

Workforce Race Equality Indicators 2017 to be submitted 2018

	Indicator	Data for reporting year	National Result	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, the Standard compares the metrics for White and BME staff.			<p>The figures reported do NOT include bank staff.</p> <p>Ethnicity of the Trust is reported as 87.18% white British/white other, with 3.9% declaring to be BME</p>	<p>337, 696 - Population of East Riding (2016 ONS)</p> <p>3.8% non-white (2011 census)</p> <p>260,200– Population of Hull (2016 ONS)</p> <p>5.1% non-white (2011 census)</p> <p>604,900 – Population of North Yorkshire (2016 ONS)</p> <p>2.6% non-white (2011 census)</p>
1	Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of	<p>10.9% BME staff in 8-9 VSM</p> <p>3.9% BME staff in overall</p>	<p>BME staff in 8-9 VSM</p> <p>Mental Health 8%</p> <p>North 4%</p> <p>BME staff in overall workforce</p> <p>Mental Health</p>	The Trust percentage of BME staff in Bands 8-9 is higher than compared with percentage of the BME staff overall this can be attributed to the inclusion of senior medical staff, as this is the highest proportion of BME staff group in the Trust.	<p>A continuing Trust equality objective is to report on the findings from an annual review of NHS job applications across the protected characteristics.</p> <p>The data suggests that BME staff in senior medical appointments are well represented, but overall BME staff are not fully</p>

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	BME staff in the overall workforce	workforce	10.8% North 7.5		representative of the community we serve although this year has seen a small increase. The Trust is working towards taking positive action in recruitment and promotion of opportunities to improve this.																				
2	Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.	194 BME candidates shortlisted 19 BME candidates appointed Ratio 1.62	Mental Health 1.64 North 1.54	<div>The data is from NHS jobs 2 from April 2017 to March 2018. 6,894 applications were received. Of which:</div> <table><tr><th>Ethnicity</th><th>Applications</th><th>Shortlisted</th><th>Appointed</th></tr><tr><td>White/Other</td><td>6053</td><td>2152</td><td>335</td></tr><tr><td>BME</td><td>683</td><td>194</td><td>19</td></tr><tr><td>Undisclosed</td><td>158</td><td>45</td><td>7</td></tr><tr><td>Total</td><td>6894</td><td>2391</td><td>361</td></tr></table> <div>The data shows that there were more than 8 x the number of white to BME applications. 35.55% of white applicants were shortlisted with 15.57% of those appointed. 28.4% of BME were shortlisted with 9.79% of those appointed. This shows that the ratio</div>	Ethnicity	Applications	Shortlisted	Appointed	White/Other	6053	2152	335	BME	683	194	19	Undisclosed	158	45	7	Total	6894	2391	361	The ratio of shortlist to appointment is more favourable for white applicants compared to BME applicants. The Trust needs to consider positive action with regard to increasing the number of BME applicants. This could include BME only open days.
Ethnicity	Applications	Shortlisted	Appointed																						
White/Other	6053	2152	335																						
BME	683	194	19																						
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				between shortlisted candidates and appointed candidates is 1.62.	
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* *(two year rolling average of the current year and the previous year.	5.33% cases involving BME staff 94.66% staff involving non BME staff Ratio 1.29	Mental Health 1.73 North 1.27	The Trust reported 75 formal disciplinary cases from March 2017 to March 2018, of which 5.33% cases involved BME staff which is an improvement on last year's figure of 6.73% As the Trust ethnicity data shows 3.9% declaring to be of BME ethnicity the statistics suggest that BME staff are still more likely to be formally disciplined. This is compared to 94.66% of white staff disciplined when the Trust ethnicity data reports 87.18% white ethnicity. Whilst the proportion of White staff being formally disciplined is higher than the percentage employed by the Trust, the likelihood of BME staff being formally disciplined is much higher. However the figures indicate that some improvement is being made compared to last year.	The Trust continues to offer equality and diversity training through e-learning modules. Face to face packages to be developed. HR need to consider a review of the cases to understand the context and any themes of these cases for learning points to be addressed.

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4	Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff	94% of all staff with BME ethnicities accessed non mandatory training 97% of white staff accessed non mandatory training. Ratio 0.96	Mental Health 1.12 North 0.99	Relative likelihood of BME staff accessing non mandatory training as compared to their white colleagues is 0.96 <table><tr><th>WRES Category</th><th>Headcount</th><th>Enrolment Headcount</th><th>Ratio</th></tr><tr><td>BME</td><td>126</td><td>118</td><td>0.94</td></tr><tr><td>White</td><td>2344</td><td>2276</td><td>0.97</td></tr><tr><td>Z NULL</td><td>247</td><td>235</td><td>0.95</td></tr><tr><td>Z Not Stated/Not Given</td><td>61</td><td>59</td><td>0.97</td></tr></table>	WRES Category	Headcount	Enrolment Headcount	Ratio	BME	126	118	0.94	White	2344	2276	0.97	Z NULL	247	235	0.95	Z Not Stated/Not Given	61	59	0.97	All staff have equal access to training and the Trust has a panel approach to external study leave that supports all staff to access CPD. The data suggests that BME staff uptake for training places is broadly comparable to their white colleagues
WRES Category	Headcount	Enrolment Headcount	Ratio																						
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5	KF 25 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12	White 31% BME 33%	Mental Health 35.4 North 27.4	A review of the Staff Attitude Survey results for 2017 reports: <table><tr><td>Ethnicity</td><td>2017 score</td></tr><tr><td>White</td><td>31%</td></tr><tr><td>BME</td><td>33%</td></tr></table>	Ethnicity	2017 score	White	31%	BME	33%	The Trust continues to promote zero tolerance but is mindful of the patients we care for have physical and severe/enduring mental health needs and we also have patients in secure/forensic units. The Trust has a patient charter														
Ethnicity	2017 score																								
White	31%																								
BME	33%																								

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	months			<p>The data shows that BME staff are more likely to experience bullying/harassment from patients/public/relatives (33%) than their white colleagues (31%). The percentage of BME staff reporting harassment, bullying or abuse from patients, relatives and members of the public has stayed the same as last year but has risen by 1% for their white colleagues.</p>	<p>and has several examples of good practice and commendations for patient care published on the Trust internet/intranet site.</p> <p>The trust needs to consider a review of the data from this finding in order to understand the themes/context for learning points to be addressed</p>
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White 18% BME 27%	Mental Health 24.5 North 25.3	<p>The data shows a concern for bullying and harassment for both white and BME staff.</p> <p>Trust data shows 27% BME staff reported feeling bullied/harassed or abused by other staff as compared to 18% of white staff. This is a significant increase on 7% for BME staff and a reduction on 25% last year for white staff.</p> <p>The Trust needs to consider a review of the data for this finding in order to understand the themes/context for learning points to be addressed</p>	<p>The Trust has had 2 cohorts of its Leadership Programme which has promoted the behavioural framework.</p>
7	KF 21. Percentage believing that	White 89% BME 100%	Mental Health 75.9	<p>A review of the Staff Attitude Survey results for 2017 reports:</p>	<p>To trust continues to promote equal access to career</p>

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	trust provides equal opportunities for career progression or promotion		North 77.1	<table><tr><td>Ethnicity</td><td>2017 score</td></tr><tr><td>White</td><td>89%</td></tr><tr><td>BME</td><td>100%</td></tr></table> <p>The Trust reported 89% white staff and 100% BME staff believe the trust provides equal opportunities for career progression; however this is in the context that senior medical staff are the highest BME group in the Trust. There was also a slight increase in the number of white staff who reported that they believed that the Trust provided equal opportunities for career progression.</p>	Ethnicity	2017 score	White	89%	BME	100%	progression and promotion and this has proved successful. The positive score for BME staff could be due to the high proportion of BME staff in senior medical positions
Ethnicity	2017 score										
White	89%										
BME	100%										
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 8% BME 13%	Mental Health 12.6 North 13.4	<p>A review of the Staff Attitude Survey results for 2017 reports:</p> <table><tr><td>Ethnicity</td><td>2016 score</td></tr><tr><td>White</td><td>8%</td></tr><tr><td>BME</td><td>13%</td></tr></table> <p>Trust data shows that BME staff (13%) are more likely to experience discrimination at work than white staff (8%). These figures indicate an increase in discrimination for all staff as compared to last year.</p>	Ethnicity	2016 score	White	8%	BME	13%	<p>The Trust will continue to monitor the findings from the NHS National Staff Survey and the HR Governance Report to inform any future objectives for the Equality and Diversity Annual Report.</p> <p>The Trust is in the processes of establishing an Equality, Diversity and Inclusion network for staff with protected characteristics and</p>
Ethnicity	2016 score										
White	8%										
BME	13%										

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					<p>their interested allies.</p> <p>The E and D lead is to work with the HR Managers to share the findings of this report and action plan accordingly</p>
	Does the Board meet the requirement on Board membership in 9?	No			
9	Boards are expected to be broadly representative of the population they serve	0 BME on Exec Board	<p>Mental Health</p> <p>10%</p> <p>North</p> <p>6%</p>	<p>The Trust Executive Board is currently made up of 7 Executive Directors and 6 Non-Executive Directors of which no member of the Board is from a BME background.</p> <p>The local communities we serve: East Riding BME groups make up 3.8%. BME groups in Hull make up 5.1% of the community respectively.</p>	<p>The publication of this report to the Trust Board will raise awareness for future recruitment to reflect the ethnicity and background of the local communities within its Board Membership.</p>

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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.