

**Workforce Race Equality Standard Report  
July 1st 2015**

**Name of provider organisation**

Frimley Health Foundation Trust

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

Janet King, Director of HR and Corporate Services

**Name and contact details of lead manager compiling this report**

Najeeb Rehman, Equality and Diversity Manager

**Names of commissioners this report has been sent to**

This report will form part of our assurance which will be sent to Slough, Windsor, Maidenhead and Ascot CCGs

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

To be added in due course

**Unique URL link on which this report will be found (to be added after submission)**

Frimley Health Website

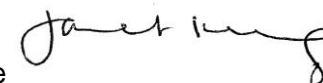
**This report has been signed off by on behalf of the Board on:**

Name: Janet King

Date

11<sup>th</sup> August 2015

Signature



**1. Background narrative**

**a. Any issues of completeness of data**

Due to the nature of the data relating to non mandatory training further analysis will be carried out and this report will be updated in the near future with the complete data

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

Comparison with previous years is not possible as Frimley Health came into being on October 1<sup>st</sup> 2014 as a result of Frimley Park Hospital acquiring Heatherwood and Wexham Park hospital

**2. Total numbers of staff**

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

8,591 staff

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

29.47%, (2532 headcount)

### **3. Self reporting**

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

97.20%

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

Data validation of Electronic Staff Record (ESR) took place in 2014.

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

ESR data systems merged in early 2015 and data cleanse is ongoing

### **4. Workforce data**

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

March 2014 – April 2015

## 5. Workforce Race Equality Indicators

For ease of analysis, as a guide we suggest a maximum of 150 words per indicator.

| Indicator  |  | Data for reporting year  | Data for previous year | Narrative – 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  |
|--|--|--|------------------------|--|---|
| For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff. |  |  |                        |  |   |
| 1  | Percentage of BME staff in Bands 8-9, VSM compared with the percentage of BME staff in the overall workforce   | White Staff : 73.6%<br>BME Staff: 21.4%  | White N/A<br>BME N/A   | It is apparent there is an under representation of BME staff at Senior Management levels. Options to address this have been put forward e.g. diversifying leadership cohorts | <b>Link to Employment E&amp;D Objective 2015 – 2019:</b><br>Representation of protected groups in roles and grades:   |
| 2  | Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.   | White Staff : 0.22<br>BME Staff : 0.10<br><br>0.10/0.22 = 2.2<br>BME applicants 0.45 times more likely to be shortlisted than White applicants | White N/A<br>BME N/A   | Data shows that there may be disproportionate outcomes for applicants from particular ethnicities e.g. Mixed Race. Ongoing monitoring and reporting will take place.         | <b>Link to Employment E&amp;D Objective 2015 – 2019</b><br>Develop strategies to encourage more BME representation in senior roles (Band 7 and above)   |
| 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 | White Staff: 0.005<br>BME Staff: 0.007<br><br>0.007/0.005 = 1.4<br>BME staff 1.4 times more likely to enter disciplinary process.              | White N/A<br>BME N/A   | Ongoing trend analysis of ethnicity and pay banding and job role will enable the Trust to narrow further where necessary and appropriate outcomes for BME and White staff    | <b>Link to Employment E&amp;D Objective 2015 – 2019</b><br>Track numbers of Disciplinary, Grievance and Capability cases by protected characteristic to ensure equality of treatment is applied for all staff |
| 4  | Relative likelihood of BME staff accessing non-mandatory training and Continuing Professional Development (CPD) as compared to White staff   | White Staff: 0.028<br>BME Staff: 0.032<br><br>0.032/0.028 = 1.14<br>BME staff 1.14 times more likely than White staff to access CPD training   | White N/A<br>BME N/A   | The data for training favours BME staff in relation to the numbers trained and headcount of BME staff in the workforce.  |   |

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|--|---|-------------------------|------------------------|--|--|
| For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff. |   |                         |                        |  |  |
| 5  | KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months                          | White 31%<br>BME 27%    | White N/A<br>BME N/A   | BME staff have more negative perceptions on discrimination and physical violence from service users.<br><br><b>Link to Employment E&amp;D Objective 2015 – 2019</b><br>Reduce the incidence of harassment and discrimination reported by BME staff in the NHS Staff Survey<br>Improve perception of BME staff regarding career progression opportunities as measured in the NHS Staff Survey |  |
| 6  | KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months  | White 29%<br>BME 29%    | White N/A<br>BME N/A   | As above   |  |
| 7  | KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion   | White 84%<br>BME 71%    | White N/A<br>BME N/A   | As above   |  |
| 8  | Q23. 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 12%<br>BME 24%    | White N/A<br>BME N/A   | As above   |  |
| <b>Does the Board meet the requirement on Board membership in 9? No</b>  |   |                         |                        |  |  |
| 9. Boards are expected to be broadly representative of the population they serve   |   |                         |                        |  |  |

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.”**

As the workforce data systems of two legacy organisations (Frimley Park & Heatherwood & Wexham Park) were merged earlier in 2015, it should be taken into consideration there is no historical baseline data for Frimley Health to reference against (previous to the acquisition date).

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.**

As the Trusts annual Equality reporting cycle falls in July of each year, the employment equality compliance report and the summary document are currently both going through the approval process. These documents identify the Trust’s equality activity as it links to Equality Deliver System 2. Once these reports have been approved a link will be embedded into this document.