

### DORSET COUNTY HOSPITAL WORKFORCE RACE EQUALITY SCHEME (WRES) INDICATOR DATA – 2018/19

WRES Indicator		Data for Reporting year (up to 31 March 2019)		Data for previous year (up to 31 March 2018)		Implications for the data and any additional background narrative																																																																						
<b>Workforce Metrics</b> – For each of these four workforce indicators the standard compares the metrics for white and BME Staff																																																																												
1	Percentage of BAME staff in bands 1-9 and VSM compared with the percentage of BAME staff in the overall workforce	<table border="1"> <thead> <tr> <th></th> <th>White</th> <th>BAME</th> </tr> </thead> <tbody> <tr><td>Band 8a</td><td>96%</td><td>4%</td></tr> <tr><td>Band 8b</td><td>96%</td><td>4%</td></tr> <tr><td>Band 8c</td><td>100%</td><td>0%</td></tr> <tr><td>Band 8d</td><td>100%</td><td>0%</td></tr> <tr><td>Band 9</td><td>100%</td><td>0%</td></tr> <tr><td>VSM</td><td>83%</td><td>17%</td></tr> <tr><td>Junior Doctor</td><td>63%</td><td>32%</td></tr> <tr><td>Non Consultant Career Grades</td><td>42%</td><td>43%</td></tr> <tr><td>Consultant</td><td>4%</td><td>51%</td></tr> <tr><td>Other Medical Staff</td><td>76%</td><td>5%</td></tr> <tr><td>Board</td><td>93%</td><td>7%</td></tr> </tbody> </table>		White	BAME	Band 8a	96%	4%	Band 8b	96%	4%	Band 8c	100%	0%	Band 8d	100%	0%	Band 9	100%	0%	VSM	83%	17%	Junior Doctor	63%	32%	Non Consultant Career Grades	42%	43%	Consultant	4%	51%	Other Medical Staff	76%	5%	Board	93%	7%	<table border="1"> <thead> <tr> <th></th> <th>White</th> <th>BAME</th> </tr> </thead> <tbody> <tr><td>Band 8a</td><td>95%</td><td>5%</td></tr> <tr><td>Band 8b</td><td>84%</td><td>13%</td></tr> <tr><td>Band 8c</td><td>100%</td><td>0%</td></tr> <tr><td>Band 8d</td><td>100%</td><td>0%</td></tr> <tr><td>Band 9</td><td>100%</td><td>0%</td></tr> <tr><td>VSM</td><td>89%</td><td>11%</td></tr> <tr><td>Junior Doctor</td><td>0%</td><td>90%</td></tr> <tr><td>Non Consultant Career Grades</td><td>51%</td><td>33%</td></tr> <tr><td>Consultant</td><td>59%</td><td>17%</td></tr> <tr><td>Other Medical Staff</td><td>0%</td><td>63%</td></tr> <tr><td>Board</td><td>93%</td><td>7%</td></tr> </tbody> </table>		White	BAME	Band 8a	95%	5%	Band 8b	84%	13%	Band 8c	100%	0%	Band 8d	100%	0%	Band 9	100%	0%	VSM	89%	11%	Junior Doctor	0%	90%	Non Consultant Career Grades	51%	33%	Consultant	59%	17%	Other Medical Staff	0%	63%	Board	93%	7%	<p>There was an overall increase in BAME VSM staff and non- consultant career grades.</p> <p>Across the trust the total number of BAME staff employed fell from 248 to 234.</p>
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2	Relative Likelihood of BAME Staff being recruited from shortlisting compared to that of white staff being recruited from shortlisting across all posts	<p>Number of Shortlisted applicants</p> <ul style="list-style-type: none"> <li>• White 1375</li> <li>• BAME 118</li> </ul> <p>Number appointed from shortlisting</p> <ul style="list-style-type: none"> <li>• White 370</li> <li>• BAME 25</li> </ul> <p>Likelihood of appointment</p> <ul style="list-style-type: none"> <li>• White 27%</li> <li>• BAME 21%</li> </ul>	<p>Number of Shortlisted applicants</p> <ul style="list-style-type: none"> <li>• White 1508</li> <li>• BAME 504</li> </ul> <p>Number appointed from shortlisting</p> <ul style="list-style-type: none"> <li>• White 400</li> <li>• BAME 26</li> </ul> <p>Likelihood of appointment</p> <ul style="list-style-type: none"> <li>• White 27%</li> <li>• BAME 5%</li> </ul>	This data has shown a significant increase (16%) in the likely appointment of BAME candidates from the previous year. This is a positive indicator for the Trust.
3	Relative likelihood of BAME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process	<p>Number of staff entering the formal disciplinary process</p> <ul style="list-style-type: none"> <li>• White 26 (1.09%)</li> <li>• BAME 4 (1.71%)</li> </ul>	<p>Number of staff entering the formal disciplinary process</p> <ul style="list-style-type: none"> <li>• White 23 (0.77%)</li> <li>• BAME 3 (1.21%)</li> </ul>	There was an increase in disciplinary processes involving both white and BAME staff in 2018/19.
4	Relative likelihood of BAME staff accessing non-mandatory training and CPD as compared to white staff	Information relating to non-mandatory training participation and CPD is not recorded centrally by the trust	Information relating to non-mandatory training participation and CPD is not recorded centrally by the trust	2018 National Staff Survey finding showed that BAME staff responded 13% more favourably when asked if they received training, learning or development in the previous 12 months (not including mandatory training)

<b>National NHS Staff Survey Findings – For each of the below indicators the standard compares the metrics for each survey question response for white and BME Staff</b>				
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the previous 12 months	29% of BAME respondents reported experiencing bullying, harassment or abuse from patients, relatives or the public in the previous 12 months compared to 23% of white respondents	18% of BAME respondents reported experiencing bullying, harassment or abuse from patients, relatives or the public in the previous 12 months compared to 25% of white respondents	Incidences of bullying, harassment or abuse from patients, relatives or the public have increased significantly (+11%) for BAME staff
6	Percentage of staff experiencing harassment, bullying or abuse from staff in the previous 12 months	28% of BAME respondents reported experiencing bullying, harassment or abuse from staff in the previous 12 months compared to 18% of white respondents	31% of BAME respondents reported experiencing bullying, harassment or abuse from staff in the previous 12 months compared to 24% of white respondents	A small decrease in the number of BAME staff reporting they had experienced bullying, harassment or abuse from staff members, but the percentage is still higher than that reported by their white colleagues.
7	Percentage of staff believing that the trust provides equal opportunities for career progression or promotion	85% of BAME respondents feel the Trust acts fairly with regard to career progression and promotion, compared to 92% of white respondents	92% of BAME respondents feel the Trust acts fairly with regard to career progression and promotion, compared to 92% of white respondents	A significant negative decrease in the percentage of BAME staff who believe the trust provides equal opportunities for career progression or promotion.
8	Percentage of staff experiencing discrimination at work from managers in the previous 12 months	14% of BAME respondents experienced discrimination from managers in the previous 12 months compared to 10% of white respondents	19% of BAME respondents experienced discrimination from managers in the previous 12 months compared to 6% of white respondents	A significant and positive decrease occurred in the number of BAME staff experiencing discrimination at work from their managers

Board Composition – Does the board meet the requirement on Board membership				
9	Percentage difference between the organisations Board voting membership and its workforce overall	<p>Board members</p> <ul style="list-style-type: none"> <li>White 13 (92.9%)</li> <li>BAME 1 (7.1%)</li> </ul> <p>Voting Board members</p> <ul style="list-style-type: none"> <li>White (85.7%)</li> <li>BAME (14.3%)</li> </ul> <p>Overall Workforce by ethnicity</p> <ul style="list-style-type: none"> <li>White (87.8%)</li> <li>BAME (8.7%)</li> </ul>	<p>Board members</p> <ul style="list-style-type: none"> <li>White 14 (93.3%)</li> <li>BAME 1 (6.7%)</li> </ul> <p>Voting Board members</p> <ul style="list-style-type: none"> <li>White (85.7%)</li> <li>BAME (14.3%)</li> </ul> <p>Overall Workforce by ethnicity</p> <ul style="list-style-type: none"> <li>White (88.5%)</li> <li>BAME (7.4%)</li> </ul>	A marginal change has occurred in this indicator due to there being 1 less non-executive director in post.

The NHS Equality & Diversity Council announced on 31 July 2014 that it had agreed action to ensure employees from black and minority ethnic (BAME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace. All health service providers are expected to show progress against nine indicators of workforce equality, including a specific indicator to address the low numbers of BME board members across the organisation.

The WRES will continue to work to evidence the outcomes of the work that is done, publishing data intelligence and supporting the system by sharing replicable good practice.

A table detailing our WRES results can be found above. Our results in comparison to last year are encouraging. Key findings from the results are:

- Positive increase in BAME staff numbers in VSM and non-consultant career grades
- Significant positive increase in the likely appointment of BAME staff
- 13% more BAME staff responding favourably when asked about training learning and development
- Negative increase in BAME staff (+5%) reporting they have suffered bullying harassment or abuse from patients, relatives or members of the public
- Positive significant decrease in BAME staff (-13%) reporting they have suffered bullying harassment or abuse from staff members
- Significant positive decrease in BAME staff (-5%) reporting they have suffered bullying harassment or abuse from managers
- Significant negative decrease (-7%) in BAME staff believing the trust provides equal opportunities for career progression or promotion

*Outstanding care for people in ways which matter to them*