

Workforce Race Equality Standard: Reporting Template

Name of Provider Organisation: Yeovil District Hospital NHS foundation Trust		Date/ Month of report: July 2015
Name and title of Board Lead for the WRES: Tim Newman, Chief Finance and Commercial Officer		
Name and contact details of Lead Manager compiling this report: Mark Appleby, Associate Director of HR and OD		
Names of commissioners this report has been sent to: Somerset CCG; NHS England		
Name and contact details of co-ordinating commissioner this report has been sent to: Somerset CCG		
Unique URL link on which this report will be found (to be added after submission): YDH website		
This report has been signed off by the following on behalf of the Board:		
Name:	Tim Newman	Date: 1.7.2015
Background Narrative		
1. Any issues of completeness of data		
All staff records have an ethnic category recorded, so data completeness is 100%.		
As highlighted in the data recorded at Indicator 9 (Board representation), 95% of Somerset's population is 'white british', which is above the national average of 85%. As an organisation within a diverse but rural locality this should be borne in mind when considering the representation of our workforce in comparison to our local population.		
2. Any matters relating to reliability of comparisons with previous years		
There have been no significant changes in recording or reporting processes that would affect previous year comparisons. The Trust's Workforce Report published on the Trust's Equality & Diversity pages of its website in January 2015 could be used as a comparison: http://www.yeovilhospital.co.uk/about-us/equality-and-diversity/		
Total numbers of staff		
3. Employed within this organisation at the date of the report: 2,063 as at 31 May 2015.		
4. Proportion of BME staff employed within this organisation at the date of the report		
There are 113 BME staff within a total workforce of 2063. This equates to 5% BME, identified in the breakdown below:		
Ethnic Categories	All Staff	Percentage of total
White - British	1274	62%
White - Irish	14	1%

White - Any other White background	371	18%
Mixed - White & Black African	3	0%
Mixed - White & Asian	8	0%
Mixed - Any other mixed background	4	0%
Asian or Asian British - Indian	59	3%
Asian or Asian British - Pakistani	17	1%
Asian or Asian British - Any other Asian background	56	3%
Black or Black British - African	8	0%
Black or Black British - Any other Black background	1	0%
Chinese	5	0%
Any Other Ethnic Group	27	1%
Not Stated	216	10%

Self-reporting

5. The proportion of total staff who have self-reported their ethnicity is 89.5%. These figures are based on the proportion of records where ethnicity is recorded as 'Not Stated'.

6. Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity: ethnicity for all staff will be sought if not self-reported at initial recruitment.

7. Are any steps planning during the current reporting period to improve the level of self-reporting by ethnicity: this is in progress.

Workforce data

8. What period does the organisation's workforce data refer to: all data is correct as at 31 May 2015.

Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
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For each of these three workforce indicators, the Standard compares the metrics for White and BME staff.

<p>1. Percentage of BME staff in Bands 8-9, VSM (including Executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce</p>	<p>We have 1 member of staff in a higher grade who falls within a BME group. The full breakdown is provided below.</p>	<p>Please see our Workforce Report 2014-15: http://www.yeovilhospital.co.uk/about-us/equality-and-diversity/</p>		
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Ethnic Categories	All Staff	Bands 8 to 9, VSM & Sen M & D	Percentage
White - British	1274	78	6%
White - Irish	14	2	14%
White - Any other White background	371	24	6%
Mixed - White & Black African	3		0%
Mixed - White & Asian	8		0%
Mixed - Any other mixed background	4		0%
Asian or Asian British - Indian	59		0%
Asian or Asian British - Pakistani	17		0%
Asian or Asian British - Any other Asian background	56		0%
Black or Black British - African	8		0%
Black or Black British - Any other Black background	1		0%
Chinese	5	1	20%
Any Other Ethnic Group	27	1	4%
Not Stated	216	7	3%
Grand Total	2063	113	5%

Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
2. Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.	This is not currently available	Not available	The data is not currently analysed.	Analysis will commence to enable provision of data for the next reporting period.
3. Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. <i>(Note: this indicator will be based on data from a two year rolling average of the current year and the previous year)</i>	<p>Outcomes of disciplinaries: Black</p> <p>No Warning 0 1 0 1 1</p> <p>Verbal warning 0 2 0 0 1</p> <p>Written Warning 0 1 0 0 0</p> <p>Dismissal 0 0 0 0 0</p> <p>Resignation 0 0 0 0 0</p> <p>Outcomes of disciplinaries: Asian</p> <p>No Warning 0 3 1 0 5</p> <p>Verbal warning 0 2 0 0 3</p> <p>Written warning 0 2 0 1 3</p> <p>Dismissal 0 0 0 1 1</p> <p>Resignation 0 0 0 0 1</p> <p>Outcomes of disciplinaries: White</p> <p>No warning 0 1 1 4 6</p> <p>Verbal Warning 5 2 0 3 1</p> <p>Written Warning 1 1 0 0 1</p> <p>Dismissal 0 0 0 1 1</p> <p>Resignation 0 0 0 2 1</p>	<p>2010 2011 2012 2013 2014</p> <p>2010 2011 2012 2013 2014</p> <p>2010 2011 2012 2013 2014</p>		

4. Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff.	The organisation has a central training budget from which all members of staff are eligible to apply for external training. Data recorded does not include ethnicity.	The training budget was centralised at the start of the 2014-15 financial year. Prior to this most departments had individual training budgets from which to allocate funds to their staff and methods of allocation varied. Where no individual departmental training budget existed, funds could be sought from the Training Academy or other methods of funding could be utilised by managers, e.g. Trust funds and sponsorship.	Consideration will be given to linking ethnicity data with training funding allocations.
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National NHS Staff Survey Findings

For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff

Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any additional background explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective
5. KF18: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	70% = Never			
6. KF19: Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	79% = Nil			
7. KF27: Percentage believing that Trust provides equal opportunities for career progression or promotion.	57% = Agree			
8. Q23: In the last 12 months have you personally experienced discrimination at work from a Manager/ Team Leader of other colleague?	93% = No			

Note : Please refer to the Technical Guidance for clarification on the precise means of each indicator.

Boards

Does the Board meet the requirement on Board membership in 9?

<p>9. Boards are expected to be broadly representative of the population they serve.</p>	<p>We have reviewed the census reports for 2011 and have identified the BME/White breakdown for South Somerset and West Dorset, which is the primary community served by YDH. (We have not used data for the whole of Dorset and Somerset as most of these will not fall within the catchment area of YDH).</p> <p>Based on the data from the Census 2011, our Board membership is comprised as follows:</p> <ul style="list-style-type: none"> • White: 100% • BME: 0% • Other: 0% <p>West Dorset White* 95.7%; BME 4.2%; Other 0.1% Somerset White* 98.1%; BME 1.9%; Other 0% <i>*includes UK, Ireland, Gypsy, White European</i></p> <p>Therefore, when compared to the demographic information from the 2011 Census, our Board is broadly representative of the population it serves.</p>	<p>Demographic information as at Census 2011 outlines the following:</p> <p>West Dorset: White*:95.7% BME: 4.2% Other: 0.1%</p> <p>Somerset: White*:98.1% BME: 1.9% Other: 0%</p> <p><i>*includes UK, Ireland, Gypsy, White European</i></p>	<p>YDH will continue to consider the representativeness of the voting Board when appointing non-executive and executive members.</p>
<p>Are there any other factors or data which should be taken into consideration in assessing progress? Please bear in mind any such information, action taken and planned may be subject to scrutiny by the Co-ordinating Commissioner or by regulators when inspecting against the 'well led domain'</p>			
<p>As already noted in the Background Data to this report, and in the data recorded at Indicator 9 (Board representation), the population of the county in which this organisation is located is 95% 'white british'. This is above the national average of 85%. The local area is diverse in terms of 'white other' ethnicity: there are local populations of other European groups - Portuguese, Spanish, Polish, Gypsy & Traveller. Our workforce is also diverse and reflects these population groups within our catchment areas of Somerset and West Dorset. However, the very low percentage of residents from BME backgrounds (<2% in Somerset; <5% in West Dorset) should be borne in mind when considering the representation of our workforce in comparison to our local population.</p>			
<p>If the organisation has a more detailed Plan agreed by its Board for addressing these and related issues you are asked to attach it or provide a link to it. Such a plan would normally elaborate on the steps summarised in section 5 above setting out the next steps with milestones for expected progress against the metrics. It may also identify the links with other work streams agreed at Board level such as EDS2.</p> <p>Please see our EDS2 Report for 2014-15 at http://www.yeovilhospital.co.uk/wp-content/uploads/2015/12/Equality-and-Diversity-Report-Objectives-2015-16.pdf (located within our Equality & Diversity page http://www.yeovilhospital.co.uk/about-us/equality-and-diversity/).</p>			