

**TRUST BOARD**  
**26 September 2019**

<b>AGENDA ITEM</b>	16.5	
<b>TITLE OF PAPER</b>	ANNUAL EQUALITY REPORT	
<b>Confidential</b>	NO	
<b>Suitable for public access</b>	YES	
<b>PLEASE DETAIL BELOW THE OTHER SUB-COMMITTEE(S), MEETINGS THIS PAPER HAS BEEN SUBMITTED</b>		
PEOPLE COMMITTEE – 24 <sup>TH</sup> JULY 2019		
<b><u>STRATEGIC OBJECTIVE(S):</u></b>		
<b>Quality Of Care</b>	X	Creating a learning organisational and culture of continuous improvement to reduce repeated harms and improve patient experience.
<b>People</b>	X	Being a great place to work and be a patient, where we listen, empower and value everyone.
<b>Collaborate</b>	X	Working with our partners in health and care to ensure provision of a high quality, sustainable NHS to the communities we serve.
<b>EXECUTIVE SUMMARY</b>		
<p>1. The Trust publishes workforce diversity data annually (a statutory requirement) as an enabler to meeting its Public Sector Equality Duty. By collecting and reviewing diversity data, the Trust can examine how its policies, processes and decisions might be impacting its staff and identify areas for improvement and actions.</p> <p>2. Data published within the reports covers workforce profile, recruitment activity, sexual orientation, employee relations activity and the uptake of part time working and family leave and is set out in the Annual Equality Report. This is published on the Trust internet and Trustnet.</p> <p>3. Key findings against the 2018/19 data is summarised in this Report, which also compares the current findings against the previous year. The Trust Board receives its assurance via the People Committee and the annual Equality Report was presented to the People Committee on 24 July 2019. A summary of this, using new infographics to illustrate the data, is attached for the Board's information at <b>Appendix 1.</b></p>		
<b>KEY FINDINGS SUMMARY</b>		
<p>4. 63.6% of our workforce is from a White background, made up of 50.76% white British (compared to 51.5% in the previous year); 1.21% White Irish (compared to 1.34% the previous year) and 11.64% from another white background (compared to 12.85% the previous year). It is likely that a large number of these staff are from EU nations and that Brexit has had an impact on the overall reduction.</p>		

5. 34.8 of our workforce is from a black and minority ethnic (BME) background. This is an increase from 33% in 2018. This compares with 4.5% of population in Surrey (90.4% reported their ethnic group as White) in 2011 Census. This compares with the 13% of the UK's working population (2011 Census).
6. The increase in our BME workforce is more likely to be attributed to our overseas recruitment activity as the analysis of recruitment activity via NHS jobs shows a widening gap between white and BME applicants being shortlisted and subsequently being appointed.
7. Review of the proportional representation of BME staff across the agenda for change pay bands shows the most noticeable changes across Bands 4 and Band 5; 19.2% of BME staff are in band 4 compared to 16.5% in 2018 and 45.4% BME staff are in Band 5 compared to 42.3% in 2018.
8. 61.3% of our N&M registered workforce is from white background and 37.8% from BME background. Granular analysis shows that majority of the BME nurses occupy band 5 (49%) compared to 49% White and Band 6 (30%) compared to 69% white; 22.8% in Band 7 and 21% in Band 8a roles. There are no BME nurses in Bands 8B and 8D with 25% in band 8c.
9. Additional Clinical Services (unregistered) data shows BME nurses make up 42.4% Band 2 compared with 55.6% white; 37.4% BME nurses are Band 3 compared to 62.7% white.
10. Analysis of the Employee Relations Annual Activity Data shows that based on data from a two year rolling average of the current year and previous year, BME staff are 1.02 times relatively more likely to enter the formal disciplinary compared to White staff (compared to the previous year at 1.28). This shows a significant reduction in the gap between BME and White colleagues entering the disciplinary process compared to the previous year. The data for the last three years shows a fluctuating trend and a more targeted approach is required to show consistent reduction year on year.
11. 2.3% of the workforce state that they have a disability. This compares with 11.6% (192) of staff survey respondents in 2018 who stated that they had a long standing illness, health problem or disability. This may indicate significant under-reporting of disability.
12. Data shows that 1.6% of our workforce is gay, lesbian or bi-sexual (LGBT+). This compares to the Office for National Statistics estimate that 2% of the population identify themselves as being LGB.
13. The relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff is 2.07 (compared to the previous year at 1.02 and 1.28 in 2017). This shows a worsening gap compared to the previous year.
14. The relative likelihood of white staff being appointed from shortlisting compared to BME staff is 1.37 (in 2018 the figure was 1.25 and in 2017 it was 1.59). This shows the gap has widened compared to the previous year. The data shows a fluctuating trend over the past four years.

#### **WORKFORCE RACE EQUALITY SCHEME (WRES)**

15. The annual submission and publication of WRES is a requirement of all NHS Trusts as part of the NHS Contract. The Trust 2019 WRES submission is attached at **Appendix 2**.

#### **WORKFORCE DISABILITY EQUALITY SCHEME**

16. This is the first annual submission and publication of WDES which is a requirement from this year of all NHS Trusts as part of the NHS Contract. The WDES submission is attached at **Appendix 3**.
17. The Board is asked to approve the WRES and WDES submissions.

Quality and safety	Workforce equality and diversity is linked to better patient outcomes in terms of safety and experience
Employee	Working to create a fairer and inclusive culture will improve staff experience, wellbeing, morale and productivity. A diverse workforce leads to improved patient satisfaction.
Other stakeholder	The CQC's Key Lines of Enquiry assess whether care is safe, effective, caring, responsive, and well-led.
Equality & diversity	This report presents workforce equality data and suggests areas for improvement.
Finance	
Legal	This paper supports the Trust's work to meet its obligations under: <ul style="list-style-type: none"> <li><input type="checkbox"/> Equality Act 2010</li> <li><input type="checkbox"/> Employment Rights Act 1996</li> <li><input type="checkbox"/> Human Rights Act 1998</li> <li><input type="checkbox"/> Health and Safety at Work etc Act 1974</li> <li><input type="checkbox"/> Gender Recognition Act 2004</li> </ul>
Link to Board Assurance Framework Principle Risk	Meeting Public Sector Duty under the Equality Act
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<b>PRESENTED BY</b>	Louise McKenzie, Director of Workforce Transformation
<b>DATE</b>	26 September 2019
<b>BOARD ACTION</b>	Approval and assurance