

Response ID ANON-R89M-8JCG-V

Submitted to **Workforce Race Equality Standard (WRES) reporting template**

Submitted on **2017-07-27 14:42:10**

Introduction

1 Name of organisation

Name of organisation:

North East Ambulance Service NHS foundation Trust

2 Date of report

Month/Year:

July 2017

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

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

Yvonne Ormston, Chief Executive officer

4 Name and contact details of lead manager compiling this report

Name and contact details of lead manager compiling this report:

Mark Johns

Engagement Manager

Tel : 07972 111202/0191 4302009

5 Names of commissioners this report has been sent to

Complete as applicable::

Four Lead Commissioners

Hartlepool and Stockton on Tees (HAST)

Durham Dales Easington and Sedgefield (DDES)

Sunderland

Northumberland

Workforce Race Equality Standard reporting template

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

Complete as applicable.:

David Welch, North of England Commissioning Support (NECS) on behalf of the CCGs

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

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

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

Name::

Caroline Thurlbeck, Director of Strategy, Transformation and Workforce

Date::

27th July 2017

Background narrative

9 Any issues of completeness of data

Any issues of completeness of data:

The data covers the period April 2015 to March 2016 and April 2016 to March 2017. Due to a data cleansing exercise we have more data on the ethnic profile of employees now than we had last year therefore the updated figures have been used for employee profile.

10 Any matters relating to reliability of comparisons with previous years

Any matters relating to reliability of comparisons with previous years:

Number of staff accessing non mandatory training and shortlisting data - WRES template did not ask for unknown ethnicity data last year therefore this is in complete for 2016.

Self reporting

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

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

2540

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

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

1.2%

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

The proportion of total staff who have self-reported their ethnicity:

92.1%

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

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

We have undertaken a full demographic audit of all employees over the last 12 months encouraging employees to provide us with updated personal details on all protected characteristics.

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

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

We are moving towards employee self service which will allow individual employees to update their own personal records.

Workforce data

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

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

from April 2016 to March 2017

Workforce Race Equality Indicators

17 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.

Data for reporting year:

non clinical clinical

White BME White BME

Band 1 100% nil nil nil

Band 2 98% nil 89% 5%

Band 3 91% 1.1% 95% 2%

Band 4 97% nil 85% 1%

Band 5 89% 1% 85% 2%

Band 6 87% 0.4% 83% 2%

Band 7 92% nil 91% 2%

Band 8 100% nil 88% nil

Band 9 nil nil nil nil

VSM 100% nil 100% nil

Data for previous year:

non clinical clinical

White BME White BME

Band 1 nil nil 100% nil

Band 2 90% 4% 96% nil

Band 3 95% 2% 87% 1%

Band 4 82% 1% 97% 2%

Band 5 84% 2% 85% 1%

Band 6 81% 2% 83% nil

Band 7 86% nil 93% nil

Band 8 86% nil 80% nil

Band 9 nil nil nil nil

VSM 100% nil 100% nil

The implications of the data and any additional background explanatory narrative:

- We have no BAME staff within grades 7 to 9 and VSM's.
- However, BAME staff have increased within bands 2 to 6
- In order to address this we have promoted BAME NHS Leadership 'Stepping Up' programmes to individual employees and managers. We have also
- encouraged employees from Together@NEAS employee network to participate in positive action programmes.
- We have undertaken ten community road shows over the last 12 months to promote employment and volunteering opportunities to the BAME community.

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

NEAS will continue to identify and promote specific BAME programmes for development opportunities ensuring that all programmes are promoted across the Trust.

We are taking proactive approaches to promote ourselves as an employer of choice to the BAME community and have developed various positive action initiatives to promote BAME recruitment such as advertising our jobs in local BAME communities.

We have signed up to the Ambulance Sector strengthened WRES framework and identified a range of actions to meet the framework. all of these actions have been included in our annual Equality Work Plan which is monitored by the Board and sits within our corporate Equality Strategy.

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

Data for reporting year:

1.14%

Data for previous year:

1.64%

The implications of the data and any additional background explanatory narrative:

There is a potential increase in BAME staff being appointed in current year compared to previous year.

Therefore this would suggest that additional activity and resources allocated to improve race equality in our employment processes is having a positive impact. We will continue to monitor this over the next 12 months.

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

- Assessment material to be reviewed in order to ensure that they do not discriminate against BAME candidates.
- Arrange recruitment events to BAME communities across the Trust area to promote our vacancies and promote NHS Jobs and our assessment process in order that potential applicants are given the tools to apply for our jobs.
- Promote vacancies at BAME events
- Provide recruitment training to our BAME network members to improve diversity of the recruitment panels
- Our 'Recite me' website tool enables people to access all employment information in 50 languages.
- Contact other Ambulance Trusts with a larger BAME workforce and a more diverse population to explore learning opportunities

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:

1.37

Data for previous year:

2.96

The implications of the data and any additional background explanatory narrative:

The data informs us that over the 2 years BAME employees are slightly more likely to enter the disciplinary process than White British employees. However, caution should be taken when viewing these figures as this percentage relates to only 1 person over the 2 year period.

Data for the last 2 years shows a significant improvement over the 2 year period

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

We will continue to monitor and review the individuals involved in the disciplinary processes and their profile.

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

Data for reporting year:

0.32

Data for previous year:

1.11

The implications of the data and any additional background explanatory narrative:

BAME employees are more likely to access non mandatory training compared to White British employees.

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

Continue to identify and promote specific BAME development opportunities
Explore how we can change systems processes and reports to improve analysis of employees undertaking secondment, acting up and other opportunities and link back to Electronic Staff Record demographic data.

Workforce Race Equality Indicators

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

2017

White:

40.13%

BME:

36.84%

2016

White:

38.92%

BME:

54.55%

The implications of the data and any additional background explanatory narrative:

From the data provided there has been a reduction in the numbers of BAME employees experiencing bullying and harassment from patients and relatives. However, BAME employees report higher levels of incidents than White British employees.

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

The Dignity at Work and Grievance procedures were reviewed and are fit for purpose. The Trust will re-affirm a zero tolerance of abuse and bullying and harassment.

The Trust is also working with our risk team and NHS protect to ensure that any individual reporting an incident is fully supported to take further action.

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

2017

White:

71.08%

BME:

73.33%

2016

White:

66.23%

BME:

nil

The implications of the data and any additional background explanatory narrative:

No data was available in 2016 as too few BAME employees completed this part of the survey.

Data for 2016/2017 indicates BAME employees are happier with this indicator than White British employees.

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

Explore opportunities to record development prospects and monitor by demographics

Explore how we change systems, processes and reports to improve analysis of people undertaking secondments, acting up and other opportunities and link back to ESR demographic data

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.

2017

White:

10.90%

BME:

21.05%

2016

White:

12.27%

BME:

45.45%

The implications of the data and any additional background explanatory narrative:

The data informs us that there has been a significant decrease in the number of BAME employees reporting discrimination by their manager during 2017 compared to 2016.

However, the data shows that BAME employees are more likely to suffer from discrimination than White British employees.

Caution should be taken when considering these figures due to the relatively low numbers of BAME employee responding and the impact of a very low number of negative comments on these figures.

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

We have given every BAME employee the opportunity to meet with the E&D Adviser over a catch up and coffee session to explore their experiences of working for the Trust.

The outcome of these sessions has been included in the BAME Engagement Report 2017.

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

2017

White:

24.35%

BME:

31.58%

2016

White:

28.94%

BME:

27.27%

The implications of the data and any additional background explanatory narrative:

From the data provided there has been a slight increase in the numbers of BAME and White British employees experiencing bullying and harassment from colleagues.

BAME employees report higher levels of harassment than White British employees

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

We have given every BAME employee the opportunity to meet with the E&D Adviser over a catch up and coffee session to explore their experiences of working for the Trust.

the outcome of these sessions has been included in the BAME Engagement Report 2017.

Actions from this report have been included in the Equality Work Plan which is monitored by the Board.

We are working with HR colleagues on the 'Tackling Bullying in the NHS' call to action. We will also develop a communications campaign linked to bullying prevention week to communicate a zero tolerance approach to bullying and harassment

Workforce Race Equality Indicators

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

White:

1.4%

BME:

6.5%

White:

3.6%

BME:

6.6%

The implications of the data and any additional background explanatory narrative:

The data for BAME employees has been static across the last two years

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

We will continue to promote board membership opportunities to a diverse range of individuals to attract a representative board

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

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

None

27 Organisations should produce a detailed WRES action plan, agreed by its board. It is good practice for this action plan to be published on the organisation's website, alongside their WRES data. Such a plan would elaborate on the actions summarised in this report, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other workstreams agreed at board level, such as EDS2. You are asked to provide a link to your WRES action plan in the space below.

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.:

All of the actions relating to the issues in this report have been included in the wider Equality work plan 2017/2018 and are monitored by the Workforce Committee which provides assurance to the Board.