

2018-19

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% (116)</u> <u>Total workforce 3644 total</u></p> <p><u>Non clinical staff bands</u></p> <p>BME staff in band 2= 11 (%) BME staff in band 3= 29 (%) BME staff in band 4= 6 (%) BME staff in band 5= 13 (%) 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= 6 (0%) BME staff in band 6= 32 (%) BME staff in band 7,8a to d,9 and VSM 0%</p>	<p>SCAS has BME underrepresentation across directorates and pay bands, the primary objective for this action plan will be the continued increased recruitment of BME staff across the Trust. (See indicator 2 action)</p>	<p>E&D/ Recruitment Manager</p>	<p>July 2019</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 2.04 times greater. (2016 by comparison 1.95 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>In 2017 VBME staff were 1.37 times more likely to enter a formal disciplinary process compared to White staff, the 2018 data shows a reduction to 0.90 times.</p> <p>The number of BME staff entering the formal disciplinary is 1.74% of total VBME 116. (2)</p> <p>A figure below 1 would indicate that BME staff members are less likely than white staff to enter the formal disciplinary process.</p>	<p>4. Consider positive action to support BME applicants who meet the person spec but require additional assistance.</p> <p>Continue to monitor.</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>No Data 2017.</p> <p>SCAS has a number of access routes to CPD, not all of these collect equality data.</p>	<p>Education Dept. to coordinate data collection. Staff matters article to promote availability and access to CPD training.</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="555 770 1097 946"> <thead> <tr> <th></th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>43%</td> <td>43%</td> </tr> <tr> <td>BME</td> <td>49%</td> <td>37%</td> </tr> </tbody> </table>		2017	2018	White	43%	43%	BME	49%	37%	<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>	
	2017	2018											
White	43%	43%											
BME	49%	37%											

<p>Indicator 6.</p> <p>KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months</p>	<p>SCAS data for 2017 to 2018 shows no recorded harassment, bullying or abuse for BME staff compared with 0.26%% for white staff.</p> <p>NHS Staff Survey</p> <table border="1"> <thead> <tr> <th></th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>22%</td> <td>23%</td> </tr> <tr> <td>BME</td> <td>28%</td> <td>30%</td> </tr> </tbody> </table>		2017	2018	White	22%	23%	BME	28%	30%	<p>Review data collection, analyse data for White staff, communication strategy to encourage BME staff and managers to report bullying, harassment and abuse.</p>	<p>HR/Equality manager</p>	
	2017	2018											
White	22%	23%											
BME	28%	30%											
<p>Indicator 7.</p> <p>KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion</p>	<p>Data for 2017 indicated 76% of white staff and 69% of BME staff compared with 76% and 74% for 2018.</p> <p>NHS Staff Survey</p> <table border="1"> <thead> <tr> <th></th> <th>2017</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>76%</td> <td>76%</td> </tr> <tr> <td>BME</td> <td>69%</td> <td>74%</td> </tr> </tbody> </table>		2017	2018	White	76%	76%	BME	69%	74%	<p>Continue to monitor</p>	<p>E&D Manager</p>	
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White	76%	76%											
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