

2016/17

# Whittington Health – WRES report highlights

## Improvements made

The WRES provides data to facilitate the Trust's ability to make informed decisions and take action to actively promote equality of opportunity, as well as to reduce discrimination which may exist, to improve the working lives and wellbeing of staff, patients and service users.

## Areas for improvement

### Indicator 2:

There has been a slight increase in the likelihood of BME (Black and Minority Ethnic) staff being appointed compared to White staff, with the ratio of white to BME staff decreasing from 2.28:1 in 2015/16 to 2.17:1 in 2016/17.



### Indicator 3:

There has been a reduction in the percentage of BME staff facing formal disciplinary from 1.83% in 2015/16 to 1.65% in 2016/17, (while the percentage of White staff has remained stable at 0.68%).



### Indicator 5:

There has been a small decrease in the percentage of BME staff reporting experiencing harassment, bullying or abuse from patients, relatives or the public; from 30% in 2014/15 to 28.57% in 2015/16.



### Indicator 6:

There has been decrease for all staff in the percentages reporting experiencing harassment, bullying or abuse from other staff. This improvement is by 1.12% for BME staff, and 0.41% for White staff.



### Indicator 7:

The percentage of BME staff who believe that the Trust provides equal opportunities for career progression or promotion has improved by 8% since 2014/15 (and just under 3% since 2015/16), compared to the views of White staff, which have remained relatively stable (dropping by 0.4% since 2014/15).



### Indicator 8:

The percentage of staff who report having experienced discrimination at work from management has fallen significantly for all staff, and the gap between the experiences of BME and White staff has also reduced slightly, from 11% to 9.95%.



### Indicator 1:

There is a decrease in the percentage of BME staff between Bands 1-4 and Bands 5-7 of 17.56% (BME staff make up 63.86% of all B1-4 staff, and 46.3% of all B5-7 staff). Between Bands 5-7, and Bands 8, 9 & VSM there is a decrease of 23.47% (46.3% at B5-7, compared to 22.83% at Band 8, 9 & VSM).



### Indicator 2:

While there has been some improvement, Whittington Health has a significantly higher ratio of White staff to BME staff being appointed from shortlisting than the national picture, at 2.17:1, compared to 1.57:1.



### Indicator 4:

We do not have recording and reporting processes which are sufficiently robust to measure access to non-mandatory training and CPD (Continued Professional Development) by BME vs White staff. It is one of our key targets for the coming year to improve our data collection to enable this reporting.



### Indicator 5:

Whilst some improvements have been made, more analysis is needed. There was a decrease in BME staff reporting harassment, bullying or abuse from patients, relatives or the public (30% in 2014/15, to 28.57% in 2016/17), but an increase in White staff reporting the same experiences over the same period (27% in 2014/15 to 30.33% 2016/17). We need to explore the reasons for this, for example, White staff may feel more confident in reporting, while BME staff might not feel this way.



### Indicator 9:

There has been an increase in the size of the Board, but no increase in BME members, resulting in a decrease in the proportion of the board who are BME – dropping from 23% in 2015/16 to 20% in 2016/17. The BME proportion of the overall workforce in 2016/17 was 46%.



## What we are doing to improve



- Improving our data capture.
- Working with colleagues across the trust to work on identified issues around equality in Recruitment and Retention and in Disciplinary and Grievance.
- Providing Unconscious Bias training to all new and existing managers.
- Running events and supporting in-team discussions about the importance of Equality, Diversity and Inclusion.
- Recruiting more Anti-Bullying and Harassment Advisors, and working with Organisational Development to further develop Equality, Diversity and Inclusion in leadership and management.
- Launching a new programme of Inclusion Champions to provide systems leadership on Equality, Diversity and Inclusion

