**Council of Governors**

**Paper on Equality & Diversity**

**Introduction**

A paper setting out the actions being taken in respect of equality and diversity in relation to employees of the Trust was requested at the last Council of Governors meeting.

This paper details actions in respect of recruitment and selection and the WRES indicators.

**Staff Demographic**

At 31st March 2017, there were 5929 people employed by the Trust

83% of staff who have disclosed their ethnic origin are white

17% of staff who have disclosed their ethnic origin are from other ethnic origins

(98.4% of staff have disclosed their ethnic origin)

**Recruitment**

The Trust’s recruitment process is mainly via NHS Jobs – the dedicated online recruitment service for the NHS and other health related organisations. The site receives around 20,000 adverts every month, therefore, is first port of call for people looking for a career in the NHS.

NHS Jobs sets a standard process for applications which means that recruiting managers receive no personal details (name, age, ethnic origin) about an applicant.

The Trust’s Equality and Diversity Lead (Mohamed Patel) is currently working on proposals for a ‘positive action’ exercise to address some key employment issues relating to BME staff.

The table below shows the ethnic profile at each stage of the selection process:

|  |  |  |  |
| --- | --- | --- | --- |
| **Recruitment Stage** | **White** | **Other Ethnic Origin** | **Not Disclosed** |
| Applications on NHS Jobs | 66% | 31% | 3% |
| Shortlisted for interview | 75% | 22% | 3% |
| Starting employment with the Trust | 68% | 32% | N/A |

**Disciplinary Cases**

The 2016 WRES showed that the relative likelihood of BME staff entering the formal disciplinary process compared to white staff was 4.64 times greater.

At 31st March 2017, 65% of staff in disciplinary process were white; 35% were from other ethnic origins. The relative likelihood of BME staff being in the formal disciplinary process compared to white staff is therefore currently 2.5 times more likely.

The following actions are being taken to address some key equality issues:

* Delivery of 1.5 hours of ‘Equality Act 2010’ training covering new definitions and protections
* Delivery of ‘Unconscious Bias’ Training
* Managing the ‘Fair Treatment at Work Facilitators’. There are currently 14 ACAS –trained facilitators spread across Oxon, Bucks and Wilts. This services aims to provide support to staff who have concerns about bullying and harassment. To date, the service has received 15 self-referrals for support
* Establishing 3 equality staff network groups: Race; Disability; and LGBT+
* Work is underway with the Race Equality Staff Network group to develop an action plan to help improve the perception around WRES Indicator 7 (Percentage believing that trust provides equal opportunities for career progression or promotion.)

The preparation of the 2017 WRES will provide an opportunity to consider these further and to improve our action plan.

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