

# Response ID ANON-DH32-FN8P-D

Submitted to **Workforce Race Equality Standard (WRES) reporting template - 2017**  
Submitted on **2020-08-27 18:50:59**

## Introduction

### 1 Name of organisation

**Name of organisation:**

St Christopher's

### 2 Date of report

**Month/Year:**

August 2020

### 3 Name and title of Board lead for the Workforce Race Equality Standard

**Name and title of Board lead for the Workforce Race Equality Standard :**

Joanna Donaldson, Trustee

### 4 Name and contact details of lead manager compiling this report

**Name and contact details of lead manager compiling this report:**

Mandy Piper-Killick, Director of People & Organisational Development

### 5 Names of commissioners this report has been sent to

**Complete as applicable::**

Matthew Griffiths (Southwark CCG)

Richard Croydon (Lambeth CCG)

Michael Johnston (Bromley CCG)

Olu Odukale (Croydon CCG)

Corinne Moccarme (Lewisham CCG)

## Workforce Race Equality Standard reporting template

### 6 Name and contact details of co-ordinating commissioner this report has been sent to

**Complete as applicable.:**

Corrine Moccarme, Joint Commissioning Lead Community Support and Care NHS Lewisham and London Borough of Lewisham

### 7 Unique URL link on which this report and associated Action Plan will be found

**Unique URL link on which this Report and associated Action Plan will be found:**

<http://www.stchristophers.org.uk/governance>

### 8 This report has been signed off by on behalf of the board on

**Name::**

Executive Team

**Date::**

August 2020

## Background narrative

### 9 Any issues of completeness of data

**Any issues of completeness of data:**

We are working towards improving our ethnicity reporting to support with the measurement of all WRES indicators. We have also purchased a new HR Information System which will also help to minimise data errors in the future.

### 10 Any matters relating to reliability of comparisons with previous years

**Any matters relating to reliability of comparisons with previous years:**

N/A

## Self reporting

### 11 Total number of staff employed within this organisation at the date of the report:

Total number of staff employed within this organisation at the date of the report:

580

### 12 Proportion of BME staff employed within this organisation at the date of the report?

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

22%

### 13 The proportion of total staff who have self reporting their ethnicity?

The proportion of total staff who have self-reported their ethnicity:

99%

### 14 Have any steps been taken in the last reporting period to improve the level of self reporting by ethnicity?

Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity:

The HR/People team have been encouraging staff to access the MyHR Self-Service portal to view and update their information.

### 15 Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity?

Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity:

We will continue to encourage staff to share their personal data including equality monitoring information on the self service portal.

## Workforce data

### 16 What period does the organisation's workforce data refer to?

What period does the organisation's workforce data refer to?:

1 July 2019 - 30 June 2020

## Workforce Race Equality Indicators

**17 Percentage of staff in each salary range of £10k compared with the percentage of staff in the overall workforce. Very Senior Managers (VSM) salaries generally begin at £100k (including executive Board members). Organisations should undertake this calculation separately for non-clinical and for clinical staff.**

**Data for reporting year:**

BME Staff represent;

30% of staff in Clinical roles and 26% of staff in non clinical roles equivalent to Band 1-4

27% of staff in Clinical roles and 12.5% of staff in non clinical roles equivalent to Band 5

11% of staff in Clinical roles and 13% of staff in non clinical roles equivalent to Band 6

11% of staff in Clinical roles and 9% of staff in non clinical roles equivalent to Band 7

21.5% of staff in Clinical roles and 19% of staff in non clinical roles equivalent to Band 8

**Data for previous year:**

BME Staff represent last year;

23.2% of staff in Clinical roles and 22.76% of staff in non clinical roles equivalent to Band 1-4

15% of staff in Clinical roles and 11% of staff in non clinical roles equivalent to Band 5

12% of staff in Clinical roles and 0% of staff in non clinical roles equivalent to Band 6

5.5% of staff in Clinical roles and 15% of staff in non clinical roles equivalent to Band 7

0% of staff in Clinical roles and 12.5% of staff in non clinical roles equivalent to Band 8

**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:**

All staff are required to complete equality and diversity e-learning training and we introduced unconscious bias training for managers in this period. The People Directorate, Executive Team and Equality & Diversity Group will continue to review and monitor the WRES data.

### 18 Relative likelihood of staff being appointed from shortlisting across all posts.

**Data for reporting year:**

White staff are 2.47 times more likely to be appointed from shortlisting than BAME.

**Data for previous year:**

Last year, white staff were 3 times more likely to be appointed from shortlisting than BAME

**The implications of the data and any additional background explanatory narrative:**

During this period, there was a transition to a new ATS system in November 2019, therefore the data captured only covers the period November 2019 to June 2020. Although applicants are strongly encouraged to disclose their ethnicity, we continue to find that the majority of applicants are still not doing this.

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

With the new Applicant Tracking System, we will be reviewing our current recruitment and selection processes including looking exploring innovative ways to attract applicants, encouraging applicants to self-report at recruitment and selection stage. However, we intend to explore why this is not happening via a small task and finish group made up of BAME staff.

**19 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.**

**Data for reporting year:**

BME staff are 1.2 times more likely to enter a formal disciplinary process than white staff.

**Data for previous year:**

Last year, BME staff were 1.75 times more likely to enter a formal disciplinary process than white staff.

**The implications of the data and any additional background explanatory narrative:**

The number of formal disciplinaries are based on the 8 formal disciplinary processes (6 white staff and 2 BAME staff).

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

We continue to make the staff handbook and HR/People policies available for all staff on the staff intranet. The HR/People Directorate are looking at providing training for managers including investigation training.

**20 Relative likelihood of staff accessing non-mandatory training and CPD.**

**Data for reporting year:**

White staff are 1.96 times more likely than BME staff to access non-mandatory training and CPD. 100% of BME staff accessed non-mandatory training and CPD.

**Data for previous year:**

Last year, 100% of BME staff accessed non-mandatory training and CPD

**The implications of the data and any additional background explanatory narrative:**

The data is based on all staff who have submitted training applications during this period. 100% of all BAME applications have been approved. All staff can apply for training and development opportunities through submitting a training and development application form to their manager (to confirm their support) which would be submitted to the Director of People & OD on behalf of the Workforce Development Committee for approval.

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

The Training and Development Framework ensures training opportunities are equally available for all. We will look at reviewing the current process to ensure all non-CPD training is recorded including training applications with the view of this data being transferred to the new HR Information System when this has been implemented. We will also continue to monitor the WRES indicators via the Workforce Development Committee and Executive Team.

## **Workforce Race Equality Indicators**

**21 KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.**

**White:**

3.12%

**BME:**

3.17%

**White:**

0.35%

**BME:**

0%

**The implications of the data and any additional background explanatory narrative:**

A new incident reporting system was introduced in the last 12 months and all staff are strongly encouraged to report all incidents and near misses. This has resulted in an overall increase in the number of incidents being reported.

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

We operate a strong quality governance approach whereby all incidents are routinely reported and scrutinised through our Quality Governance Committee whose membership includes Trustees, Joint Chief Executive, Executive Team Directors and other senior clinical and non-clinical leaders.

**22 KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.**

**White:**

0.2%

**BME:**  
0.8%

**White:**  
0.3%

**BME:**  
0%

**The implications of the data and any additional background explanatory narrative:**

This data is based on formal/informal complaints of alleged bullying, harassment or abuse received by the organisation during this period. Currently, the Staff Survey does ask a question about staff experiences of bullying but the responses are anonymised. However, 85% of staff confirmed in Summer 2019 that they had not experienced any form of bullying or harassment the previous 12 months.

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

All staff have access to the Grievance Policy and Procedure via the staff intranet and handbook. We will continue to encourage staff to complete the Conflict Resolution e-learning mandatory training and raise further awareness of the Freedom to Speak Up Guardian and how to contact them.

**23 KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.**

**White:**  
Unknown

**BME:**  
Unknown

**White:**  
Unknown

**BME:**  
Unknown

**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:**

The Executive Team with the Equality & Diversity Group will explore the possibility of introducing an Equality Survey. The HR/People Directorate will continue to advertise our vacancies both internally and externally to ensure staff have equal opportunity to career progression.

**24 Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues.**

**White:**  
0.2%

**BME:**  
0.8%

**White:**  
0%

**BME:**  
0%

**The implications of the data and any additional background explanatory narrative:**

This data is based on formal/informal allegations or complaints of discrimination received in the HR/People department during this period.

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

We are introducing a series of workshops for managers with line management responsibilities, which will include additional unconscious bias training, effective recruitment which will include strategies around equality, diversity and inclusion.

## **Workforce Race Equality Indicators**

**25 Percentage difference between the organisations' Board voting membership and its overall workforce.**

**White:**  
85.8% of the Board of Trustees is white

**BME:**  
14.2% of the Board of Trustees is of BME background

**White:**  
85.8% of the Board of Trustees is white

**BME:**

14.2% of the Board of Trustees is of BME background

**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:**

We currently have vacancies for up to 4 new Trustees and are hoping to be able to attract candidates from diverse backgrounds.

**26 Are there any other factors or data which should be taken into consideration in assessing progress?**

**Are there any other factors or data which should be taken into consideration in assessing progress?:**

As we become more familiar with the WRES indicators, the Executive Team and Equality and Diversity Group assume its responsibility for monitoring the WRES action plan where they will continue the workforce data will be continue to fine tune. We are committed to investing in the technology to support with our reporting requirements such as a new HR Information System.

**27 Organisations should produce a detailed WRES action plan, agreed by its board. It is good practice for this action plan to be published on the organisation's website, alongside their WRES data. Such a plan would elaborate on the actions summarised in this report, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other workstreams agreed at board level, such as EDS2. You are asked to provide a link to your WRES action plan in the space below.**

**Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.:**

[www.stchristophers.org.uk/governance](http://www.stchristophers.org.uk/governance)