

Document:	WRES Tracker
Date:	2019 / 2020
Author:	Wiltshire Health and Care (WHC)
Group with oversight:	Equality and Diversity Policy & Oversight Group

1. Overview

This paper set outs WHC's WRES response.

Implementing the [National Workforce Race Equality Standard \(WRES\)](#) is contractual requirement under SC13.6 of the NHS Standard Contract for all providers.

2. WRES Tracker

#	Data Entry Required	Organisational response	Source of information	Current position re data collection/ issues.
1	Name of organisation	Wiltshire Health and Care	-	
2	Date of Report (Month/Year)	August 2020 (data as of 31 st March 2020)	-	
3	Name and title of Board lead for the Workforce Race Equality Standard	Katie Hamilton Jennings, Director of Governance and Company Secretary	-	

4	Name and contact details of lead manager compiling this report	Hanna Mansell, Head of People	-	
5	Names of commissioners this report has been sent to	Wiltshire CCG	-	
6	Name and contact details of co-ordinating commissioner this report has been sent to	NA	-	
7	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:		-	
		Date of Sign Off:	-	
9	Any issues of completeness of data	None	-	
10	Any matters relating to reliability of comparisons with previous years	None		

11	Total number of staff employed within this organisation at the date of the report	1141	ESR	
12	Proportion of BAME staff employed within this organisation at the date of the report?	63 (5.52%)	ESR	
13	The proportion of total staff who have self-reporting their ethnicity	92.47%	ESR	
14	Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity?	<ul style="list-style-type: none"> Review of ESR data; all staff will be invited to review the current details held via the ESR self-service portal, and submit any updates required. 		
15	Are any steps planned during the current reporting period to improve the level of self-reporting by ethnicity?	None		
16	What period does the organisation's workforce data refer to?	Data as of 31 st March 2020 (financial year 1 st April 2019 – 31 st March 2020)	-	

17	<p>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 clinical staff.</p>	<p>Data for reporting year: 19/20</p> <p>Overall:</p> <table border="1" data-bbox="562 373 1128 651"> <thead> <tr> <th>Salary</th> <th>% BAME Comparison</th> </tr> </thead> <tbody> <tr> <td>£10 - £19,999k</td> <td>5.74% of the BAME workforce is in this bracket</td> </tr> <tr> <td>£20 – £29,999k</td> <td>6.17%</td> </tr> <tr> <td>£30 - £39,999k</td> <td>5.41%</td> </tr> <tr> <td>£40 - £49,999k</td> <td>3.61%</td> </tr> <tr> <td>£50k+</td> <td>3.70%</td> </tr> </tbody> </table> <p>Clinical Split:</p> <table border="1" data-bbox="562 754 1863 1002"> <thead> <tr> <th>Salary</th> <th># HC Clinical BAME</th> <th># HC Clinical Non-BAME</th> <th>% BAME Comparison</th> </tr> </thead> <tbody> <tr> <td>£10 - £19,999k</td> <td>14</td> <td>166</td> <td>7.78%</td> </tr> <tr> <td>£20 – £29,999k</td> <td>17</td> <td>242</td> <td>6.56%</td> </tr> <tr> <td>£30 - £39,999k</td> <td>22</td> <td>398</td> <td>5.24%</td> </tr> <tr> <td>£40 - £49,999k</td> <td>3</td> <td>74</td> <td>3.90%</td> </tr> <tr> <td>£50k+</td> <td>1</td> <td>12</td> <td>7.69%</td> </tr> </tbody> </table> <p>Non-Clinical Split:</p> <table border="1" data-bbox="562 1106 1863 1353"> <thead> <tr> <th>Salary</th> <th># HC Clinical BAME</th> <th># HC Clinical Non-BAME</th> <th>% BAME Comparison</th> </tr> </thead> <tbody> <tr> <td>£10 - £19,999k</td> <td>1</td> <td>80</td> <td>1.23%</td> </tr> <tr> <td>£20 – £29,999k</td> <td>3</td> <td>62</td> <td>4.62%</td> </tr> <tr> <td>£30 - £39,999k</td> <td>2</td> <td>22</td> <td>8.33%</td> </tr> <tr> <td>£40 - £49,999k</td> <td>0</td> <td>6</td> <td>0.00%</td> </tr> <tr> <td>£50k+</td> <td>0</td> <td>14</td> <td>0.00%</td> </tr> </tbody> </table>	Salary	% BAME Comparison	£10 - £19,999k	5.74% of the BAME workforce is in this bracket	£20 – £29,999k	6.17%	£30 - £39,999k	5.41%	£40 - £49,999k	3.61%	£50k+	3.70%	Salary	# HC Clinical BAME	# HC Clinical Non-BAME	% BAME Comparison	£10 - £19,999k	14	166	7.78%	£20 – £29,999k	17	242	6.56%	£30 - £39,999k	22	398	5.24%	£40 - £49,999k	3	74	3.90%	£50k+	1	12	7.69%	Salary	# HC Clinical BAME	# HC Clinical Non-BAME	% BAME Comparison	£10 - £19,999k	1	80	1.23%	£20 – £29,999k	3	62	4.62%	£30 - £39,999k	2	22	8.33%	£40 - £49,999k	0	6	0.00%	£50k+	0	14	0.00%	ESR	
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Data for previous year:

Overall:

Salary	% BAME Comparison
£10 - £19,999k	7.11% of the BAME workforce is in this bracket
£20 – £29,999k	6.24%
£30 - £39,999k	3.86%
£40 - £49,999k	4.17%
£50k+	0.00%

Clinical Split:

Salary	# HC Clinical BAME	# HC Clinical Non-BAME	% BAME Comparison
£10 - £19,999k	13	94	13.83%
£20 – £29,999k	24	346	6.94%
£30 - £39,999k	9	228	3.95%
£40 - £49,999k	3	65	4.62%
£50k+	0	1	0.00%
VSM	0	0	0.00%

Non-Clinical Split:

Salary	# HC Clinical BAME	# HC Clinical Non-BAME	% BAME Comparison
£10 - £19,999k	1	103	0.97%
£20 – £29,999k	3	87	3.45%
£30 - £39,999k	0	7	0.00%
£40 - £49,999k	0	7	0.00%
£50k+	0	1	0.00%

		<p>The implications of the data and any additional background explanatory narrative</p> <p>Based on Wiltshire's BAME demographic (census 2011) (3.3%), Wiltshire Health and Care employ over the average BAME (5.42%)</p> <p>Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:</p> <p>There is no "gap" identified to be addressed.</p> <p>The data indicates that WHC is employing with more BAME diversity than is represented within the local population.</p> <p>The WHC E&D Strategy is currently under review and an ED&I Staff Forum has been set up to commence from September 2020 to ensure minority groups within our workforce have a clear voice and ability to influence organisational practice.</p>	-																						
18	Relative likelihood of staff being appointed from shortlisting across all posts	<p>Data for reporting year: 19/20</p> <table border="1" data-bbox="562 879 1789 1031"> <thead> <tr> <th>Description</th> <th>Applications</th> <th>%</th> <th>Shortlisted</th> <th>% Shortlisted</th> <th>Appointed</th> <th>% Appointed</th> </tr> </thead> <tbody> <tr> <td>WHITE - British</td> <td>2,026</td> <td>67.90%</td> <td>1018</td> <td>74.90%</td> <td>269</td> <td>88.78%</td> </tr> <tr> <td>BAME</td> <td>597</td> <td>20.00%</td> <td>202</td> <td>14.85%</td> <td>25</td> <td>8.25%</td> </tr> </tbody> </table>	Description	Applications	%	Shortlisted	% Shortlisted	Appointed	% Appointed	WHITE - British	2,026	67.90%	1018	74.90%	269	88.78%	BAME	597	20.00%	202	14.85%	25	8.25%	NHS Jobs/ ESR	
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		<p>The implications of the data and any additional background explanatory narrative:</p> <p>Recruiting managers do not see any identifying information at the shortlisting stage, this includes Ethnicity group. There has been a slight increase in the number of BAME applications being received and BAME staff being appointed however there is also a slight decrease in the number of BAME Applications being shortlisted</p>	-							
		<p>Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:</p> <p>We are currently analysing this data set to identify whether there is anything statistically significant that we need to address.</p>	-							
19	<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>Data for reporting year:</p> <table border="1"> <thead> <tr> <th>Formal Disciplinary Action</th> <th>% of Cases</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>92.31%</td> </tr> <tr> <td>BAME</td> <td>3.85%</td> </tr> </tbody> </table>	Formal Disciplinary Action	% of Cases	White	92.31%	BAME	3.85%	HR Reports	
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White	92.31%									
BAME	3.85%									

		<p>Data for previous year:</p> <p>N/A – Data not reported</p>	-	
		<p>The implications of the data and any additional background explanatory narrative:</p> <p>The proportion of BAME staffing entering into a formal disciplinary process is not disproportionate however this will continue to be monitored and considered in work-streams relating to the ‘Just’ Culture. Data will be reported and monitored via the ED&I forum.</p>	-	
		<p>Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:</p> <p>As above.</p>	-	
20	Relative likelihood of staff accessing non-mandatory training and CPD	<p>Data for reporting year:</p> <p>From 135 applicants for CPD training, 11.85% have not stated their ethnicity and 2.22% have reported mixed ethnicity.</p>	Spreads heet held by Education and training	
		<p>Data for previous year:</p> <p>From 72 applicants for CPD training, 17.10% have not stated their Ethnicity and 2.63% have reported mixed ethnicity.</p>	Spreads heet held by Educati	

			on and training	
		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: <ul style="list-style-type: none"> The WHC E&D Strategy remains under development. The ED&I forum, launching in September 2020, will form the foundations of this, as well as key actions identified in the NHS People Plan 	-	
21	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	Data for reporting year: 2019 White: 24.64% BME: 0.00%	Staff Survey (19/20 data)	
		Data for previous year: 2018 White: 9.06%	Staff Survey (19/20 data)	

		<p>BME:</p> <p>1.89%</p>		
		<p>The implications of the data and any additional background explanatory narrative:</p> <p>The data does not highlight a concern in relation to BAME compared with white staff.</p>	-	
		<p>Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:</p> <p>WHC has a zero tolerance approach to racial discrimination, and policies and processes in place to support this stance.</p>	-	
22	<p>KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.</p>	<p>Data for reporting year: 2019</p> <p>White:</p> <p>10.00%</p> <p>BME:</p> <p>0.00%</p>	<p>Staff Survey (18/19 data)</p>	
		<p>Data for previous year: 2018</p> <p>White:</p> <p>5.75%</p>	-	

		<p>BME:</p> <p>3.77%</p>		
		<p>The implications of the data and any additional background explanatory narrative:</p> <p>The data does not highlight a concern.</p> <p>We will continue to encourage staff to report their concerns.</p>	-	
		<p>Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:</p> <p>WHC has a zero tolerance approach to racial discrimination, and policies and processes to support that.</p>	-	
23	<p>KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.</p>	<p>Data for reporting year: 2019</p> <p>White:</p> <p>95.32%</p> <p>BME:</p> <p>100.00%</p>	<p>Staff Survey (18/19)</p>	
		<p>Data for previous year: 2018</p> <p>White:</p>	-	

		98.73% BME: 98.11%		
		The implications of the data and any additional background explanatory narrative: The data does not highlight a concern.	-	
		Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective: Equal opportunities and fair career progression is an objective within the NHS People Plan and WHC will therefore incorporate this into their ED&I action plan.	-	
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	Data for reporting year: 2019 White: 6.97% BME: 0.35%	Staff Survey (18/19)	
		Data for previous year: 2018 White:	-	

		<p>1.28%</p> <p>BME:</p> <p>1.89%</p>		
		<p>The implications of the data and any additional background explanatory narrative:</p> <p>The data does not highlight that individuals who identify themselves as having a BAME ethnicity are in a different position in the workplace to those that identify with white ethnicity.</p> <p>As an organisation, our approach to encouraging positive behaviours of our staff is designed to be accessible and meaningful to all ethnicities.</p>	-	
		<p>Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:</p> <p>None</p>	-	
25	Percentage difference between the organisations' Board voting membership and its overall	<p>Data for reporting year: 19/20</p> <p>Total workforce: White: 94.48% BAME : 5.52%</p>	ESR	

	workforce.	Board: White: 100.00% BAME: 0.00%		
		Data for previous year: 2018 Total workforce: White: 95.09% BAME : 4.91% Board: White: 91.01% BAME: 9.09%	-	
		The implications of the data and any additional background explanatory narrative: The diversity across our senior management team and board had reduced in year.	-	
		Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:	-	
26	Are there any other factors or data which should be taken into consideration in assessing progress?	N/A	-	
27	Organisations should produce a	This forms part of the E&D Strategy.	-	

<p>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</p>	<p>DRAFT</p>		
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