

## Appendix 7

### 2021 WRES DATA AND ACTION PLAN V2

| INDICATOR  | 31st March 2019                   |       |                   | 31st March 2020 |       |                   | 31st March 2021 |        |                    |  |                            |
|--|-----------------------------------|-------|-------------------|-----------------|-------|-------------------|-----------------|--------|--------------------|--|----------------------------|
| 1) Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce | WHITE                             | BME   | ETHNICITY UNKNOWN | WHITE           | BME   | ETHNICITY UNKNOWN | WHITE           | BME    | ETHNICITY UNKNOWN/ |  |                            |
|  | <b>1a) Non Clinical workforce</b> |       |                   |                 |       |                   |                 |        |                    |  | <b>ACTION PLAN 2021/22</b> |
| Band 1   |                                   |       |                   |                 |       |                   |                 |        |                    |  |                            |
| Band 2   | 81.4%                             | 5.9%  | 12.8%             | 81.6%           | 6.9%  | 11.5%             | 89.4%           | 5.88%  | 4.71%              |  |                            |
| Band 3   | 84.6%                             | 10.6% | 4.8%              | 85.3%           | 13.8% | 0.9%              | 83.8%           | 14.17% | 2.08%              |  |                            |
| Band 4   | 80.7%                             | 10.2% | 9.1%              | 91.0%           | 6.7%  | 2.2%              | 82.7%           | 13.46% | 3.85%              |  |                            |
| Band 5   | 77.8%                             | 13.0% | 9.3%              | 75.9%           | 19.0% | 5.2%              | 78.6%           | 17.14% | 4.29%              |  |                            |
| Band 6   | 83.3%                             | 10.4% | 6.3%              | 85.5%           | 12.7% | 1.8%              | 74.1%           | 15.52% | 10.34%             |  |                            |
| Band 7   | 87.0%                             | 8.7%  | 4.4%              | 84.3%           | 13.7% | 2.0%              | 84.0%           | 12.00% | 4.00%              |  |                            |
| Band 8A  | 100.0%                            |       |                   | 93.3%           | 6.7%  |                   | 100.0%          |        |                    |  |                            |
| Band 8B  | 100.0%                            |       |                   | 75.0%           | 25.0% |                   | 87.5%           | 12.50% |                    |  |                            |
| Band 8C  | 81.8%                             | 18.2% |                   | 84.6%           | 15.4% |                   | 81.8%           | 18.18% |                    |  |                            |
| Band 8D  | 100.0%                            |       |                   | 100.0%          |       |                   | 100.0%          | 0.00%  |                    |  |                            |
| Band 9   |                                   |       |                   |                 |       |                   |                 |        |                    |  |                            |
| VSM  | 100.0%                            |       |                   | 91.7%           | 8.3%  |                   | 93.3%           | 6.67%  |                    |  |                            |
| <b>1b) Clinical workforce</b>  |                                   |       |                   |                 |       |                   |                 |        |                    |  |                            |
| <i>of which Non-Medical</i>  |                                   |       |                   |                 |       |                   |                 |        |                    |  |                            |
| Band 1   |                                   |       |                   |                 |       |                   |                 |        |                    |  |                            |
| Band 2   | 80.0%                             |       | 20.0%             | 79.5%           | 6.8%  | 13.6%             | 82.9%           | 9.76%  | 7.32%              |  |                            |
| Band 3   | 78.6%                             | 16.9% | 4.6%              | 77.9%           | 19.9% | 2.2%              | 76.4%           | 16.67% | 6.94%              |  |                            |
| Band 4   | 86.0%                             | 9.0%  | 5.0%              | 85.3%           | 10.4% | 4.3%              | 76.2%           | 9.13%  | 14.66%             |  |                            |
| Band 5   | 83.1%                             | 13.2% | 3.7%              | 84.6%           | 13.7% | 1.7%              | 84.4%           | 12.72% | 2.89%              |  |                            |
| Band 6   | 82.5%                             | 9.7%  | 7.8%              | 85.3%           | 8.9%  | 5.8%              | 86.8%           | 9.52%  | 3.64%              |  |                            |

|  |              |              |             |              |              |             |              |               |              |   |  |  |
|--|--------------|--------------|-------------|--------------|--------------|-------------|--------------|---------------|--------------|---|--|--|
| Band 7                                 | 86.0%        | 7.0%         | 7.0%        | 86.3%        | 7.9%         | 5.8%        | 86.8%        | 10.73%        | 2.52%        |   |  |  |
| Band 8A                                | 87.1%        | 7.1%         | 5.7%        | 91.7%        | 5.6%         | 2.8%        | 89.2%        | 7.69%         | 3.08%        |   |  |  |
| Band 8B                                | 84.6%        | 15.4%        |             | 84.6%        | 15.4%        |             | 90.5%        | 9.52%         |              |   |  |  |
| Band 8C                                | 100.0%       |              |             | 100.0%       |              |             | 100.0%       |               |              |   |  |  |
| Band 8D                                |              |              |             |              |              |             |              |               |              |   |  |  |
| Band 9                                 |              |              |             |              |              |             |              |               |              |   |  |  |
| VSM                                    | 100.0%       |              |             | 100.0%       |              |             | 100.0%       |               |              |   |  |  |
| <i>of which Medical &amp; Dental</i>   |              |              |             |              |              |             |              |               |              |   |  |  |
| Consultants                            | 42.3%        | 42.3%        | 15.4%       | 40.5%        | 42.9%        | 16.7%       | 51.2%        | 46.34%        | 2.44%        |   |  |  |
| <i>of which Senior medical manager</i> |              |              |             |              |              |             |              |               |              |   |  |  |
| Non-consultant career grade            | 53.2%        | 31.9%        | 14.9%       | 58.7%        | 26.1%        | 15.2%       | 64.8%        | 25.93%        | 9.26%        |   |  |  |
| Trainee grades                         | 86.7%        | 13.3%        |             | 90.9%        | 9.1%         |             | 41.7%        | 41.67%        | 16.67%       |   |  |  |
| Other                                  |              |              |             |              |              |             |              |               |              |   |  |  |
| <b>Total Workforce</b>                 | <b>82.2%</b> | <b>10.9%</b> | <b>6.9%</b> | <b>83.8%</b> | <b>11.5%</b> | <b>4.8%</b> | <b>82.5%</b> | <b>11.95%</b> | <b>5.51%</b> | See action below to address recruitment and career progression issues |  |  |

| INDICATOR  | 2018-19 | 2019-20 | 2020-21 | ACTION PLAN 2021/22  | Lead     |
|--|---------|---------|---------|--|----------|
| 2) Relative likelihood of White staff being appointed from shortlisting across all posts compared to BME staff | 1.45    | 1.48    | 1.75    | We will continue to promote diverse panel and the positive role of BAME panel members, through feedback and work with the BAME staff network.  | LC/AC    |
|  |         |         |         | We will implement learning from the No More Tick Boxes review and If Your FACE Fits guide.   | AP/AH/LC |
|  |         |         |         | We will seek to eliminate any bias experienced by BAME applicants in CCS by training those involved in recruitment in Recruitment selection and anti-discriminatory practice by 31/ 12 /21 thereafter it will be a mandatory requirement for all members of the interview panels | LC       |
|  |         |         |         | Interim assurance in place as all panel chairs must be trained   |          |

|  |      |      |      |   |          |
|--|------|------|------|---|----------|
| 3) Relative likelihood of BME staff entering the formal disciplinary process compared to White staff | 0.95 | 0.81 | 0.49 | We will build on the improvements, by Increasing the number of Cultural ambassadors   | AH/LC/AC |
|  |      |      |      | We will introduce See me First champions  | MK/LC    |
|  |      |      |      | We will develop a Civility and Respect OD plan and implement actions identified   | SC       |
| 4) Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff | 1.01 | 1.14 | 1.12 | We will seek to eliminate the gap by promoting T and D opportunities via BAME network and the further roll out of Big 9 Diversity mentoring | PF       |

| STAFF SURVEY INDICATORS   | 2018-19 |       | 2019-20 |       | 2020-21 |       | ACTION PLAN 2021/22   | Lead         |
|---|---------|-------|---------|-------|---------|-------|---|--------------|
|   | BME     | White | BME     | White | BME     | White |   |              |
| 5) % of Staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months | 26%     | 18%   | 25%     | 20%   | 23%     | 17%   | We will support development and implementation of the a Trust Wide Anti-Racism Strategy   | AP/MKu/AH/AC |
|   |         |       |         |       |         |       | We will implement The NHS Violence Prevention and Reduction Standards   | RF           |
|   |         |       |         |       |         |       | We will raise the profile of our stance against HATE Crimes through the Violence and Aggression from Members of the Public Policy                                       | RF           |
| 6) % of Staff experiencing harassment, bullying or abuse from staff in last 12 months                             | 13%     | 10%   | 17%     | 11%   | 22%     | 13%   | We will promote understanding by reviewing, updating and re sharing our Cultural awareness information to increase understanding of different cultures.                 | AT           |
|   |         |       |         |       |         |       | We will reviewing our training to see if still fit for purpose  | PF/MK        |
| 7) % of Staff believing that Trust provides equal opportunities for career progression or promotion               | 83%     | 95%   | 81%     | 92%   | 82%     | 95%   | We will work with our Cultural Diversity network to promote opportunities including options to use shadowing and secondments to support career development and learning | AH/AC/PF     |
| 8) % of Staff personally experienced discrimination at work from Manager/team leader or other colleagues          | 7%      | 3%    | 7%      | 3%    | 12%     | 4%    | We will promote and widen the use of diversity mentors, starting with our in house leadership development programmes.   | PF           |

| INDICATOR   | 31st March 2019 |      |                   | 31st March 2020 |      |                   | 31st March 2021 |      |                   | ACTION PLAN 2021/22 | Lead |
|---|-----------------|------|-------------------|-----------------|------|-------------------|-----------------|------|-------------------|---------------------|------|
|   | WHITE           | BME  | ETHNICITY UNKNOWN | WHITE           | BME  | ETHNICITY UNKNOWN | WHITE           | BME  | ETHNICITY UNKNOWN |                     |      |
| 9) % difference between the organisations Board voting membership and its overall workforce |                 |      |                   |                 |      |                   |                 |      |                   |                     |      |
| <b>Total Board Members</b>  | 100.0%          | 0.0% | 0.0%              | 91.7%           | 8.3% | 0.0%              | 92.3%           | 7.7% | 0.0%              |                     | Lead |

|                             |        |       |      |        |       |      |        |       |      |   |        |
|-----------------------------|--------|-------|------|--------|-------|------|--------|-------|------|---|--------|
| Voting Board Members        | 100.0% | 0.0%  | 0.0% | 91.7%  | 8.3%  | 0.0% | 92.3%  | 7.7%  | 0.0% | We will seek to have a Trust Board which is representative of the population we service and the staff we employ | MKu/AP |
| Non-voting Board Members    | 100.0% | 0.0%  | 0.0% | 0.0%   | 0.0%  | 0.0% | 0.0%   | 0.0%  | 0.0% |   |        |
| Executive Board Members     | 100.0% | 0.0%  | 0.0% | 100.0% | 0.0%  | 0.0% | 100.0% | 0.0%  | 0.0% |   |        |
| Non-Executive Board Members | 100.0% | 0.0%  | 0.0% | 83.3%  | 16.7% | 0.0% | 85.7%  | 14.3% | 0.0% | We will continue and widen our mentoring and reverse mentoring for Board members                                |        |
| <b>Total Workforce</b>      | 82.2%  | 10.9% | 6.9% | 83.8%  | 11.5% | 4.8% | 82.5%  | 12.0% | 5.5% |   |        |