Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

North East Ambulance Service Foundation Trust

Date of report: month/year

July 2016

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

Catherine Young (Board Equality Champion) Non Executive Director)

Name and contact details of lead manager compiling this report

Mark Johns, Engagement Manager

Names of commissioners this report has been sent to (complete as applicable)

4 lead Commissioners Hartlepool and Stockton; Durham Dales; Easington and Sedgefield;, Sunderland; and Northumberland CCG's

Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)

Gary Collier, North East Commissioning Support on behalf of the CCG's

Unique URL link on which this Report and associated Action Plan will be found

https://www.neas.nhs.uk/about-us/equality-and-diversity/workforce-race-equality-standard.aspx

This report has been signed off by on behalf of the Board on (insert name and date)

Caroline Thurlbeck, Director of Strategy. Transformation and Workforce

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

The North East Ambulance Service workforce BAME profile is low (31 people).

Not all BAME staff completed the NHS staff survey, the implications of this are that one persons' response to the survey can have a significant impact on the figures when breaking down feedback by ethnic origin. This should be considered when viewing the data.

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

We do not have some data for 2015. For example, only one BAME employee completed the staff survey and this metric can only be reported if there is 5 responses or more, therefore we recorded a 'nill' return.

Staff profile dta reflects periods April 2014 - March 2015 and April 2015 - March 2016

Other workforce data is from January - December 2014 and January - December 2015 in line with our E&D Annual reporting.

2. Total numbers of staff

a. Employed within this organisation at the date of the report

2,484

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

1.05% (26) Black,Asian, Minority Ethnic, 1.09% (27) White Irish/Gypsy/Traveller/Other, 86.2% (2142) White British/Eng/Welsh/Scott/NIrish

3. Self reporting

a. The proportion of total staff who have self–reported their ethnicity

88.4% have identified their ethnicity, 11.6% have preferred not to say or declined

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

At the end of 2015 a project was initiated to review and improve the information we hold on staff by asking all staff to complete a personal details audit and return it to HR. This process began in January 2016 and is expected to be completed by the middle of 2016.

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

We will continue to collect and report on the data we have collected via the above exercise to the HR Strategy group and Workforce Committee. We are also exploring introducing a self service tool to allow staff to update some of their own personal details.

4. Workforce data

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

April 2015 to March 2016

5. Workforce Race Equality Indicators

Please note that only high level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES Action Plans.

	Indicator	Data for reporting year	Data for previous year	Narrative – 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
	For each of these four workforce indicators, compare the data for White and BME staff				
1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.	BAME All - 1% 1to4 - 1.2% 5to7 - 0.7% 8+ - 0% Directors - * Other - 0%	BAME All -1.3% 1to4 - 1.2% 5to7 - 2% 8+ - 0% Directors - * Other - 0%	Overall visible BAME workforce has declined over the last year. There has been a drop in BAME people in bands 5-7.	We're taking more proactive action to promote ourselves as an employer of choice to the BAME community through targeted recruitment.
2	Relative likelihood of staff being appointed from shortlisting across all posts.	White staff 1.64 times more likely	White staff 1.8 times more likely	2015, BAME App - 13, SL - 152 (RL 0.08); White App - 482, SL 3442 (RL 0.14) 2014, BAME App - 6, SL - 118 (RL 0.05); White App - 224, SL 2468 (RL 0.09)	Explore potential barriers in the short listing to appointment stage that could be causing an issue for BAME people. Make recommendation to the E&D group
3	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.	0 BAME staff were involved in disciplinary process in 2015	BAME staff 4.8 times greater	2015, BAME - 29 staff ,7 Disciplinary (0.24); White - 2296 staff, 122 disciplinary (0.05)	
4	Relative likelihood of staff accessing non-mandatory training and CPD.	White staff are 1.45 times more likely	BAME staff 1.2 times more likely	2015, BAME staff - 31, CPD 12 (0.353); White staff - 2205, CPD 1130 (0.512) 2014, BAME staff - 29, CPD 16 (0.55); White staff - 2296, CPD 1055(0.46)	

Report on the WRES indicators, continued

	Indicator	Data for reporting year	Data for previous year	Narrative – 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
	National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for White and BME staff.				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White 39% BME 55%	White 51% BME n/a	The Trust undertook a sample survey in 2014 and only one BAME staff member completed the survey, therefore we do not have data. in 2015 we undertook a full workforce sample.	Explore BAME staff perception of bullying and harassment from patients with the Together@NEAS group and make recommendations to the E&D group.
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White 29% BME 27%	White 25% BME n/a	The Trust undertook a sample survey in 2014 and only one BAME staff member completed the survey therefore we do not have data. in 2015 we undertook a full workforce sample.	
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White 66% BME n/a	White 64% BME n/a	The Trust undertook a sample survey in 2014 and only one BAME staff member completed the survey therefore we do not have data. in 2015 we undertook a full workforce sample.	
8	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	White 12% BME 45%	White 13% BME n/a	The Trust undertook a sample survey in 2014 and only one BAME staff member completed the survey. In 2015 we undertook a full workforce sample. Other Internal data sources including Dignity at work and informal complaints does not	Explore BAME staff perception of discrimination with the Together@NEAS group and make recommendations to the E&D group.
	Board representation indicator For this indicator, compare the difference for White and BME staff.				
9	Percentage difference between the organisations' Board voting membership and its overall workforce.	6.2% difference	6.4% difference	The BAME population of the North East is 4.7%, 1.7% White Other/Gypsy/Traveller/Irish and 93.6% White English/Scottish/Welsh/Northern Irish/British	

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

Note 2. Please refer to the WRES Technical Guidance for clarification on the precise means for implementing each indicator.

6. Are there any other factors or data which should be taken into consideration in assessing progress?

Over the last 12 months we have developed a staff network group within the Trust call Together@NEAS. This group is in the early stages of development but has achieved good attendance (in relation to the size of our BAME workforce). The group has taken a number of activities forward which will support the Trust to improve the experience of BAME employees. It has also has been actively involved in raising the profile of the Trust externally through community engagement activities.

NHS jobs (the national recruitment tool) is unable to produce robust and relevant data on the various stages of recruitment by ethnicity. We have limited funding to advertise vacancies in BAME media but have developed local solutions to target community organisations and groups. We are pro-actively promoting our pre-paramedic pilot course to BAME communities and supporting people without a C1 driving license to

7. Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.

Actions are included in the Equality Strategy (2016-17) Action Plan:

Action 15: Improve our understanding of BAME peoples experiences of our recruitment process
Action 22: Explore issues highlighted in the 2015 NHS Staff Survey
Action 26: Explore BAME staff perceptions about discrimination and bullying and harassment
Actions 27-30: Encourage staff to report Dignity@Work related incidents
Action 43: Develop an action plan to help to improve promotion of Board and Governor vacancies to under-represented groups

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