

Response ID ANON-R89M-8J4D-A

Submitted to **Workforce Race Equality Standard (WRES) reporting template**
Submitted on 2017-10-18 16:46:05

Introduction

1 Name of organisation

Name of organisation:

Greater Manchester Mental Health NHS Foundation Trust

2 Date of report

Month/Year:

08/17

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 :

Andrew Maloney, Director of HR & Corporate

4 Name and contact details of lead manager compiling this report

Name and contact details of lead manager compiling this report:

Charlotte Wright, Head of HR

5 Names of commissioners this report has been sent to

Complete as applicable::

Workforce Race Equality Standard reporting template

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

Complete as applicable.:

Rachel Ubermanowicz
Senior Contract Manager

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:

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

Name::

Andrew Maloney

Date::

18.10.17

Background narrative

9 Any issues of completeness of data

Any issues of completeness of data:

Greater Manchester Mental Health NHS Foundation Trust was formed on 1st January 2017, following the acquisition of Manchester Mental Health and Social Care Trust and Greater Manchester West Mental Health NHS Foundation Trust. Therefore it has only been possible to report the data from the period January 2017-March 2017.

10 Any matters relating to reliability of comparisons with previous years

Any matters relating to reliability of comparisons with previous years:

Due to the establishment of the new organisation it has not been possible to provide data for previous years for comparison.

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:

4753

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:

12.9%

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

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

97.7%

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:

Not applicable.

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:

The Trust has introduced MyESR and there will be a focus on encouraging staff to update their ethnicity via MyESR later in the year.

Workforce data

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

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

January 2017- March 2017

Workforce Race Equality Indicators

17 Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.

Data for reporting year:

White BME Undisclosed

Non Clinical

Band 1 0.00 0.00 0.00

Band 2 14.83 2.50 0.08

Band 3 22.67 3.33 0.08

Band 4 20.08 1.42 0.67

Band 5 9.92 1.08 0.08

Band 6 7.25 0.75 0.00

Band 7 4.92 0.17 0.08

Band 8a 3.58 0.00 0.00

Band 8b 2.67 0.08 0.25

Band 8c 1.92 0.00 0.08

Band 8d 0.67 0.00 0.00

Band 9 0.00 0.00 0.00

VSM 0.33 0.08 0.00

TOTAL 89.25 9.42 1.33

Clinical

Band 1 0.00 0.00 0.00

Band 2 10.26 3.23 0.12

Band 3 11.73 1.50 0.41

Band 4 3.82 0.41 0.21

Band 5 15.38 3.35 0.26

Band 6 22.46 2.53 0.53

Band 7 12.29 1.50 0.91

Band 8a 5.38 0.41 0.09

Band 8b 1.79 0.18 0.06

Band 8c 0.62 0.03 0.00

Band 8d 0.35 0.00 0.00

Band 9 0.09 0.00 0.00

VSM 0.03 0.00 0.00

TOTAL 84.27 13.14 2.59

Data for previous year:

Not applicable as two previous organisations

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

The data shows there is an under-representation of BME staff within more senior roles/bands across both clinical and non-clinical

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

Previous action taken to utilise targeted leadership placements from the Leadership Academy. Further action to ensure our talent management and leadership support is targeted to BME staff groups.

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

Data for reporting year:

The data shows that white staff are more likely to be appointed than BME staff at a ratio of 1:36.

Data for previous year:

Not applicable as two previous organisations

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

The data shows that white staff are more likely to be appointed than BME staff at a ratio of 1:36.

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

Previous action includes an audit of recruitment files/activity. Actions taken include introduction of Unconscious Bias training as part of the recruitment training. We are also planning on introducing the Unconscious Bias training as part of our wider management development training.

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:

2.34:1

Data for previous year:

Not applicable as two previous organisations

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

Data shows BME staff are more likely to enter a disciplinary process than white.

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

Previous action includes a review of some of the casework. Unconscious Bias training to be embedded within management development training. Follow up actions to be completed on the detailed breakdown of all cases to identify concern areas/hotspot areas.

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

Data for reporting year:

0:63:1

Data for previous year:

Not available as two previous organisations

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

The data doesn't indicate that BME staff are less likely than white staff to access training

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

Continue to promote opportunities for CPD to all staff equitably

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:

Not applicable

BME:

Not applicable

White:

Not applicable

BME:

Not applicable

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

It has not been possible to populate the staff survey sections as a staff survey has not been undertaken since the organisation formed.

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

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

White:

Not applicable

BME:

Not applicable

White:

Not applicable

BME:

Not applicable

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

It has not been possible to populate the staff survey sections as a staff survey has not been undertaken since the organisation formed.

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

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:

Not applicable

BME:

Not applicable

White:

Not applicable

BME:

Not applicable

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

It has not been possible to populate the staff survey sections as a staff survey has not been undertaken since the organisation formed.

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

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

White:

Not applicable

BME:

Not applicable

White:

Not applicable

BME:

Not applicable

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

It has not been possible to populate the staff survey sections as a staff survey has not been undertaken since the organisation formed.

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

Workforce Race Equality Indicators

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

White:

0.9%

BME:

1.3%

White:

Not applicable

BME:

Not applicable

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

The data shows the Board BME representation is 14.3% compared to 12.9% within the overall workforce

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

No concerns identified

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?:

The Trust produces an annual equality report each year in January. The report contains data and analysis relating to workforce and race.

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.:

The WRES action plan will be approved by the Workforce Development Committee in November 2017.