



**Greater Manchester
Mental Health**
NHS Foundation Trust

WORKFORCE RACE EQUALITY SCHEME ACTION PLAN – 2018/19

Workforce Race Equality Indicators	GMMH Position 18/19	Action Plan	Timescale																																										
<i>Workforce metrics – For each of these workforce indicators, the standard compares the metrics for white and BME staff</i>																																													
1. Percentage of BME staff in each of the AfC Bands 1-9 or Medical and Dental Subgroups and VSM (including executive Board members) compared with the percentage of BME staff in the overall workforce	<table border="1"> <thead> <tr> <th>Band</th> <th>Non Clinical % BME</th> <th>Clinical % BME</th> </tr> </thead> <tbody> <tr><td>Band 1</td><td>15</td><td>0</td></tr> <tr><td>Band 2</td><td>16</td><td>26</td></tr> <tr><td>Band 3</td><td>12</td><td>11</td></tr> <tr><td>Band 4</td><td>7</td><td>8</td></tr> <tr><td>Band 5</td><td>8</td><td>16</td></tr> <tr><td>Band 6</td><td>12</td><td>11</td></tr> <tr><td>Band 7</td><td>7</td><td>10</td></tr> <tr><td>Band 8A</td><td>0</td><td>7</td></tr> <tr><td>Band 8B</td><td>5</td><td>10</td></tr> <tr><td>Band 8C</td><td>0</td><td>4</td></tr> <tr><td>Band 8D</td><td>0</td><td>0</td></tr> <tr><td>Band 9</td><td>0</td><td>0</td></tr> <tr><td>VSM</td><td>11</td><td>N/A</td></tr> </tbody> </table>	Band	Non Clinical % BME	Clinical % BME	Band 1	15	0	Band 2	16	26	Band 3	12	11	Band 4	7	8	Band 5	8	16	Band 6	12	11	Band 7	7	10	Band 8A	0	7	Band 8B	5	10	Band 8C	0	4	Band 8D	0	0	Band 9	0	0	VSM	11	N/A	<ul style="list-style-type: none"> To continue to support the Trust’s newly established BAME Staff Network to share, network and influence Trust agenda Target BAME staff in leadership development through the Trust’s “Opening Opportunities Programme”, including evaluation of the programme Targeted promotion of NHS Leadership Academy ‘Stepping Up’ Programme for BAME staff in bands 5-7 Prioritise access to coaching network for BAME staff and evaluate uptake. Target TNA recruitment to BAME staff groups Revision of mandatory equality and diversity training for all staff – <ul style="list-style-type: none"> Introduction of face to face mandatory equality and diversity session for all new starters 	<p>Ongoing</p> <p>November 2018</p> <p>December 2018</p>
Band	Non Clinical % BME	Clinical % BME																																											
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2.	Relative likelihood of staff being appointed from shortlisting across all posts	<p data-bbox="667 887 1227 951"><i>Likelihood of White staff being appointed from shortlisting is 1.85 greater than BME staff</i></p>	<ul style="list-style-type: none"> • Work towards always having BAME member on each recruitment panel • Development of values based approach to recruitment and selection, including supporting materials and guidance • Re-launch of the Trust's Recruitment and Selection Training, including values based recruitment • Introduction of mandatory requirement to attend Trust Recruitment and Selection Training prior to being involved in the recruitment and selection of staff • Analysis of advertised posts that have a good representation from BAME 	<p data-bbox="1917 887 2067 919">March 2019</p> <p data-bbox="1917 999 2085 1031">January 2019</p> <p data-bbox="1917 1206 2074 1238">August 2019</p>								

			<p>candidates – evaluation of scoring matrix/comments to determine reason for non-appointment.</p>	<p>November 2018</p>
3.	<p>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</p>	<p><i>Likelihood of BME staff entering disciplinary process is 3.35 greater than White staff</i></p>	<ul style="list-style-type: none"> • Introduce monthly review of disciplinary and grievance cases to be undertaken to identify any hot spot areas/concerns relating to disciplinary decisions • All cases involving a BAME staff members will be reviewed by Service Manager • Development of management development programmes which support and guide managers through key HR processes, with a specific focus on equality • Review proportion of BAME staff who are Trade Union members 	<p>November 2018</p> <p>April 2019</p> <p>April 2019</p> <p>October 2018</p>
4.	<p>Relative likelihood of staff accessing non-mandatory training and CPD</p>	<p><i>Likelihood of white staff accessing non-mandatory training and CPD is 1.16 greater than BME staff</i></p>	<ul style="list-style-type: none"> • In partnership with staff side sample proportion of IPDRs from both white and BAME workers to evaluate quality • Create clear and transparent application process on learning hub to enable better monitoring of data 	<p>March 2019</p> <p>March 2019</p>
<p>National NHS Staff Survey findings – For each of the four staff survey indicators, <u>compare the outcomes of the responses for White and BME staff.</u></p>				
5.	<p>KF 25. Percentage of staff experiencing harassment, bullying or abuse from</p>	<p>White - 35% BME - 40%</p>	<ul style="list-style-type: none"> • Board level, campaign, led by the Director of Nursing to address harassment, bullying and abuse with a 	<p>Ongoing</p>

	patients, relatives or the public in last 12 months		<p>particular focus on racist behaviour to ensure all staff, service users and carers are clear about expected behaviours.</p> <ul style="list-style-type: none"> • A review of racist incidents will be undertaken to identify any particular service areas with a higher number of incidents. This will inform targeted work to enforce the Trust positive and safe policy 	Ongoing
6.	KF 26 Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White – 20% BME – 20%	<ul style="list-style-type: none"> • Staff Health and Wellbeing strategy action plan implemented • Staff side and management forums will be rolled out across all directorates 	Ongoing October 2018
7.	KF 21 Percentage believing the Trust provides equal opportunities for career progression or promotion	White – 89% BME – 77%	<ul style="list-style-type: none"> • Further promotion and evaluation of the uptake of coaching for all staff, to encourage staff and address barriers to development • Positive statement will continue to be made in adverts • Review uptake of Internal Transfers Process and further promotion to BAME staff • Consideration of survey to members of the inclusive network to better understand issues surrounding career progression 	December 2018 Ongoing December 2018 March 2019
8.	Q17 In the last 12 months have you personally experienced discrimination at work from any of the following: b) manager/team leaders or other colleagues	White – 7% BME - 13%	<ul style="list-style-type: none"> • Freedom to speak up role promoted more widely throughout the Trust to enable staff to raise concerns • Analysis of data to identify profile of staff raising concerns 	Ongoing November 2018

			<ul style="list-style-type: none"> Equality training embedded in line manager development 	April 2019
Board representation indicator – For this indicator, compare the difference for White and BME staff				
9.	Percentage difference between the organisations' Board voting membership and its overall workforce	<i>BME 14.3% compared to 14% BME staff in the overall workforce.</i>	<ul style="list-style-type: none"> Continually monitor board representation. 	Ongoing