




# Workforce Race Equality Standard 2019-20 Report

## Our 2019-20 WRES Indicators

The table below provides an overview of our results against the 9 WRES Indicators for 2019-20. More detailed workforce information and analysis can be found in the 'Our Workforce' section below.

Indicator	Overview of 2019-20 Data	Trend
<b>1.</b> Percentage of staff in each pay group compared with the percentage of staff in the overall workforce	23.42% of employees overall are BAME, which is a marginal on last year's 23.16% figure. There is a relatively even spread of BAME employees across each pay group, with the exception of VSM: Support 22.06%, Middle 24.54%, Senior 24%, VSM 0%. Our staffing profile also strongly reflects that of Bromley Borough where the majority of our services are based.	
<b>2.</b> Relative likelihood of staff being appointed from shortlisting across all posts.	This is the first year we have been able to report against this indicator using reports from our Trac Recruitment system. Our score against this indicator was 1.57. A figure above 1 indicates that white candidates are more likely than BAME candidates to be appointed from shortlisting.	N/A
<b>3.</b> Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.	Our score against this indicator for 2019-20 was 0.78. A figure below 1 indicates that BAME staff members are less likely than white staff members to enter the formal disciplinary process. This is a positive result and much improved on the 2018-19 result, which indicated BAME staff members were more likely than white staff members to enter the formal disciplinary process.	
<b>4.</b> Relative likelihood of staff accessing non-mandatory training and CPD.	Our score against this indicator for 2019-20 was 0.93. A figure below 1 indicates that white staff members are less likely to access non-mandatory training and CPD than BAME staff. We do not have the complete set of information from previous years thus unable to make direct comparisons.	N/A
<b>5-8.</b> Indicators linked directly to NHS Staff Survey Results.	The wording and data for Indicators 5-8 is taken directly from the national NHS Staff Survey questions. We did not participate in the annual NHS staff survey during 2019-20. Instead, it completed a series of a mini surveys amongst all staff; however, ethnicity was captured in these surveys. As part of our 2019-20 WRES Action Plan, we intend to participate in the 2020 NHS Staff Survey.	N/A

<p><b>9. Percentage difference between the organisation's Board voting membership &amp; it's overall workforce</b></p>	<p>There has been no change in the make-up of our Board following our 2018-19 WRES Report. It remains 85.71% White and 14.29% BAME. There has however been a very small negative increase in the percentage difference between the organisation's BAME board membership and overall BAME workforce (-9.1%), attributable to the increased number of BAME staff in the workforce.</p>	
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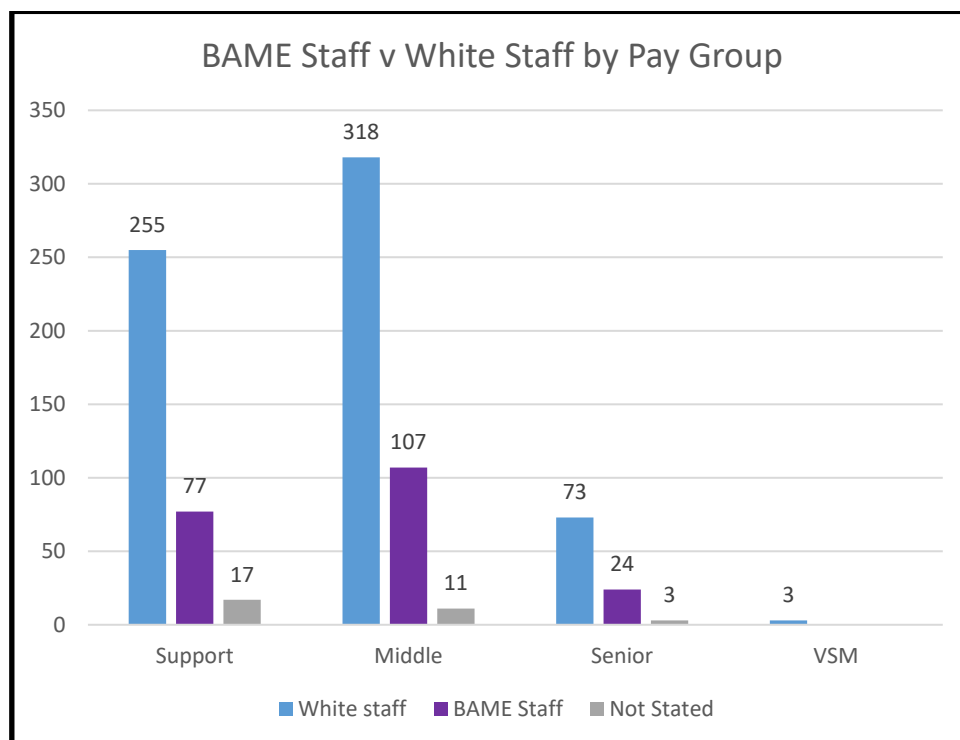
## Our Workforce

The following series of graphs provide greater insight into our employee profile, including some comparisons with our 2018-19 data.

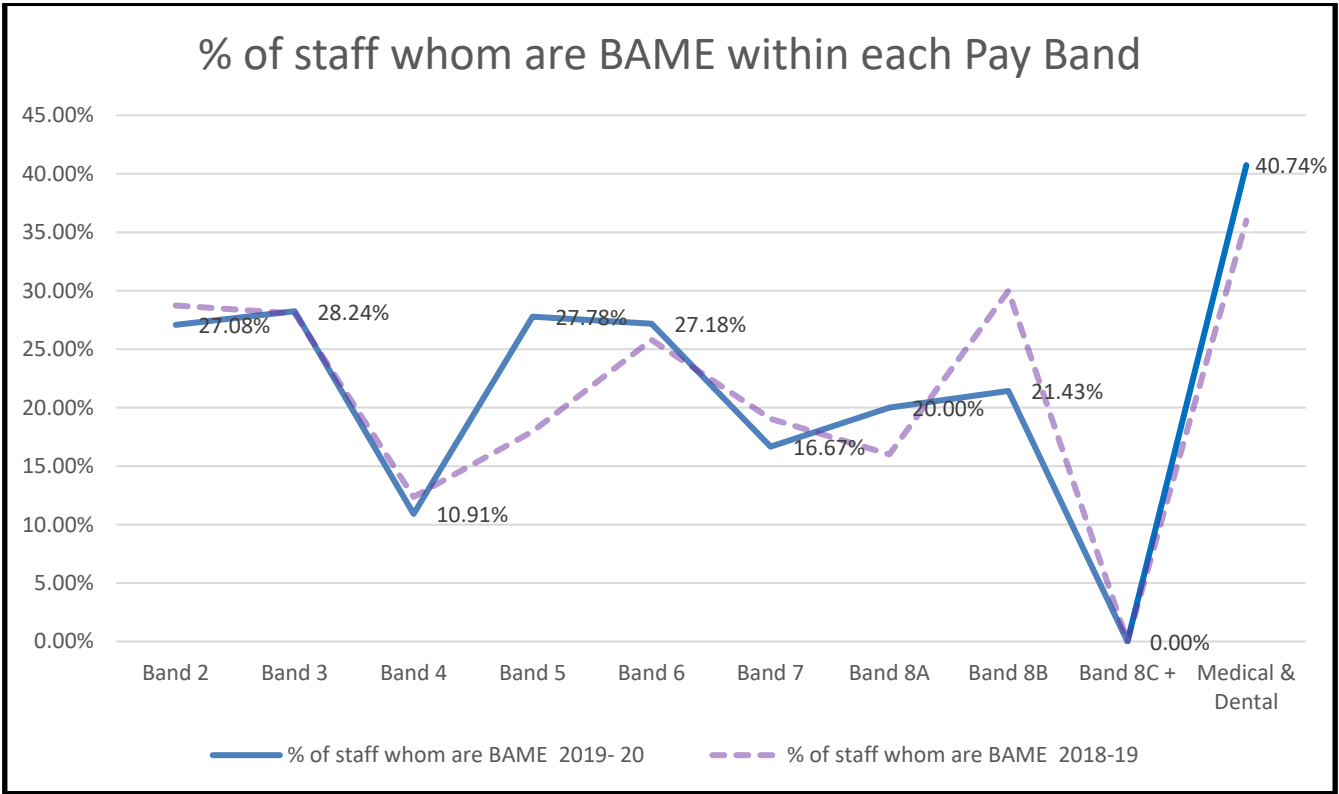
Our WRES Indicators outlined the percentage of BAME staff within each pay group. Staff have been placed in these groups based on their grade as follows:

- Support:** Bands 1-4
- Middle:** Bands 5-7
- Senior:** Bands 8a+, Doctors and Salaried Dentists
- VSM:** Chief Executive and Directors (non-Medical)

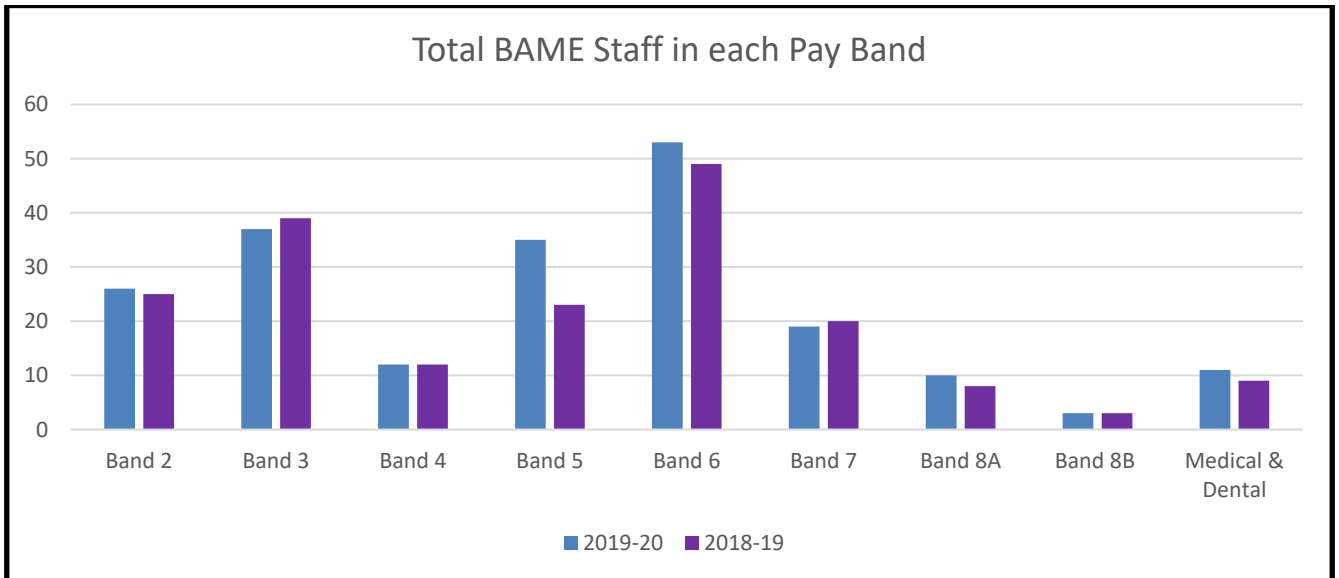
**Table 1**



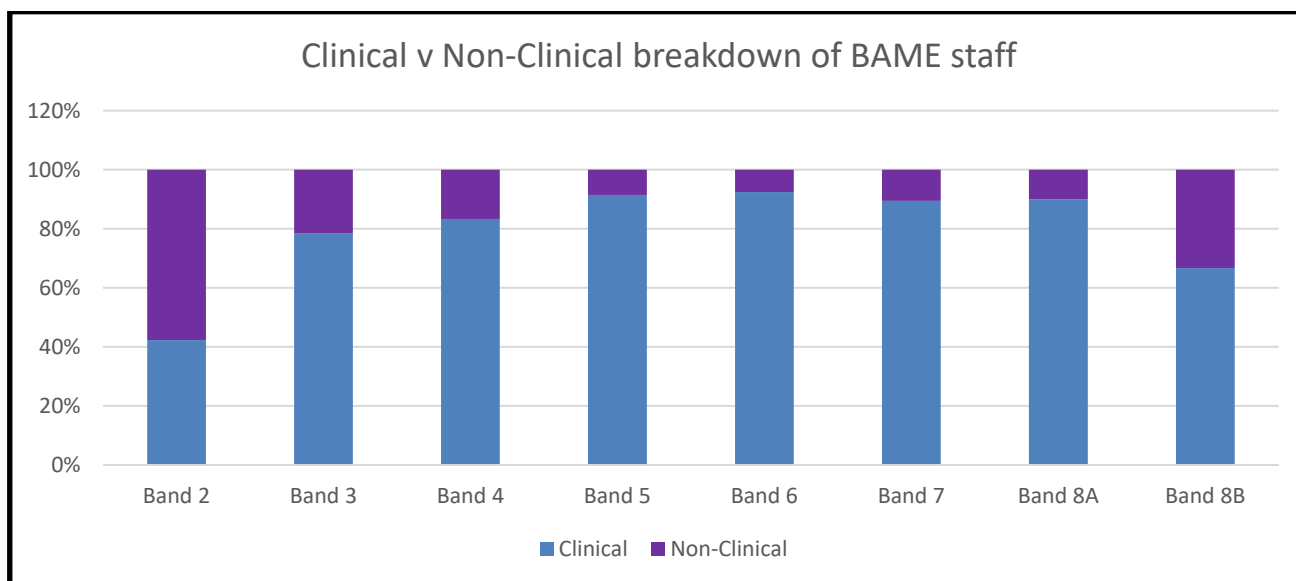
**Table 2**



**Table 3**



**Table 4**



The tables show us that the majority of BAME colleagues work in roles at Bands 2, 5 & 6, 8a & Medical & Dental and changes over the 2 comparator years are marginal. 72% of the total workforce work in clinical roles; with BAME colleagues comprising 26% of the clinical workforce. Conversely, 18% of BAME staff work in non-clinical roles, representing 16% of the non-clinical workforce.

## Our 2019-20 WRES Action Plan

Our 2019-20 WRES Action Plan outlines our plans for the 2020-21 year. Although this report has only been published towards the very end of the 2020-21 year (due to the delay to the national timeframes for collection and reporting of WRES data as a result of Coronavirus) the plan centres around actions that were agreed by our Executive team earlier in 2020. A number of specific actions form part of our wider People Plan, which was published internally in September 2020, whilst some are carried over from our 2018-29 plan. We plan to:

- Continue to link and work more closely with One Bromley on initiatives that can help to ensure employees from black and minority ethnic (BAME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.
- Take part in the NHS Staff survey to enable us to identify, analyse and begin to address any gaps in the treatment and experience between white and BAME staff.
- Update the People & Development Dashboard to enable monthly monitoring of employee relations data by ethnicity.
- Integrate Unconscious bias training/modules into all development programmes where decision-making is considered.

- Develop and implement inclusive Theatre Forum Workshops.
- Introduce a network for BAME colleagues.
- Ensure robust and ongoing plans and resources are in place during COVID-19 and as part of service recovery support vulnerable or at-risk staff with specific focus on BAME employee.

## 2019-20 WRES Action Plan Update

As this report is being published in, February 2021 we are able to provide an actions update as part of this report as much progress has already been achieved against the WRES actions, which is really positive and will hopefully start to address imbalances.

- Online Unconscious Bias training implemented in Jan 2021 with just under 50% of colleagues having completed the training in the first month.
- Equality & Inclusion Network with a direct link into the Executive via the Q&P Committee with over 80 active members.
- Three Freedom to Speak up Ambassadors appointed and are awaiting training.
- Fifteen Mental Health First Aiders recruited and undergoing training.
- An OD action plan developed to support the CCC focussing on culture and promotion.
- A dashboard of staff information e.g. recruitment, promotion, complaints, grievances, disciplinary, access to training, banding by ethnicity is being developed.
- Lived Lives Stories launched across One Bromley with colleagues from a number of organisations taking part.
- Mentoring for BAME colleagues across One Bromley with the process to be shortly launched.
- The Recruitment & Selection policy incorporating revised training is in the process of being reviewed.
- Equality & Diversity training review is underway.
- Just approach to managing employee relations including review of the salient policies such as discipline, management of sickness and performance is shortly due to commence.

Report Signed off by: Jacqui Scott, Chief Executive

Date: 26 February 2021