

The Mid Yorkshire Hospitals NHS Trust  
Workforce Race Equality Standard Report  
2017 – 18

1. Name of organisation Date of report: Month & Year

Mid Yorkshire Hospitals NHS Trust	August	2018
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2. Name and title of Board lead for the Workforce Race Equality Standard

Director of Workforce and Organisational Development

3. Name and contact details of lead manager compiling this report

Gordon Smith: [gordon.smith@midyorks.nhs](mailto:gordon.smith@midyorks.nhs) 01924 543551

4. Names of commissioners this report has been sent to

Wakefield CCG  
North Kirklees CCG

5. Name/contact details of co-ordinating commissioner report sent to

Laura Elliott: [laura.elliott@wakefieldccg.nhs.uk](mailto:laura.elliott@wakefieldccg.nhs.uk) 01924 317662

6. Unique URL link where Report and associated Action Plan will be found

To be added

7. Report signed off by on behalf of the Board (name and date)

To be added

## 8. Background narrative

- a. Any issues of completeness of data

The only issue we are aware of relates to Metric 4. In our Trust the budgets for external non-mandatory training are devolved to the Divisions. As such there is currently no central record for such training to enable us to provide an analysis of access. Instead, as a proxy, we have therefore used the result for Q18a in Staff Survey (% receiving job relevant training, learning or development in the last 12 months) to calculate the ratio for Metric 4.

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

None Known

## 9. Total numbers of staff

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

8405

- b. Proportion of BAME staff employed within this organisation at date of report

$1182 / 8405 = 14.06\%$   
(This differs from the percentage shown for Metric 1, as that figure excludes those on ESR with Occupation Code Z)

## 10. Self-Reporting

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

8375 vs 8405 = 99.64%

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

No Action Required

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

No Action Required

## 11. Workforce Race Equality Standard Indicators

### WRES Metric 1

Indicator	Data for 2017/18	Data for 2016/17
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.	See separate analysis in Attachment	See separate analysis in Attachment

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

Notable factors drawn from the data provided in the attachment include:

- Then overall, BAME representation in the workforce has increased from 12.75% to 14.06% in the twelve month period

#### **Action taken and planned:**

The Trust has an Equality, Diversity and Inclusion Strategy 2016 - 2020; two of its five strategic Equality Objectives are workforce related namely "Developing an Inclusive Leadership Culture" and "Securing a Workforce that is Representative of the Communities We Serve".

In January 2017 the Chief Executive held a series of Focus Groups for BAME staff and a BAME Improvement Plan was developed in response to the comments received. One action taken was to make BAME staff aware of local and regional leadership development opportunities and several staff took advantage of the opportunities.

The Chief Executive is currently holding the 2018 series of BAME Focus Groups and is keen to progress in addressing the issue of career progression. Once the series is complete a planning meeting is to be held to consider, amongst other things, how to address any associated issues going forward.

### WRES Metric 2

Indicator	Data for 2017/18	Data for 2016/17
Relative likelihood of staff being appointed from shortlisting across all posts.	1.56	1.11

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

This reversal of an improving trend over the last four years was not expected. We did identify that some of the improvement we had made, to achieve a position where BAME staff were just as likely to be appointed as white staff, was down to the effects of

international recruitment. However, this did not account for all of the improvement we were making so the deterioration on this indicator was not expected.

**Action taken and planned:**

Further analysis will be undertaken to inform what action might need to be taken in response. In the meantime we will be continuing to move to a Values Based Recruitment approach for an increasing number of roles.

**WRES Metric 3**

Indicator	Data for 2017/18	Data for 2016/17
Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. <i>(This indicator will be based on data from a two year rolling average of the current year and the previous year)</i>	1.49	0.93

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

One noticeable feature though in the raw data is the overall reduction in staff entering formal disciplinary proceedings, down for 110 in 2015/16 to 71 in 2017/18, which is a positive movement.

**Action taken and planned:**

We plan to conduct a review of all in year cases looking for any insights as to why the trend has reversed. We will use the findings to inform any actions required as part of our BAME improvement plan for the year ahead.

**WRES Metric 4**

Indicator	Data for 2017/18	Data for 2016/17
Relative likelihood of staff accessing non-mandatory training and CPD.	0.88 (0.65/0.74)	0.81 (0.64/0.79)

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

These figures are based on Q18a in the NHS Staff Survey as in our Trust the budgets for external non-mandatory training are devolved to the Divisions so there is currently no central record for such training to enable us to provide an analysis of access. So instead, as a proxy, we have used the result for Q18a in Staff Survey (% receiving job relevant training, learning or development in the last 12 months) to calculate the ratio for this metric.

**Action taken and planned:**

Whilst the results for this Metric continue to look positive, further improvement work will be carried out based on the outcomes of the BAME Focus Groups.

**WRES Metric 5**

<b>Indicator</b>	<b>Data for 2017/18</b>	<b>Data for 2016/17</b>
KF 25. Percentage of staff experiencing bullying, harassment or abuse (BHA) from patients, relatives or the public in last 12 months.	White: 25.19 BAME: 28.13	White: 26.65 BAME: 25.58

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

Whilst the levels of BHA remain high for all staff, the levels reported by BAME staff remain of concern.

**Action taken and planned:**

A protocol for managers setting out on how to respond to discriminatory based HBA of staff by patients is currently being finalised. This will be used to raise awareness of this issue so that it can be dealt with effectively.

**WRES Metric 6**

<b>Indicator</b>	<b>Data for 2017/18</b>	<b>Data for 2016/17</b>
KF 26. Percentage of staff experiencing bullying, harassment or abuse from staff in last 12 months.	White: 23.59 BAME: 30.18	White : 20.55 BAME: 21.43

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

There have been suggestions in the 2018 Focus Groups that this result may be reflective of the post BREXIT vote effect.

**Action taken and planned:**

Work will continue on promoting a Values and Behaviours approach to inclusive leadership. Further actions will be considered in the planning meeting with the Chief Executive following the 2018 series of BAME Focus Groups.

**WRES Metric 7**

Indicator	Data for 2017/18	Data for 2016/17
KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White: 84.03 BAME: 68.42	White: 86.50 BAME: 81.48

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

This reversal in the previous improving trend is particularly disappointing in view of the WRES focused efforts that have been made by the Trust (e.g. providing access to a development programme for BAME staff in Bands 5, 6 and & 7).

**Action taken and planned:**

The response for Metric 6 above applies again here.

**WRES Metric 8**

Indicator	Data for 2017/18	Data for 2016/17
Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager, team leader or colleagues	White: 5.83 BME : 17.74	White: 6.40 BME : 11.36

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

The difference in the scores remains a concern.

**Action taken and planned:**

The response for Metric 6 above applies again here.

**WRES Metric 9**

Indicator	Data for 2017/18	Data for 2016/17
Percentage difference between the organisations' Board voting membership and its overall workforce	8.2% (14.1 – 5.90)	4.41% (12.71 - 8.30)

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

The increase in the difference between representation on the Board and representation in the wider workforce for this year is due in the main to a reduction of one BAME Non-Executive Director.

## 12. A WRES Action Plan

*“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.”*

As in previous years we will be updating our BAME Improvement Plan for the year ahead to reflect areas that still require improvement.

This will be published on our website alongside this WRES Report as soon as the work has been completed and the new plan has been approved.

**ATTACHMENT**

**WRES Metric 1: Workforce Analysis - Pay Band and Ethnicity**

**1. Head Count**

	<b>31 March 2018</b>							<b>31 March 2017</b>						
	Non Clinical			Clinical			Total	Non Clinical			Clinical			Total
	White	BAME	Null	White	BAME	Null		White	BAME	Null	White	BAME	Null	
<b>Below 1</b>	4	0	0	3	1	0	8	5	1	0	0	2	0	8
<b>Band 1</b>	478	42	4	66	42	0	632	408	25	2	61	29	0	525
<b>Band 2</b>	497	41	1	1285	148	3	1975	451	37	1	1165	87	3	1744
<b>Band 3</b>	442	34	1	499	20	1	997	458	32	1	474	24	1	990
<b>Band 4</b>	214	14	1	140	18	0	387	215	12	1	147	16	0	391
<b>Band 5</b>	109	14	1	1163	285	5	1577	96	15	0	1220	275	4	1610
<b>Band 6</b>	79	8	0	995	101	4	1187	81	6	0	1033	86	3	1209
<b>Band 7</b>	52	3	2	447	38	2	544	46	5	1	451	32	1	536
<b>Band 8a</b>	52	2	0	108	13	0	175	45	3	0	90	6	0	144
<b>Band 8b</b>	26	1	0	21	3	0	51	25	0	0	24	2	0	51
<b>Band 8c</b>	19	0	0	21	1	0	41	18	0	0	16	2	0	36
<b>Band 8d</b>	8	0	0	3	1	0	12	9	0	0	3	1	0	13
<b>Band 9</b>	4	0	0	4	0	0	8	3	0	0	3	0	0	6
<b>VSM</b>	13	1	1	1	0	0	16	9	0	0	2	0	0	11
<b>Consultants</b>	0	0	0	215	172	2	389	0	0	0	193	147	0	340
<b>(Snr Med Mgrs.)</b>	0	0	0	(6)	(1)	(0)	(7)	0	0	0	-	-	-	-
<b>-Career grades</b>	0	0	0	21	48	0	69	0	0	0	23	56	0	79
<b>-Trainee Grades</b>	0	0	0	204	131	2	337	0	0	0	221	128	(5)	354
<b>Other</b>	0	0	0	0	0	0	0	0	0	0	21	0	0	21
<b>Total</b>	1997	160	11	5196	1022	19	8405	1869	136	6	5147	893	17	8068



## 2. Percentage BAME

	31 March 2018			31 March 2017		
	Non Clinical	Clinical	Total	Non Clinical	Clinical	Total
	(%) BME	(%) BME	(%) BME	(%) BME	(%) BME	(%) BME
<b>Below Band 1</b>	0.00	25.00	12.50	16.67	100.00	37.50
<b>Band 1</b>	8.02	38.89	13.29	5.75	32.22	10.29
<b>Band 2</b>	7.62	10.31	10.03	7.57	6.93	7.11
<b>Band 3</b>	7.13	3.85	5.42	6.52	4.81	5.66
<b>Band 4</b>	6.11	11.39	8.27	5.26	9.82	7.16
<b>Band 5</b>	11.29	19.62	18.96	13.51	18.35	18.01
<b>Band 6</b>	10.13	9.18	9.18	7.67	6.90	7.60
<b>Band 7</b>	5.26	7.80	7.54	9.62	6.61	6.90
<b>Band 8a</b>	3.85	10.75	8.57	6.25	6.25	6.25
<b>Band 8b</b>	3.70	12.50	7.84	0.00	7.69	3.92
<b>Band 8c</b>	0.00	4.54	2.44	0.00	11.11	5.56
<b>Band 8d</b>	0.00	25.00	8.33	0.00	25.00	7.69
<b>Band 9</b>	0.00	0.00	0.00	0.00	0.00	0.00
<b>VSM</b>	6.67	0.00	6.25	0.00	0.00	0.00
<b>Consultants</b>	0.00	44.22	44.22	0.00	43.24	43.24
<b>(Snr Med Mgrs.)</b>	0.00	14.29	14.29	-	-	-
<b>Career grades</b>	0.00	69.57	69.57	0.00	70.89	70.89
<b>Junior Drs</b>	0.00	38.87	38.87	0.00	26.16	36.16
<b>Other</b>	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total</b>	7.38	16.39	14.06	6.76	14.74	12.75

