

2017-18

South Central Ambulance Service 
NHS Foundation Trust

WORKFORCE RACE EQUALITY STANDARD

WRES Indicator	WRES data findings	Action(s)	Owner	Timescales
<p>Indicator 1 Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive board members) compared with the workforce.</p>	<p><u>% of V BME staff in workforce = 3% (96)</u> <u>Total workforce 3547 total</u></p> <p><u>Non clinical staff bands</u></p> <p>BME staff in band 2= 10 (0.28%) BME staff in band 3= 34 (0.95%) BME staff in band 4= 8 (0.22%) BME staff in band 5= 8 (0.22%) BME staff in band 6= (0%) BME staff in band 7= (0%) BME staff in band 8+= (0%) BME staff in bands 8b,c,d,9 and VSM 0%</p> <p><u>Clinical staff bands</u></p> <p>BME staff in band 3= (0%) BME staff in band 4= (0%) BME staff in band 5= (0%) BME staff in band 6= 21 (0.59%) BME staff in band 7,8a to d,9 and VSM 0%</p>	<p>SCAS has BME underrepresentation across departments and pay bands, the primary objective for this action plan will be the increased recruitment of BME staff across the Trust. (See indicator 2 action)</p>	<p>E&D/ Recruitment Manager</p>	<p>July 2018</p>

<p>Indicator 2</p> <p>Relative likelihood of staff being appointed from shortlisting across all posts.</p>	<p>The relative likelihood of white staff being appointed from shortlisting compared to BME staff is 1.95 times greater. (2016 by comparison, 2.88 times greater)</p>	<p>The key to improving BME recruitment is to understand the factors influencing the disproportionate likelihood of white staff being appointed compared to BME staff from shortlisting. The following actions will be taken.</p> <ol style="list-style-type: none"> 1. Ensure robust completion of all interview packs returned to the recruitment team. Indications are that reasons for rejection are not always recorded. 2. Monitor, analyse and report recruitment data to the E&D steering group 3. Long term goal, ensure interview panels are more diverse and unconscious bias trained. 	<p>Recruitment /E&D managers</p>	
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<p>Indicator 3.</p> <p>Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.</p>	<p>The relative likelihood of BME staff entering formal disciplinary process compared to white staff is 1.37 times greater.</p> <p>The number of VBME staff entering formal disciplinary is 9% of total VBME 96. (9)</p>	<p>4. Consider positive action to support BME applicants who meet the person spec but require additional assistance.</p> <p>Review BME disciplinary cases 2017 for trends/inconsistencies</p> <p>.</p>	<p>E&D/ workforce planning manager</p>	
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<p>Indicator 4.</p> <p>Relative likelihood of staff accessing non-mandatory training and CPD</p>	<p>NHS Staff Survey</p> <p>Data not collected</p>	<p>Education to collect data for 2017 WRES</p>	<p>Education</p>										
<p>Indicator 5.</p> <p>KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months</p>	<p>NHS Staff Survey</p> <table border="1" data-bbox="555 738 1097 911"> <thead> <tr> <th></th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>46%</td> <td>42%</td> </tr> <tr> <td>BME</td> <td>38%</td> <td>49%</td> </tr> </tbody> </table>		2016	2017	White	46%	42%	BME	38%	49%	<p>Review Datix database for SCAS recorded data (Staff reporting bullying, harassment or abuse from patients.)</p> <p>Communication strategy to encourage BME/white staff and managers to report bullying, harassment and abuse by patients.</p>	<p>E&D manager</p>	
	2016	2017											
White	46%	42%											
BME	38%	49%											

<p>Indicator 6.</p> <p>KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months</p>	<p>NHS Staff Survey</p> <table border="1"> <tr> <td>2016</td> <td>2017</td> </tr> <tr> <td>White 26%</td> <td>22%</td> </tr> <tr> <td>BME 25%</td> <td>28%</td> </tr> </table>	2016	2017	White 26%	22%	BME 25%	28%	<p>SCAS data for 2016 & 17 show no recorded harassment bullying or abuse from staff for BME staff compared with 4% for white staff.</p> <p>Action. Review data collection, analyse data for White staff, communication strategy to encourage BME staff and managers to report bullying, harassment and abuse by staff.</p>	<p>HR/Equality manager</p>	
2016	2017									
White 26%	22%									
BME 25%	28%									
<p>Indicator 7.</p> <p>KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion</p>	<p>NHS Staff Survey</p> <table border="1"> <tr> <td>2016</td> <td>2017</td> </tr> <tr> <td>White 72%</td> <td>75%</td> </tr> <tr> <td>BME 63%</td> <td>69%</td> </tr> </table>	2016	2017	White 72%	75%	BME 63%	69%	<p>Drop in sessions/focus group for BME staff to better understand survey response.</p>	<p>E&D Manager</p>	
2016	2017									
White 72%	75%									
BME 63%	69%									

<p>Indicator 8.</p> <p>Q17. In the last 12 months have you personally experienced discrimination at work from any of the following?</p> <p>b) Manager/team leader or other colleagues</p>	<p>NHS staff survey</p> <table border="1"> <thead> <tr> <th></th> <th>2016</th> <th>2017</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>10%</td> <td>10%</td> </tr> <tr> <td>BME</td> <td>19%</td> <td>14%</td> </tr> </tbody> </table>		2016	2017	White	10%	10%	BME	19%	14%	<p>SCAS recorded 1.3 % grievance for 2015 and 1.4% for 2016. This equates to 1 member of staff, by contrast the NHS staff survey indicates 14 BME staff indicated discrimination at work.</p> <p>Action. Review data collection, analyse data for White and BME staff and communication strategy to encourage BME staff and managers to report discrimination at work.</p>		
	2016	2017											
White	10%	10%											
BME	19%	14%											
<p>Indicator 9.</p> <p>Percentage difference between the organisations' Board voting membership and its overall workforce</p>	<p>Overall VBME workforce 3%</p> <p>The percentage difference between the organisations' Board voting membership and its overall workforce is 11.6%</p> <p>The Board is representative of its workforce with current BME workforce representation</p>	<p>See action for indicator 2. (to increase BME recruitment)</p>	<p>Recruitment/Equality manager.</p>										