Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

Holbrooks Health Team

Date of report: month/year

June 2018

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

Kerry J Crutchlow - CEO

Name and contact details of lead manager compiling this report

Julie Hadley, Corporate Manager, julie.hadley3@nhs.net, 02476 369907

Names of commissioners this report has been sent to (complete as applicable)

Coventry & Rugby CCG

Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)

Allyson Dean

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

https://www.hht-nhs.co.uk/

This report has been signed off by on behalf of the Board on (insert name and date)

Kerry J Crutchlow

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

First reporting year

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

n/a

2. Total numbers of staff

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

48

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

18.75% BME : 16.66% non reported : 64.59% White

3. Self reporting

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

16.66%

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

First report

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

All recruitment via nhs.jobs - self reporting optional

4. Workforce data

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

1st April 2017 to 31 May 2018

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	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 workforce indicators, compare the data for White and BME staff				
1	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.	52% - Clinical 48% Non- Clinical	N/A	None	None
2	Relative likelihood of staff being appointed from shortlisting across all posts.	100%	N/A	This will highly depend on the role and the employees skills and experience. All employees are encouraged to apply for appropriate vacancies	None
3	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.	1 employee has entered into the formal procedure from April 18	N/A	New KPI reporting procedures are now in place and this data will be available to report on from April 2018.	None
4	Relative likelihood of staff accessing non-mandatory training and CPD.	100%	N/A	All employees are encouraged to request non-mandatory training if its applicable to their role.	None

Report on the WRES indicators, continued

	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
	National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for White and BME staff.				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White 27.5% BME 3.44%	White BME	All staff are fully supported in relation to harassment & bulling by the general public. All serious incidents are fully investigated and appropriate action taken.	None
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White 0.00% BME 3.44%	White BME	The 3.44% equates to one person. No formal or informal grievance has been raised regarding harassment, bullying or abuse.	None
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White 48.27% BME 10.34%	White BME	All vacancies are now advertised internally as well as externally and where appropriate we encourage employees to apply for vacancies in order to progress and promote them.	None
8	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 0.00% BME 3.44%	White BME	The 3.44% equates to one person. No formal or informal grievance has been raised regarding discrimination.	None
	Board representation indicator For this indicator, compare the difference for White and BME staff.				
9	Percentage difference between the organisations' Board voting membership and its overall workforce.	20% BME 80% White		There are 5 Partners and Senior Executives	None

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

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

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

This is the first reporting year. All appropriate data will be collected and reporting on using Sage HR reporting tool. This information will be produced at approved intervals for the partnership.

7. 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.

The practice is currently going through a transformation period. As part of this change the Corporate Team will be responsible for producing detailed KPI's and monthly reports on Workforce Race Equality Standards. The Practice believes it already offers career opportunities to all ethnic backgrounds. However, moving forward there will be an agreed, reportable action plan to ensure accurate monitoring of supporting employees from all ethnic backgrounds having equal access to career opportunities and receive fair treatment in the workplace.

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