% of the employees who responded agreed with this statement. However, the returns are anonymous so we cannot identify the ethnicity of the employees.

BME:

See above.

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:****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:**

The staff survey highlights that 12% of employees reported experiencing discrimination within the work place and 8% was from Managers or colleagues. However the returns are anonymous so we cannot identify the ethnicity of the employees.

BME:

See above

White:

The staff survey highlight that 9% of employees reported experiencing discrimination within the work place and 7% was from Managers or colleagues. However the returns are anonymous so we cannot identify the ethnicity of the employees.

BME:

See above

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:**

NSCP continue to engage with staff to promote the benefits of completing the Staff survey so the company can respond to any areas requiring action or promote positive improvements. In addition, we continue to communicate with staff the different ways of raising concerns and who to contact.

Workforce Race Equality Indicators**25 Percentage difference between the organisations' Board voting membership and its overall workforce.****White:**

NSCP has 91.48% White Workforce and 9 of its 11 members of the board are of White origin. The percentage difference between the organisation's Board membership and its overall workforce will be 66.19%

BME:

NSCP has 3.16% BME Workforce and 1 of its 11 members of the board are of BME origin. The percentage difference between the organisation's Board membership and its overall workforce will be -33.81%

White:

100% white background on the Board including voting and non-voting Directors

BME:

0% BME background

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

The board membership representation of the workforce has improved in comparison to last years data.

Please note the Board membership is defined as voting and non-voting members and therefore includes the Staff Council Chair.

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

A Board member has been nominated as a Equality, Diversity & Inclusion Champion

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.:

NSCP are implementing E,D & I action plan 2018-2020 which will incorporate actions you would expect to be addressed in the WRES annual action plan.