

2017/18

Whittington Health – WRES reporting highlights

The Workforce Race Equality Scheme (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.


How we're progressing


Areas for improvement

Formal Disciplinary Process:

We are taking part in a Pan-London project to assess potential approaches to addressing the widespread disparity in entry into the formal disciplinary process by ethnicity. Initial findings will be reported in 2019. BME staff are currently 0.75 times less likely to enter a formal disciplinary process than white staff.



Recording non-mandatory training:

We have begun to incrementally close the gaps in recording this data through working with colleagues in Clinical Education, Professional Development Nurses, Facilities and Organisational Development, who have introduced demographic monitoring to their feedback processes.



Unconscious Bias (UB) training:

UB training is being provided to all new and existing managers.



Task and Finish (T&F) Group on Recruitment:

This has been set up with representative managers from across the Trust. The group will collectively identify and address areas for improvement with the intention to increase transparency and fairness throughout the recruitment and selection process by September 2019.



Bullying and Harassment:

There has been organisation-wide independent research to investigate and outline responses to bullying behaviours.



Staff Inclusion Network:

Staff Inclusion Network meetings have been being held since January 2018. Meetings have been attended by the Chair of the Board and the Chief Exec, and are an opportunity for staff to learn and share about difference, contributing to improved workplace culture.



Speak Up Inclusion Champions (SUICs):

8 SUICs have been trained to support the Inclusion Team in disseminating information about the Equality, Diversity & Inclusion agenda, provide systems leadership & respond to the needs of colleagues.



Indicator 1:

There is a decrease in the percentage of Black & Minority Ethnic (BME) staff between Bands 1-4 and Bands 5-7 of 14.65% and of 20.59% between Bands 5-7 and Bands 8, 9, and Very Senior Manager (VSM).



Indicator 2:

Whittington Health has a much higher ratio of White staff to BME staff being appointed from shortlisting than the national picture, at 2.13:1, compared to 1.60:1.



Indicator 5:

The percentage of BME staff reporting experiencing bullying & harassment from patients, relatives or the public has not changed since last year, remaining at 29%. For white staff this has fallen by 2% to 28%, but both remain worryingly high.



Indicator 6:

There has been an increase in both BME and white staff reporting harassment, bullying or abuse from staff (2017/18 BME 33%, white 27%, 2016/17 BME 32%, white 25%). This has resulted in a reduced gap between BME and white staff, however, a continued rising trend for white staff (with BME staff's reporting remaining quite level) may point to white staff feeling more confident in reporting.



Indicator 7:

There has been a significant decrease in the proportion of BME staff believing that the Trust provides equal opportunities for career progression or promotion, from 70% in 2016/17 to 61% in 2017/18. This widens the gap between white and BME staff from 17% to 24%.



Indicator 8:

The slightly closing gap (down 1% to 9%) is due to a slight rise in white staff feeling discriminated against at work (7% in 2016/17, 8% in 17/18)



Indicator 9:

There has been no change in the ethnic makeup the Board. This year the indicator was adjusted to highlight the BME proportion of the voting membership of the Board – for Whittington Health this is 25%



What more we will do to improve



- Improve our data capture, with a greater focus on recording and monitoring non-mandatory training.
- Increase staff engagement opportunities through events, and support in-team discussions about the importance of Equality, Diversity and Inclusion with the intention to create greater awareness and increase knowledge and understanding.
- Revamp the Trust's Recruitment and Selection approach to improve opportunities for better transparency, fairness and inclusion.
- Work with colleagues in Organisational Development to further develop Equality, Diversity and Inclusion in leadership and management through our wide range of interventions planned throughout 2018/19 .
- Recruit more Speak Up Inclusion Champions (SUICs) to increase the number of SUICs in each department/service area.

