

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/		
	1a) Non Clinical workforce										ACTION PLAN 2021/22
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											
<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 & 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												
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		

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											
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 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	
Total Workforce	82.2%	10.9%	6.9%	83.8%	11.5%	4.8%	82.5%	12.0%	5.5%		