Name of organisation

Mid Cheshire Hospitals NHS Foundation Trust

2. Date of report

July 2018

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

Linda Holland, Interim Director of Workforce and Organisation Development

4. Name and contact details of lead manager compiling this report

Natalie Wallace

HR Manager

Leighton Hospital

Middlewich Road

Crewe

CW1 4QJ

5. Names of commissioners this report has been sent to

NHS South Cheshire CCG and NHS Vale Royal CCG

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

Jacqueline Goodall, Quality Improvement Manager, NHS South Cheshire CCG and NHS Vale Royal CCG

Qurban Hussain, Equality and Inclusion Business Partner, Midlands and Lancashire CSU

7. Unique URL link on which this report and associated Action Plan will be found

TBC

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

Name: Transformation and People Committee

Date: 9th August 2018

9. Any issues of completeness of data

The time range for reporting in the WRES data report is ESR data as captured as at 31st March 2018.

There is little variance between the pre-populated data received from NHS England and the Trust verified data. We have re-checked our data and are confident in the figures produced.

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

Due to the Trust moving from Acute only in the 2017 staff survey to Combined Acute and Community in 2018, the 2017 findings are not reported for comparison for indicators 5-8.

11. Total number of staff employed within this organisation at the date of the report:

The head count as at 31st March 2018 is 4576

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

Total percentage for BME staff is 5.2% of the total workforce

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

97.9% of staff have self-reported their ethnicity

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

The Trust reports a high level of self-reporting by ethnicity and will continue to collate equality monitoring information during the recruitment process.

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

Promotional campaign to launch, to request that staff complete and update their monitoring information as part of the Employee Self Service implementation.

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

ESR data as at 1st April 2017 to 31st March 2018

17. Percentage of staff in each band compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.

Data for reporting year

Non Clinical Band	White	BME	Not Known
Band 1	1.60%	0.13%	0.00%
Band 2	11.32%	0.26%	0.26%
Band 3	7.04%	0.07%	0.09%
Band 4	4.15%	0.09%	0.11%
Band 5	1.64%	0.02%	0.02%

	White	BME	Not Known
Band 6	1.20%	0.00%	0.02%
Band 7	0.81%	0.02%	0.02%
Band 8a	0.90%	0.00%	0.00%
Band 8b	0.31%	0.02%	0.00%
Band 8c	0.09%	0.00%	0.00%
Band 8d	0.17%	0.00%	0.00%
VSM	0.13%	0.00%	0.00%

Clinical Band	White	BME	Not Known
Band 1	0.15%	0.00%	0.00%
Band 2	14.23%	0.70%	0.15%
Band 3	5.59%	0.13%	0.15%
Band 4	2.05%	0.07%	0.02%
Band 5	13.90%	1.18%	0.26%
Band 6	14.31%	0.52%	0.31%
Band 7	7.47%	0.15%	0.13%
Band 8a	2.25%	0.04%	0.02%
Band 8b	0.26%	0.00%	0.00%
Band 8c	0.08%	0.00%	0.00%
Band 8d	0.07%	0.00%	0.00%
VSM	0.00%	0.00%	0.00%

Consultants/NCCG/	White	BME	Not Known
Trainees/other	3.00%	1.75%	57.00%

Data for previous year

Non clinical band

Band 1 White 1.6% BME 0.06%

Band 2 White 11.9% BME 0.2%

Band 3 White 7.2% BME 0.1%

Band 4 White 4.5% BME 0.04%

Band 5 White 1.6% BME 0%

Band 6 White 1.3% BME 0%

Band 7 White 0.6% BME 0.02%

Band 8a White 0.6% BME 0.02%

Band 8b White 0.3% BME 0.02%

Band 8c White 0.04% BME 0%

Band 8d White 0.02% BME 0%

VSM White 0.11% BME 0%

Clinical band

Band 1 White 0.2% BME 0%

Band 2 White 15.3% BME 0.7%

Band 3 White 6.1% BME 0.2%

Band 4 White 2% BME 0.04%

Band 5 White 14.6% BME 1.1%

Band 6 White 15.3% BME 0.5%

Band 7 White 8.3% BME 0.1%

Band 8a White 2.1% BME 0.04%

Band 8b White 0.04% BME 0%

Band 8c White 0.4% BME 0%

Band 8d White 0.06 BME 0%

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

The majority of the workforce are white staff in clinical roles in bands 2, 5 and 6 (each accounts for 14% of the total workforce) which is the same as previous years. The highest proportion of BME employees are Consultants which account for 1.03% of the total workforce.

The report highlights that MCHFT has few BME people in senior positions (band 8 and above) working in the Trust, the same position as the previous year.

The Trust will look to engage with diverse communities and ensure that recruitment practices follow best practice. In addition the Trust will continue to seek training and development opportunities for BME staff via specific opportunities offered by the NHS Leadership Academy**.**

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

Data for reporting year - White staff are 1.46 times more likely to be appointed from shortlisting compared to BME staff (2017/18 data)

Data for previous year - White staff are 1.22 times more likely to be appointed from shortlisting compared to BME staff (2016/17 data)

The most recent findings show a slightly worsening position compared to the previous year.

From all BME applicants who were shortlisted, 18% were appointed. BME applicants who were short listed accounted for 13% of the total for the period 2017/18. BME applicants accounted for 8% of successful starters during this time period.

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

EDS2 Goal 3 Objective 3.1 Fair NHS recruitment and selection processes lead to a more representative workforce at all levels

One of the Trust's objectives for 2016-2020 is to encourage the recruitment conversion and progression rates of black, Asian and minority ethnic (BME) staff

Policies and guidance are available for all aspects of the recruitment and selection process providing comprehensive information and guidance for those undertaking recruitment and selection at the Trust. Recruitment and Selection training for managers covers unconscious bias and all recruiting managers are to attend training prior to undertaking the recruitment and selection process.

The Trust will continue to monitor detailed analysis of ethnicity patterns in recruitment at the Equality & Diversity Group and explore the use of focused sessions/surgeries to support BME applicantants.

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 - Based on a 2 year period April 2016- March 2018, BME staff were 1.65 times more likely than White staff to enter the formal disciplinary process

Data for previous year - Based on a 2 year period April 2015- March 2017 BME staff were 1.70 times more likely than white staff to enter the formal disciplinary process

This indicator is measured over a 2 year period as defined in the WRES contract.

The data demonstrates that a disproportionate number of BME staff are being processed though the disciplinary system in relation to white members of staff, although there has been a slight improvement compared to the previous year.

The Trust will continue to monitor staff who enter into the disciplinary process and will provide an annual disciplinary by ethnicity profile report to equality and diversity group to determine any outlying trends, in addition to ensuring managers provide rationale for decision making.

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

Data for reporting year - White staff are 0.44 times more likely to access non mandatory training than their BME counterparts

Data for previous year - White staff are 0.72 times more likely to access non mandatory training than their BME colleagues

It is noted that one staff member may have attended more than one training session and have several training sessions attributed to them.

There has been an improvement in the likelihood of BME staff accessing non mandatory training during 2017/18 compared to the previous reporting period.

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

EDS2 Goal 3 Objective 3.3 Training and development opportunities are taken up and positively evaluated by all staff

The Trust continues to promote equal access to career progression opportunities. Analysis of ethnicity patterns in training reports will be monitored at the Trust Equality & Diversity Group.

21. KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

Data for reporting year: White 24.39% BME 33.33%

Data for previous year: N/A

It has not been possible to compare the most recent 2017 staff survey to the previous year due to the Trust type changing from Acute only to Combined Acute and Community. A third of BME staff who completed the survey reported that they had experienced harassment, bullying or abuse from patients.

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

EDS2 Goal 3 Objective 3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source

Further promotion is required on the 'zero tolerance' campaign so that all who use services are aware of expectations and consequences and to enable to Trust to be more proactive where members of the public are violent and aggressive towards our staff.

The Trust is to explore the equality monitoring of staff reporting violence and aggression by members of the public to enable more robust monitoring to identify trends.

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

Data for reporting year: White 21.49% BME 32.26%

Data for previous year: N/A

Again, it has not been possible to compare the 2017 staff survey results to the previous year however the reporting year shows a difference of over 10% in the experiences between white and BME staff.

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

EDS2 Goal 3 Objective 3.4 When at work, staff are free from abuse, harassment, bullying and violence from any source

EDS2 Goal 4 Objective 4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free of discrimination

The Trust has a number of actions planned to focus on our staff values and behaviours and tackling bullying such as the introduction of new equality and diversity training for managers and a revised , bullying and harassment policy with training to support, which link in with the values of the Trust to reinforce these amongst Trust employees.

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

Data for reporting year: White 92.87% BME 84.21%

Data for previous year: N/A

Again, it has not been possible to compare the 2017 staff survey results to the previous year due to the change in Trust sector however less BME staff than white staff feel the Trust provides equal opportunities. The Trust will continue to support equal access to career development for existing staff providing opportunity to move into higher banded roles.

The Trust will continue in robust equality monitoring of staff accessing career progression opportunities.

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.

Data for reporting year: White 6.75% BME 20%

Data for previous year: N/A

One fifth of BME staff have reported that they have experienced discrimination at work from other staff members.

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

EDS2 Goal 4 Objective 4.3 Middle managers and other line managers support their staff to work in culturally competent ways within a work environment free of discrimination

The Trust has a number of actions planned to focus on our staff values and behaviours such as the introduction of new equality and diversity training which will also link in with the values and expected behaviours of the Trust.

25. Percentage difference between the organisations' Board voting membership and its overall workforce.

Data for reporting year:

White: Board voting profile White 100% - Total workforce White 92.68%

BME: Board voting profile BME 0%- Total workforce BME 5.16%

Data for previous year:

Board voting profile White 100%

Board voting profile BME 0%

There has been no change to this indicator since the previous year

A WRES action plan will be produced to address any areas of concern identified in the findings.