

Workforce Race Equality Standard

Indicator	Data for previous year	Data for reporting year	Significance	Actions Taken	Actions Planned
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.	<p>Non Clinical Headcount - 1523 BME : 19.6 White: 80.4</p> <p>Clinical Headcount - 6415 BME : 27.9 White: 72.1</p>	<p>Non Clinical Headcount - 1714 BME : 21.06 White: 78.94</p> <p>Clinical Headcount - 6466 BME : 30.37 White: 69.63</p>	Small increase in number of both clinical and non-clinical BME staff.	See actions below	See actions below
Relative likelihood of staff being appointed from shortlisting across all posts.	<p>BME: 18.24% White: 15.90%</p> <p>0.87</p>	<p>BME: 14.78% White: 14.23%%</p> <p>0.96</p>	Although there is a very small decrease in the likelihood of being shortlisted as a BME candidate this is not significant and well within the national target of 1 or below	<p>All job adverts include a statement on Equality and Diversity in the Trust. Resourcing department currently exploring possibility of embedded the message within the Job Description to strengthen the impact.</p> <p>Introduction of structured feedback for all internal candidates.</p> <p>Recruitment and selection guidance has been updated to reflect the requirement to provide feedback if requested.</p> <p>Candidates are responsible for requesting feedback</p>	<p>Review recruitment and selection assessments ensuring all individuals involved in selection processes are trained in unbiased and non-discriminative interview practices and skills.</p> <p>Review Recruitment and Selection approaches including targeted recruitment campaigns.</p> <p>Exploring how we can ensure all interview panels reflect Trust values and support the Equality, Diversity and Inclusion agenda. Identify how we can give applicants an experience that reflects the diversity of our workforce.</p> <p>Introduction of a recruitment scoring sheets audit.</p>

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					Implement a random spot check process.
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.	BME: 0.36% White: 0.28% (1.28)	BME: 0.32% White: 0.31% (1.03)	There is a small positive improvement in this indicator. As a Trust we are well within the National expectation to ensure that the relative likelihood for BME staff entering the formal disciplinary process compared to white staff is within the non-adverse range of 0.8 – 1.25		The Trust is currently in the process of implementing a Case Management Tool that will give a full overview of all casework. This system will allow for reports to be generated and analysed
Relative likelihood of staff accessing non-mandatory training and CPD.	N/A	N/A	N/A	As with many other Trusts to assist staff with enrolling for training both mandatory and non-mandatory, all staff have been auto-enrolled onto our courses. We are unable to separate or identify where staff have accessed external learning from the ESR reporting Recent communications has gone out encouraging staff to record their non-mandatory training/qualifications on ESR	Work is continuing to enable the Trust to collate information with regards to staff utilising non mandatory training opportunities / Continuous Personal Development.
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White: 28.5% BME: 24.5%	White: 28.6% BME: 28.5%	Although the 4% increase in BME staff stating they have experienced harassment, bullying or abuse from patients, relatives UHCW has embarked on a number of action to help address this issue.	Policy review of Violence and Aggression Policy with explicit reference to Hate Crime. No Excuse for Abuse poster campaign launched 20 th October 2021 in partnership with west Midlands Police including race and hate crime	The Trust is currently exploring alternative methods of reporting and liaising with the Local Authority to look at accessible and effective ways to report hate crimes. Scoping has begun to design and develop potential

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				reference Body Cams pilot in ED The body cams went live on 14th July and have been successful as a deterrent for many incidents, when the cameras have been turned on the situations have been diffused.	application for staff to easily report abuse
Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White: 25.9% BME: 25.5%	White: 27.3% BME: 29.8%	The increase in BME staff experiencing harassment, bullying or abuse from staff reflects a similar increase in the previous indicator.	This year's PDRs shared objective for all staff with 'line management responsibilities' is focused on Health & Wellbeing conversations. However, the following has been included in 2020/21 Appraisal guidance to encourage all employees, when identifying 'Expected Key Outcomes' : <i>"When identifying the 'Expected Key Outcomes' for your objectives, consider how you will encourage equality, diversity and inclusion for the colleagues, patients and customers involved."</i>	It is proposed that in 2021/22, the Appraisal document prompts all employees to detail for each objective "How will you evidence how this objective contributes to Equality, Diversity & Inclusion within your service?"
Percentage believing that Trust provides equal opportunities for career progression or promotion.	White: 87.6% BME: 73.3%	White: 86.5% BME: 65.7%	A notable 7.5% decrease in BME staff who believe the Trust provides equal opportunities for career progression or promotion. The pandemic has meant initiatives to support BME career progression has needed to be paused.	Prior to the pandemic we were offering opportunities on the Stepping Up programme for BAME staff. The programme has been paused for the past 18 months. Leadership webinars with a senior BME NHS officer and a Race academic will take place October 2021. On webinar will	Restart Stepping Up programme Engage BAME staff in Reciprocal Mentoring Programme

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				enable BME staff to hear how a very senior BME officer was able to navigate his way to success.	
In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues.	White: 4.8% BME: 11.7%	White: 7.4% BME: 18.8%	The percentage of staff who have personally experienced discrimination at work from manager/team leader or other colleagues has increased for both White and BME staff. However the increase is far more significant amongst BME staff 7%.	All equality related complaints / concerns are now recorded on a single spread sheet following discussion within the Workforce team. Where cases are formalised they are logged on ESR also. This process allows for trends / patterns to be analysed.	The Trust is currently in the process of implementing a Case Management tool that will give a full overview of all casework. This system will allow for reports to be generated and analysed. The system will replace the spread sheet arrangement. The Freedom to Speak Up application launching soon will enable BME staff to report discriminative behaviour and choose how they want the issue dealt with.
Percentage difference between the organisations' Board voting membership and its overall workforce.	(-19.6%)	(-14.7%)	The data shows a 5% improvement in the percentage difference between the organisations' Board voting membership and its overall workforce. There are 4 Board member who have not registered their ethnicity therefore the percentage could vary	Recruitment for an Associate NED targeting underrepresented groups recently took place; however, there were no suitable candidates.	Currently exploring alternative approach including utilising NHS NEXt Director scheme.