Workforce Race Equality Standard (WRES) 2018-19 report

QVH is reporting on its workforce race equality standard using the national submission form for the 2018-19 financial year. It highlights that:

* The % of BME staff within the workforce has increased as a proportion of the total workforce from 14.2% to 14.8%. There has also been an increase in seniority of the BME workforce, with more senior managers at Band 8a and above from a diverse ethnic background
* There is a variation in the number of shortlisted applicants being appointed, with a 1.32 comparative likelihood (with 1 being an equal comparison). This is a decline from 1.17 in the previous year. This is based on a similar number of BME recruits as last year (n= 34 compared to 33 in 2017-18), but an increase in successful applicants from a white demographic (171 compared to 150 the previous year). Due to relatively low numbers, statistical significance is questionable
* No BME staff entered a formal disciplinary process within the reference period, compared to a relative likelihood of 2.94 the previous reference period and therefore an improvement. However with a small base (n=5 total cases, this remains statistically insignificant
* The relative likelihood of BME staff accessing non-mandatory training and CPD has changed significantly compared to last year (from variation of 1.03 to 0.65), showing those from a BME ethnicity are nearly twice as likely to access such training. More detailed analysis shows that 64% of the Trust’s BME workforce have engaged with the ‘Leading the Way’ leadership and management develop course, twice the proportion of the rest of the workforce. This will be a significant enabler in facilitating the BME workforce to obtain more senior roles.
* 8.3% of the Trust Board is from a BME background, compared to 14.8% of the QVH workforce, the same as the previous year. This results from a small number (n=12) of Board members
* From National Staff Survey findings:
  + The variation between white and BME staff experiences within the staff survey report continues to improve, with the gap shortening in all findings. In particular:
  + the percentage of staff reporting perceptions of harassment, bullying or abuse from patients, relatives or the public in last 12 months is 24.58% of White staff and 27.59% of BME staff (3% gap). This has improved since the 2017 National Staff Survey where 30.36% of BME staff reported such experiences (and where the gap was 8%)
  + BME staff continue to declare lower rates of experiencing harassment, bullying or abuse from staff in last 12 months – where 22.8% of BME staff reported such compared to 24.50% of White staff. However, the total numbers have worsened since the 2017 National Staff Survey where 17.85% of BME staff and 22.06% of White staff reported such experiences. Due to the statistically small number of such instances reported in the 2018 survey (10 BME staff), overall significance of the comparison is questionable. However the Trust’s zero-tolerance approach to such instances means this is still an area of concern.
  + The percentage of staff believing that QVH provides equal opportunities for career progression or promotion has declined for BME staff, so that 82.85% of BME staff agree compared to 90.17% compared to white staff. This is broadly comparable to the previous year’s data. Only 35 BME staff answered this staff survey question, so the variation relates to 2 BME staff experiences; this is not statistically significant, but is a gap that we wish to reduce.
  + The percentage of staff reporting perceptions of discrimination at work from their manager / team leader or other colleague improved compared to the previous year, so that 12.96% of BME staff believed such compared to 16.07% in 2017-18. This still compares poorly to the comparator White staff group reporting 4.11% in this year, so is an area for improvement.

What we will do in 2019/20

* Analyse staff perceptions of equal opportunities for career progression through the Clever Together platform to make targeted recommendations and an agreed plan
* Continue to support managers considering taking disciplinary action against all staff to ensure it is appropriate and justified in the circumstances
* Continue to offer management and leadership training to all staff, including a new route of qualification accredited by the Chartered Institute of Management, to ensure they understand the impact of management style and effective team management
* Continue to offer a ‘challenging conversations’ workshop, where managers are supported to have non-discriminatory conversations and understand the difference between assertiveness and inappropriate challenge
* Proactively promote advertising and recruitment to those from a BME background to increase the overall percentage of BME staff within the workforce

