2021 WRES DATA AND ACTION PLAN

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| **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/** |  |
| **1a) Non Clinical workforce** |  |  |  |  |  |  |  |  |  | **ACTION PLAN 2021/22** | Lead  |
| 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% |  |
| **1b) Clinical workforce** |  |  |  |  |  |  |  |  |  |  |  |
| *of which Non-Medical* |  |  |  |  |  |  |  |  |  |  |  |
| 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% |  |  |
| *of which Medical & Dental* |  |  |  |  |  |  |  |  |  |  |  |
| Consultants | 42.3% | 42.3% | 15.4% | 40.5% | 42.9% | 16.7% | 51.2% | 46.34% | 2.44% |  |  |
| *of which Senior medical**manager* |  |  |  |  |  |  |  |  |  |
| 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 |  |  |  |  |  |  |  |  |  |
| **Total Workforce** | **82.2%** | **10.9%** | **6.9%** | **83.8%** | **11.5%** | **4.8%** | **82.5%** | **11.95%** | **5.51%** | See action below to address recruitment and career progression issues  |  |

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| **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 Firs guide. | AP/AH/LC |
| We will seek to eliminate any bias experienced by BAME applicants in CCSby 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 panelsInterim assurance in place as all panel chairs must be trained | LC |
| 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 thefurther roll out of Big 9 Diversity mentoring  | PF |

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| **STAFF SURVEY INDICATORS** | 2018-19 | 2019-20 | 2020-21 | **ACTION PLAN 2021/22** | Lead |
|  | BME | White | BME | White | BME | White |  |  |
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| 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 |
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| 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 |

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| **INDICATOR** | **31st March 2019** | **31st March 2020** | **31st March 2021** | **ACTION PLAN 2021/22** |  |
| 9) % difference between the organisations Board voting membership and its overall workforce | WHITE | BME | ETHNICITY UNKNOWN | WHITE | BME | ETHNICITY UNKNOWN | WHITE | BME | ETHNICITY UNKNOWN |  |  |
| **Total Board Members** | 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 employWe will continue and widen our mentoring and reverse mentoring for Board members | 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% |
| **Total Workforce** | 82.2% | 10.9% | 6.9% | 83.8% | 11.5% | 4.8% | 82.5% | 12.0% | 5.5% |  |