

## Who we are

Bromley Healthcare was established in April 2011 as an employee owned social enterprise (Community Interest Company). We have now grown to employ over 1,000 staff including Nurses, Therapists, Doctors and Dentists. Bromley Healthcare's community work ranges from helping new parents to care for new born children to supporting the elderly to continue living at home as long as they can, with services including therapy services, health visiting, district nursing, school nursing and specialist nursing.

Bromley Healthcare aims to be the best community care provider, striving to deliver caring, safe and effective services to local people, either within peoples' homes or close to their home and their community. As an employee owned organisation our commitment to fairness, equality and inclusion is at the heart of our approach not only to providing care, but to engaging with and treating our staff.

We know that staff who join us are passionate about caring for people and their community, and that it is important to support them so that they can continue to be compassionate; take pride in their clinical expertise and be innovative. We also understand that healthcare delivery is constantly changing to improve people's experiences of care. We are committed to working in partnership with patients and carers, other health and social care colleagues and voluntary services to ensure that our local community receives the best care for themselves and their families.

## The Workforce Race Equality Standards (WRES)

The Workforce Race Equality Standard (WRES) was introduced in 2015 as part of the NHS standard contract. It was the first time workforce race equality had been made mandatory in the NHS.

The WRES was introduced to enable employees from black and minority ethnic (BME) backgrounds to have equal access to career opportunities and receive fair treatment in the workplace. Evidence shows a motivated, included and valued workforce helps deliver high quality patient care, increased patient satisfaction and better patient safety; it also leads to more innovative and efficient organisations.

## Our Workforce

The data in this report refers to the period 1 April 2018 – 31 March 2019, unless otherwise stated. As at 31 March 2019 we had:

### **Employees within this organisation**

898

### **Proportion of BME staff employed**

23.16%

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

98.66%

## Our WRES Actions in the last year

During 2018/19 we have focussed on systems improvements to ensure the accurate reporting of WRES data. We have completed the following actions:

- The introduction of ESR self-service which enables staff to be able to view their ethnicity as recorded in ESR (our HR and Payroll system) and to update it if they prefer, such as changing it from 'Not stated' to an ethnic code.
- The introduction of OLM, our Learning Management system, which enables us to report on the ethnicity of employees undergoing training.
- Training for our Recruitment team on reporting from TRAC, our online Recruitment system.
- The introduction of online New Joiner and Leavers surveys, which capture ethnicity data.
- The continued delivery of recruitment and selection training, including the impact of unconscious bias.
- The establishment of a Staff Forum, providing a forum to discuss staff survey outcomes and staff issues and concerns.

## Workforce Race Equality Indicators

Indicator	Data for reporting year	Data for previous year	Narrative - the implications of the data & any additional background explanatory narrative
<p><b>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.</b></p>	<p><b>White Clinical:</b>            Band 2 3.56%            Band 3 11.562%            Band 4 11.11%            Band 5 18.44%            Band 6 29.78%            Band 7 14.44%            Band 8a 5.33%            Band 8b 0.89%            Local Band 9 0.22%            Other 4.67% non (afc )</p>	<p><b>White Clinical:</b>            Band 2 3.61%            Band 3 15.42%            Band 4 8.43%            Band 5 16.39%            Band 6 27.23%            Band 7 16.14%            Band 8a 7.47%            Band 8b 0.48%            Local Band 9 0.24%            Other 4.58% non (afc )</p>	
	<p><b>BME Clinical</b>            Band 2 8.33%            Band 3 19.64%            Band 4 6.55%            Band 5 14.88%            Band 6 23.81%            Band 7 12.5%            Band 8a 4.76%            Band 8b 0.60%            Other 8.93%</p>	<p><b>BME Clinical</b>            Band 2 8.46%            Band 3 21.54%            Band 4 2.31%            Band 5 14.62%            Band 6 26.15%            Band 7 13.85%            Band 8a 3.85%            Band 8b 0.77%            Other 8.46%</p>	
	<p><b>White Non Clinical:</b>            Band 2 21.83%            Band 3 19.80%            Band 4 20.31%            Band 5 6.60%            Band 6 5.08%            Band 7 7.11%            Band 8 7.11%            Band 8 b 2.54%            Band 8 c 1.02%            Band 8 d 2.54%            Band 9 0.51%            Other 5.58%</p>	<p><b>White Non Clinical:</b>            Band 2 9.33%            Band 3 16.06%            Band 4 10.71%            Band 5 13.64%            Band 6 21.76%            Band 7 13.99%            Band 8 7.60%            Band 8 b 0.86%            Band 8 c 1.21%            Other 3.80%</p>	
	<p><b>BME Non Clinical:</b>            Band 2 35.00%            Band 3 22.5%            Band 4 5%            Band 5 7.5%            Band 6 12.5%            Band 8a 2.5%            Band 8b 5%            Other 10.00%</p>	<p><b>BME Non Clinical:</b>            Band 2 10.90%            Band 3 21.79%            Band 4 4.49%            Band 5 14.10%            Band 6 23.08%            Band 7 11.54%            Band 8 a 3.85%            Band 8b 1.28%            Band 8 c 0.64%            Band 9 1.28%            Other 8.97%</p>	

Indicator	Data for reporting year	Data for previous year	Narrative - the implications of the data & any additional background explanatory narrative
<b>Relative likelihood of staff being appointed from shortlisting across all posts.</b>	This data is unavailable	This data is unavailable	The information held within our recruitment system is deleted after 400 days from date of application. We have been unable to obtain the information for 2018/19 or 2017/18. This issue is addressed in our action plan.
<b>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.</b>	5.99	2.53	These figures are based on the calculations required under the WRES submission. A figure above 1 indicates that BME staff members are more likely than white staff members to enter the formal disciplinary process. This data is taken from a small pool of individuals who have entered the disciplinary process during the relevant period.
<b>Relative likelihood of staff accessing non-mandatory training and CPD.</b>	Not available	Not available	There were a total of 1743 attendances (identified as CPD and non-mandatory courses). Our figures do not show course attendees via ethnicity. This issue is addressed in our action plan.
<b>Percentage difference between the organisation's Board voting membership &amp; it's overall workforce</b>	12.3% - White -8.2% - BME	4.4% - White 2.2% - BME	For both Executive and Non - Executive directors we have the following representation:  White 85.71% & BME 14.29%

<b>Indicator</b>	<b>Data for reporting year</b>	<b>Data for previous year</b>	<b>Narrative - the implications of the data &amp; any additional background explanatory narrative</b>
<b>Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.</b>	Not available	White: 27.5% BME: 23.5%	Data for this indicator is taken from the National NHS Staff Survey. Bromley Healthcare did not participate in the annual NHS staff survey during 2018/19. Instead it has complete a series of a mini surveys amongst all staff; however, ethnicity has not been captured in these surveys.
<b>Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.</b>	Not available	White: 12.3% BME: 11%	Data for this indicator is taken from the National NHS Staff Survey. Bromley Healthcare did not participate in the annual NHS staff survey during 2018/19. Instead it has complete a series of a mini surveys amongst all staff; however, ethnicity has not been captured in these surveys.
<b>Percentage believing that trust provides equal opportunities for career progression or promotion.</b>	Not available	White: 51.6% BME: 34.9%	Data for this indicator is taken from the National NHS Staff Survey. Bromley Healthcare did not participate in the annual NHS staff survey during 2018/19. Instead it has complete a series of a mini surveys amongst all staff; however, ethnicity has not been captured in these surveys.
<b>In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues</b>	Not available	White: 4.6% BME: 10.7%	Data for this indicator is taken from the National NHS Staff Survey. Bromley Healthcare did not participate in the annual NHS staff survey during 2018/19. Instead it has complete a series of a mini surveys amongst all staff; however, ethnicity has not been captured in these surveys.

## Our Action plan for this year

During 2019/20 the organisation will focus on improving reporting to enable increased data to be available for future WRES reports and for the organisation to better identify, analyse and begin to address any gaps in the treatment and experience between white and BME staff. In particular we plan to:

- Review the feasibility of transferring historic training records into the new Learning Management system, so that we can report in 2019/20 on data from 2018/19.
- Produce reports from TRAC to be able to begin to monitor recruitment data against WRES.
- Analyse our disciplinary data to consider if there are specific issues relating to particular professional groups, departments and pay bands, with a view to developing a specific action plan to address issues identified.
- Organise an Executive meeting to focus on reviewing disciplinary cases and our action plan to address any issues identified.
- Link with One Bromley to consider a joint approach across Bromley to initiatives that can help to ensure employees from black and minority ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.