

Workforce Race Equality Standard Report 2015

Name of Provider Organisation	Date of Report	Year of report
		26.11.15
NHS Blood and Transplant		
<p>Name and title of Board lead for the Workforce Race Equality Standard</p> <p>Sally Johnson: Director of Organ Donation and Transplantation/ David Evans: Director of Workforce and Transformation Services</p>		
<p>Name and contact details of lead manager compiling this report</p> <p>Sabrina Richards: Head of Diversity and Inclusion: sabrina.richards2@nhsbt.nhs.uk</p>		
<p>Names of commissioners this report has been sent to</p> <p>Not applicable</p>		
<p>Name and contact details of co-ordinating commissioner this report has been sent to</p> <p>Not applicable</p>		
<p>Unique URL link on which this report will be found to be added after submission</p>		
<p>This report has been signed off by on behalf of the Board (insert name and date)</p>		

Workforce Race Equality Standard Report 2015

This report is an easy read version of the Workforce Race Equality Report submitted to NHS England on 1st July 2015. The statistics relate to 1st April 2015 at the time of the reports creation (April 2015 and referring back over the past 2 financial years).

1. Total Numbers of Staff: Employed within the organisation at the date of the report:

5600

Proportion of BME staff employed within the organisation at the date of the report:

682

2. Self reporting

The proportion of staff who have self reported their ethnicity

5309 (94.9%)

Workforce Race Equality Indicators and RAG status

Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or Corporate Equality Objectives
Percentage of BAME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BAME staff in the overall workforce	<p>BAME staff = 8.47% in bands 8-9 ,VSM</p> <p>Total percentage of BAME staff in workforce = 12.17%</p>	<p>7.2% in bands 8-9, VSM</p> <p>Total percentage of BAME staff in workforce 11.4%</p>	<p>The data illustrates that the percentage of BAME staff at senior levels has increased since April 2013 and targeted development programmes such as REACH has supported the development of BAME employees to gain the confidence to apply for senior positions. NHSBT has already adopted a strategic target to increase by 15 per cent the number of BAME staff in senior positions over the next three years and so far NHSBT has been successful in achieving these targets.</p>	<p>A number of planned actions will take place to improve representation at senior levels such as</p> <ul style="list-style-type: none"> Executive Sponsorship of high potential BAME employees typically operating at Band 7 and 8 Coaching and mentoring support for high potential BAME Employees via members of the BAME Network Profiling the careers of BAME employees within NHSBT on the NSHBT Careers web site Developing job shadowing opportunities to BAME staff through the OD- Talent and Leadership team

Workforce Race Equality Standard Report 2015

Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or Corporate Equality Objectives
<p>Relative likelihood of BAME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.</p>	<p>0.035 (ratio) BAME staff 0.062 (ratio) White staff</p>	<p>0.094 (ratio) BAME staff 0.184 (ratio) White staff</p>	<p>The relative likelihood of White staff being appointed from shortlisting compared to that of BAME staff appointed across all posts in 2014/15 is 1.77 times greater. The ratio is worked out by calculating the total number of shortlisted applicants for both BAME staff and White staff and the number of BAME staff and white staff being appointed from shortlisting.</p> <p>The data illustrates that further analysis is required to understand why the likelihood of white staff being appointed is 1.77 times greater and to remove any barriers for BAME staff in relation to the recruitment and selection process. Planned actions to support this issue are listed in the next column.</p>	<p>A number of planned actions will take place over the next few months to improve our approach to recruitment and selection. These are establishing:</p> <ul style="list-style-type: none"> • Reviewing unconscious bias training into the recruitment and selection process • Developing recruitment panels to ensure they take account of unconscious bias in the decision making process • Writing to all employees currently classified as non stated on ESR to improve self reporting in the ethnicity category • Incorporating unconscious bias and inclusive leadership training into the Managers' passport development programme • Focused support for BAME staff with potential Band 7/8a posts to be approached by line manager /BAME network/REACH higher graduates when posts at this level become available • Sending out an automated email to all BAME staff when Band 8 positions become available and encouraging staff to apply
<p>Relative likelihood of BAME 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* *Note: this indicator will be based on data from a two year rolling average of the current year and the previous year.</p> <p>Relative likelihood of BAME staff accessing non mandatory training</p>	<p>0.0255 (ratio) BAME staff 0.0210 (ratio) White staff</p>	<p>0.0223 (ratio) BAME staff 0.0145 (ratio) White staff</p>	<p>The relative likelihood of BAME staff entering the formal disciplinary process compared to white staff is 1.214 times greater.</p> <p>The ratio is worked out by calculating the number of BAME and White staff in the workforce and the total number of white and BAME staff entering the formal disciplinary process during the 14/15 financial year.</p> <p>Whilst the ratio of 1.214 may be relatively small, the data illustrates that further analysis is required to understand why the likelihood of BAME entering</p>	<p>A number of planned interventions will take place to start to address the shortfall in the data such as;</p> <ul style="list-style-type: none"> • The development of BAME Representative Disciplinary Panels • Carrying out an audit and root cause analysis on potential disciplinary cases • Setting up a focus group with BAME staff in the areas where we have had a large proportion of disciplinary cases involving BAME staff to find out their views and experiences

Workforce Race Equality Standard Report 2015

Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or Corporate Equality Objectives
CPD as compared to White staff.	0.33 (ratio) BAME staff 0.27 (ratio) White staff	N/A	the formal disciplinary process is 1.214 greater. The data illustrates that the likelihood of BAME staff accessing mandatory training/CPD compared to white staff is slightly higher. It has not been possible to report on this indicator for the previous year due to gaps in our data, however there are plans to ensure that the data will be reported on and monitored on a regular basis from 2015/2016 performance year.	We will continue to monitor access to learning education and development and report on this on a regular basis. For example we will ensure that ; <ul style="list-style-type: none"> • An Annual report on BAME access to development will be provided to the Workforce Steering Group for monitoring. • Ensuring that data on staff accessing learning education and development is collated and monitored on a regular basis through the Shine Academy
For each of these four staff survey indicators, the Standard compares the metrics for each survey question response for White and BME staff.				
KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	BAME staff = 19% White staff = 24%	BAME staff = 10% White staff = 20%	The data illustrates that the percentage of BAME staff experiencing harassment bullying and abuse is slightly lower than White staff... as a result further work will be undertaken to ascertain why all staff have experienced harassment , bullying and abuse from members of the public. To note: the data from the 2012 survey is based on a sample of 2500 staff (1569 people responded)	A number of planned interventions will take place to start to address the shortfall in the data such as; <ul style="list-style-type: none"> • Rolling out a series of master classes to highlight inappropriate behaviour in the workplace and expected behaviours. • BAME Network members to carry out focus groups with BAME staff to find out about their experiences as to why there is a perception of discrimination
KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12	BAME staff =39%	BAME staff =12%	The number of BAME staff experiencing harassment bullying or abuse from staff in the last 12 months is 5% higher than that compared to	A number of planned interventions will take place to start to address the shortfall in the data such as;

Workforce Race Equality Standard Report 2015

Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or Corporate Equality Objectives
months	White staff = 34%	White staff =25%	<p>White staff and is clear indicator that there is an issue.</p> <p>To note: the data from the 2012 survey is based on a sample of 2500 staff (1569 people responded)</p>	<ul style="list-style-type: none"> Rolling out a series of master classes to highlight inappropriate behaviour in the workplace and expected behaviours. BAME Network members to carry out focus groups with BAME staff to find out about their experiences as to why there is a perception of discrimination Building awareness of inclusion into management development programmes as standard practice
KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion	BAME staff= 49% White staff = 43%		<p>The number of BAME staff believing that the trust provides equal opportunities for career progression or promotions is slightly higher than that of white staff which is a positive indicator that development programmes are making a difference.</p> <p>To note: the data from the 2012 survey is based on a sample of 2500 staff (1569 people responded)</p>	<ul style="list-style-type: none"> Ensuring access to career development opportunities via the BAME Network Providing coaching and mentoring opportunities to BAME staff through the NHSBT BAME Network Developing a buddy system for BAME new starters within the first six months of them joining the organisation through the BAME Network Providing job shadowing opportunities for BAME staff through the Talent and Leadership OD team Ensuring Senior Leadership sponsorship of high potential BAME staff (This is where senior leaders will sponsor a BAME member of staff in order to support them in their career progression)
Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	BAME staff= 20% White staff= 10%	BAME staff =18% White staff= 8%	<p>The number of BAME staff experiencing discrimination at work from manager's team leaders and colleagues is double when compared to White staff and is a clear indicator that there is a perception of discrimination taking place within NHSBT.</p> <p>To note: the data from the 2012 survey is based on a sample of 2500 staff (1569 people responded)</p>	<ul style="list-style-type: none"> Setting up focus groups with BAME staff across all regions to understand their experiences of discrimination and what can be done to address the issues Ensuring that an Inclusive leadership module is incorporated into the mandatory Managers Passport Core development programme Developing a mandatory e- learning package for all employees on inclusive working environments and rolling this out to all staff BAME Network members will attend CPC meetings across key NHSBT sites to alert managers to the issues and seek their support to improve BAME staff experience Development of Manager briefings (newsletter format on equality and diversity and discrimination case studies)

Workforce Race Equality Standard Report 2015

Indicator	Data for reporting year	Data for previous year	Narrative – the implications of the data and any explanatory narrative	Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or Corporate Equality Objectives
				<ul style="list-style-type: none"> Ensuring a standing agenda item on inclusive leadership is made mandatory on CPC agendas Development of a mandatory e learning package for front line staff on cultural competence
Does the Board meet the requirement on Board membership in 9?				
Boards are expected to be broadly representative of the population they serve	N/A	N/A	At present NHSBT's Board is not representative of the communities it serves. This is recognised and as a result a number of planned interventions will be undertaken over the next few years to ensure that the Board meets the requirements of the Standard.	Planned actions to address the Board membership requirement includes: <ul style="list-style-type: none"> Working with specialist recruitment agencies to head hunt talented BAME candidates Liaising with recruitment agencies to widen their search for talented senior leaders from under represented groups

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.”