

2016-17

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 BME staff in workforce = 2.5% (74)</u> <u>Total workforce 3032 total</u></p> <p><u>Non clinical staff bands</u></p> <p>% of BME staff in band 2= 2.8% % of BME staff in band 3= 2.6% % of BME staff in band 4= 3.8% % of BME staff in band 5= 1.5% % of BME staff in band 6= 2.4% % of BME staff in band 7= 5.1% % of BME staff in band 8+= 4.9% % of BME staff in bands 8b,c,d,9 and VSM 0%</p> <p><u>Clinical staff bands</u></p> <p>% of BME staff in band 3=0% % of BME staff in band 4= 0.98% % of BME staff in band 5= 1.25% % of BME staff in band 6= 3.5% % of BME staff in band 7,8a to d,9 and VSM 0%</p>	<p>SCAS has BME underrepresentation across departments, professions 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>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 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 1.14 times greater.</p> <p>The number of BME staff entering the formal disciplinary process went up from 3% (3) 2015 to 15% (11) 2016.</p>	<ol style="list-style-type: none"> 4. Short term, E&D manager to observe interview panels for bands 5 and above. 5. Consider positive action to support BME applicants who meet the person spec but require additional assistance. <p>Review BME disciplinary cases 2016 for trends/inconsistencies</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>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>White 46% (NHS staff survey) BME 26% (NHS staff survey)</p>	<p>Review Datix database for SCAS recorded data (Staff reporting bullying, harassment or abuse from patients.) Communication strategy to encourage BME/white staff and managers to report bullying, harassment and abuse by patients.</p>	<p>E&D manager</p>	

<p>Indicator 6.</p> <p>KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months</p>	<p>White 26% (NHS staff survey)</p> <p>BME 25% (NHS staff survey)</p>	<p>SCAS data for 2016 & 17 show no recorded harassment bullying or abuse from staff for BME staff compared with 4% for white staff. 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>	
<p>Indicator 7.</p> <p>KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion</p>	<p>White 72% (NHS staff survey)</p> <p>BME 63% (NHS staff survey)</p>	<p>Drop in sessions/focus group for BME staff to better understand survey response.</p>	<p>E&D Manager</p>	

<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>White 10% (NHS staff survey)</p> <p>BME 19% (NHS staff survey)</p>	<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>		
<p>Indicator 9.</p> <p>Percentage difference between the organisations' Board voting membership and its overall workforce</p>	<p>Voting BME Board Member 6.7%</p> <p>Overall BME workforce 2.5%</p> <p>The percentage difference between the organisations' Board voting membership and its overall workforce is 4.2%</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>	