

Oxford Health NHS FT

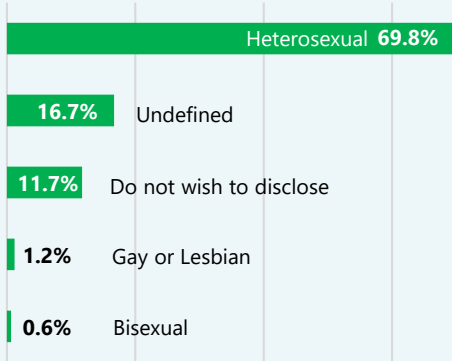
Equality, Diversity & Inclusion

Workforce Race Equality Standard (WRES) 2018

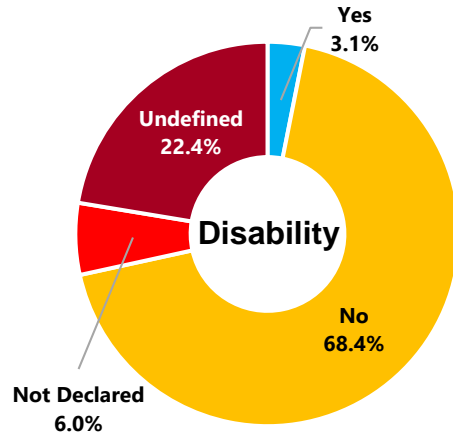
To find out more about what Oxford Health NHS FT is doing to be a fair and equal employer and care provider
please contact:

EqualityandInclusion@oxfordhealth.nhs.uk

Sexual Orientation

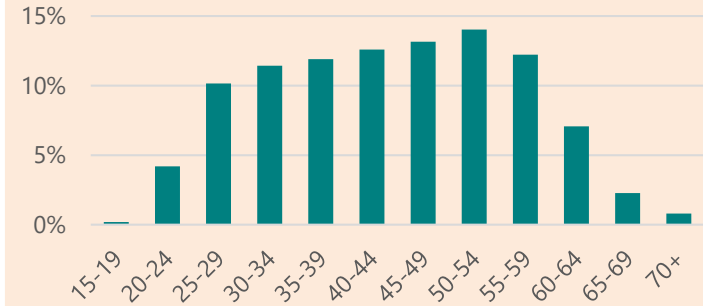


Heterosexual/ straight makes up the largest proportion of staff at just under 70%. The total for 'Undefined' and 'Do not wish to disclose' is 28%. The combined total for lesbian, gay and bisexual is 1.8%. This is in comparison to 1% of the NHS workforce whose sexuality is not heterosexual and 47% has not disclosed their sexuality.



With just over 3% of the workforce with a Disability, 68% say they do not have a disability. This is in comparison to the national figures which show that 19% of the UK's working population are disabled, 2.5% of NHS workforce is disabled and 45% have not disclosed their disability in the NHS.

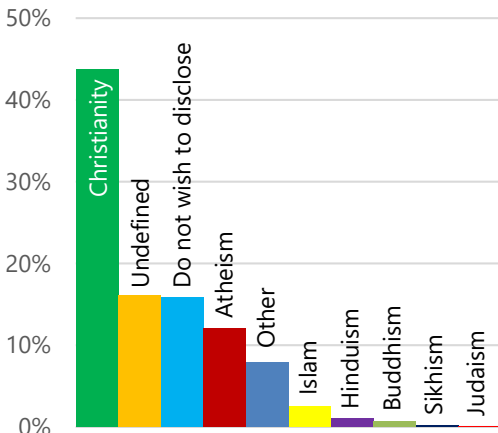
Age



The age band 50-54 makes up the largest workforce group followed by 45-49 age group. Numbers are lowest for the 65+ and 70+ age band categories.

Religion/ Belief

The majority of the staff population is Christian at 43%. The total of 'Undefined' & 'Do not wish to disclose' categories is just over 31%. Atheism comes in at 12%. The other religions come to a total of 12%.



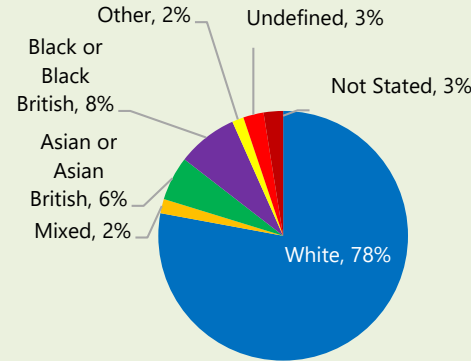
For further information, please contact:
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OHFT Staff Snapshot

Source: Electronic Staff Record (ESR) Agenda for Change (AfC) data (March 2018)

Ethnic Origin

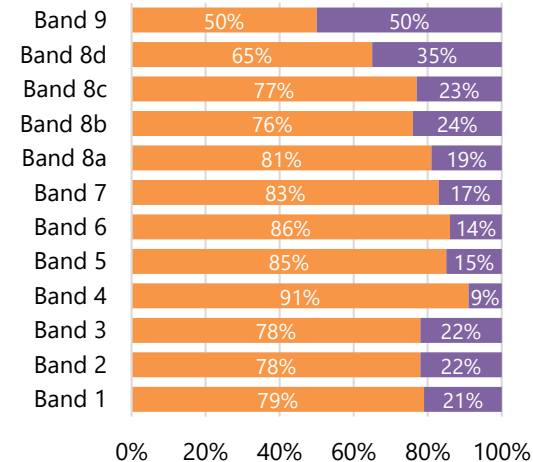
The majority of the workforce is 'White British', constituting well over three quarters of the workforce. The total Black and Minority Ethnic (BME) staff remains at 16%. This is in comparison to the [national figures](#), which show that 13% of England's working population and 22% of the NHS workforce is BME.



20% BME	Bands 1-4	80% white
15% BME	Bands 5-7	85% white
9% BME	Bands 8a-9	91% white

Gender

83% 17%



The Trust has a higher representation of female staff than male. To put the above profile into context, the Office for National Statistics estimates that approximately 47% of England's population is female and 77% of the NHS workforce is women ([NHS employers](#)).

All NHS providers were expected to implement the WRES from April 2015 and publish data against NINE indicators on their websites by July 2015. The following indicators were taken from OHFT data for 2014/15, 2015/16, 2016/17 and 2017/18.

2	Relative likelihood of white staff being appointed from shortlisting compared to BME staff.	2013/14	2014/15	2015/16	2016/17	↓	2017/18
		No data	2.01 times more likely	1.05 times more likely	1.51 times more likely		1.14 times more likely
3	Relative likelihood of BME staff entering into formal disciplinary process compared to white staff	2013/14	2014/15	2015/16	2016/17	↓	2017/18
		5.07 times more likely	6.47 times more likely	4.64 times more likely	3.87 times more likely		1.29 times more likely
4	Relative likelihood of white staff accessing non-mandatory training & CPD compared to BME staff	2013/14	2014/15	2015/16	2016/17	↓	2017/18
		1.09 times more likely	1.18 times more likely	1.28 times more likely	0.88 times more likely		0.80 times more likely

Non Clinical workforce	White 2017	White 2018	BME 2017	BME 2018
Under Band 1	0	0	0	0
Band 1	59	56	13	15
Band 2	146	145	29	29
Band 3	269	272	27	21
Band 4	258	254	29	32
Band 5	118	128	12	15
Band 6	70	81	9	13
Band 7	73	71	8	8
Band 8A	62	65	4	10
Band 8B	62	42	1	0
Band 8C	27	29	1	1
Band 8D	7	3	1	0
Band 9	3	10	1	1
VSM	5	6	0	0

Clinical workforce	White 2017	White 2018	BME 2017	BME 2018
Under Band 1	0	4	0	1
Band 1	2	3	0	0
Band 2	130	107	20	21
Band 3	464	446	187	208
Band 4	188	199	21	23
Band 5	505	486	151	161
Band 6	1062	1013	128	134
Band 7	488	445	41	49
Band 8A	188	182	28	21
Band 8B	43	36	5	6
Band 8C	59	56	3	2
Band 8D	8	9	0	0
Band 9	3	3	0	0
VSM	2	2	1	1

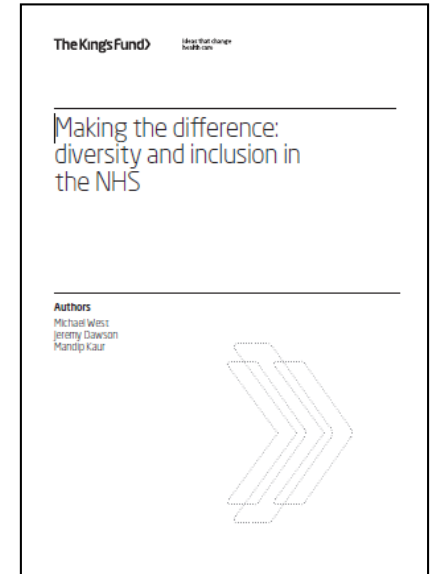
Non Clinical workforce	BME 2017	BME 2018	Diff.	% Diff.
< Band 1	0	0	0	0%
Band 1	13	15	2	+13%
Band 2	29	29	0	0%
Band 3	27	21	-6	-29%
Band 4	29	32	3	+9%
Band 5	12	15	3	+20%
Band 6	9	13	4	+31%
Band 7	8	8	0	0%
Band 8A	4	10	6	+60%
Band 8B	1	0	-1	-100%
Band 8C	1	1	0	0%
Band 8D	1	0	-1	-100%
Band 9	1	1	0	0%
VSM	0	0	0	0%

Clinical workforce	BME 2017	BME 2018	Diff.	% Diff.
< Band 1	0	1	1	+100%
Band 1	0	0	0	0%
Band 2	20	21	1	+5%
Band 3	187	208	21	+10%
Band 4	21	23	2	+9%
Band 5	151	161	10	+6%
Band 6	128	134	6	+4%
Band 7	41	49	8	+16%
Band 8A	28	21	-7	-33%
Band 8B	5	6	1	+17%
Band 8C	3	2	-1	-50%
Band 8D	0	0	0	0%
Band 9	0	0	0	0%
VSM	1	1	0	0%

Recent research demonstrates that very little progress has been made in the past 20 years to address the issue of discrimination against black, minority and ethnic (BME) staff in the NHS.

There is evidence too of discrimination experienced by many other groups including women, lesbian, gay, bisexual and transgender (LGBT) staff, people with disabilities and religious groups.

Having a workforce that reflects the populations we work with and teams that value diversity contributes to improving patient care and experiences.



That is why things like the [NHS Workforce Race Equality Standard](#) (WRES) report are so important to prompt enquiry to better understand how to reverse the negative diversity trends in NHS senior leadership and accelerate the pace of change around inclusion.

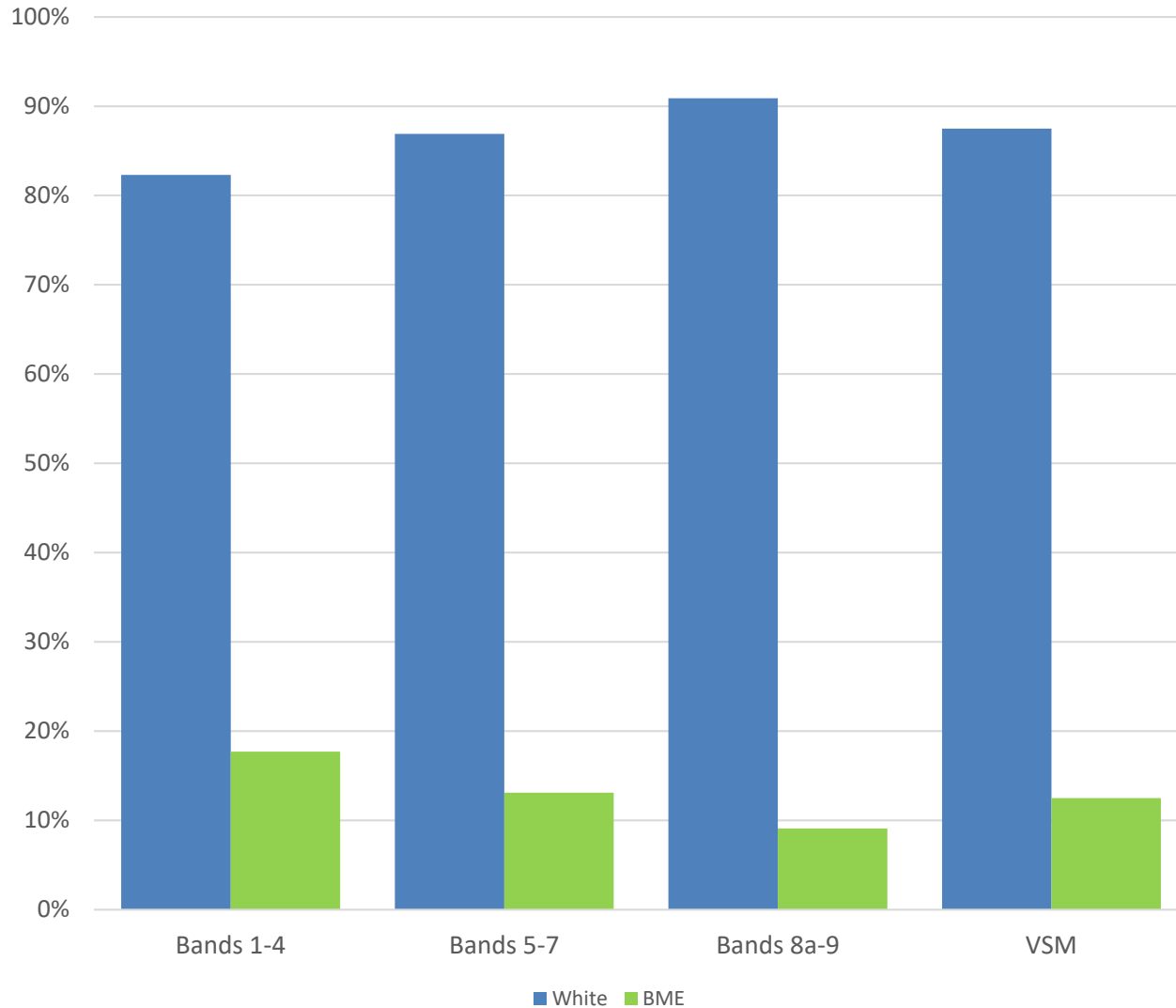
White shortlisted job applicants are 1.60 times more likely to be appointed from shortlisting than BME shortlisted applicants, who continue to remain absent from senior grades within Agenda for Change (AfC) pay bands.

BME staff are 1.37 times more likely to **enter the formal disciplinary process** in comparison to white staff. This is an improvement on the 2016 figure of 1.56.

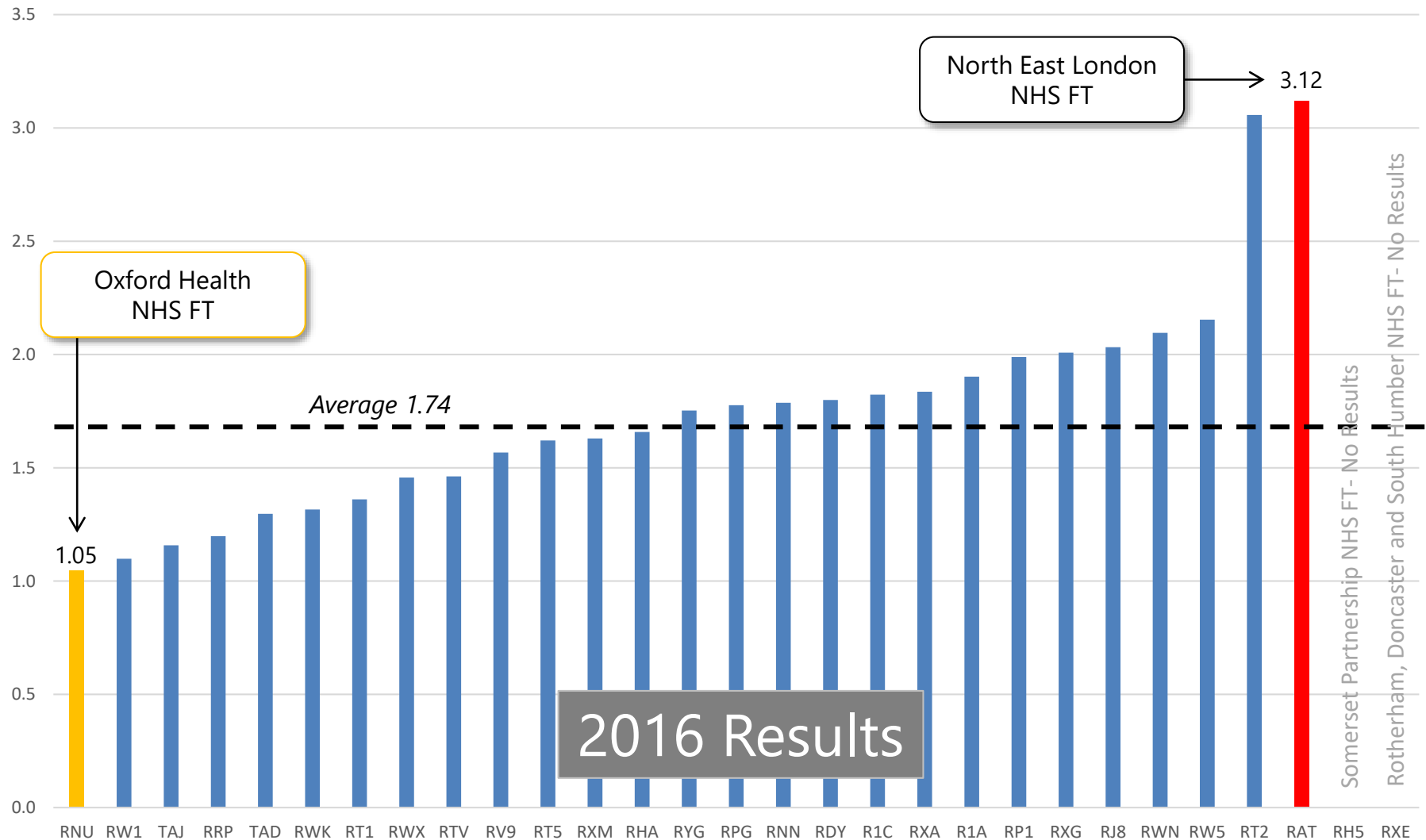
BME staff remain significantly more likely to **experience discrimination at work** from colleagues and their managers compared to white staff, at 14% and 6% respectively.

The overall percentage of BME staff experiencing **harassment, bullying or abuse from other colleagues** in the last 12 months dropped from 27% to 26%. BME staff remain more likely than white staff to experience harassment, bullying or abuse from other colleagues in the last 12 months.

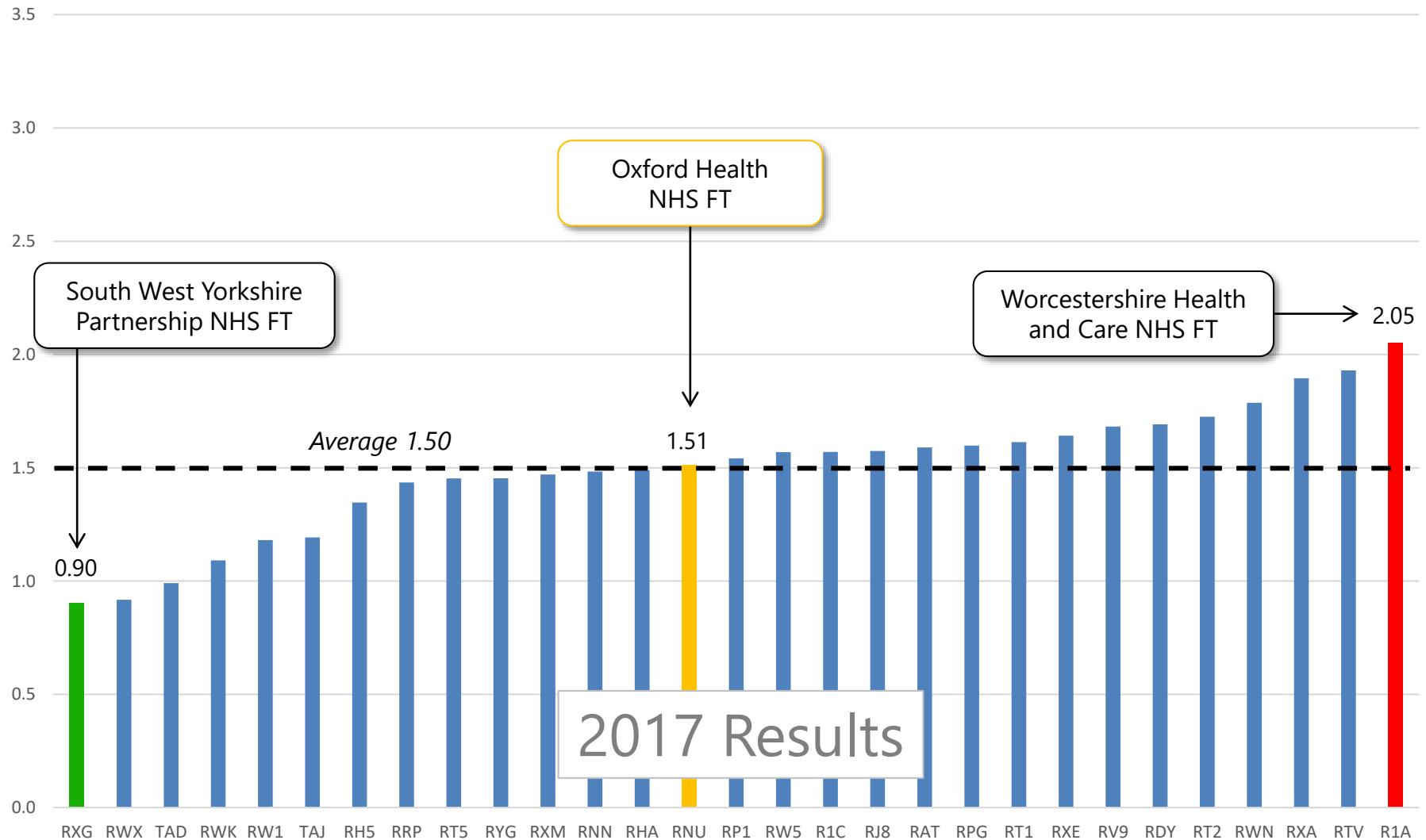
Percentage of staff in AfC bands 1-9 by ethnicity



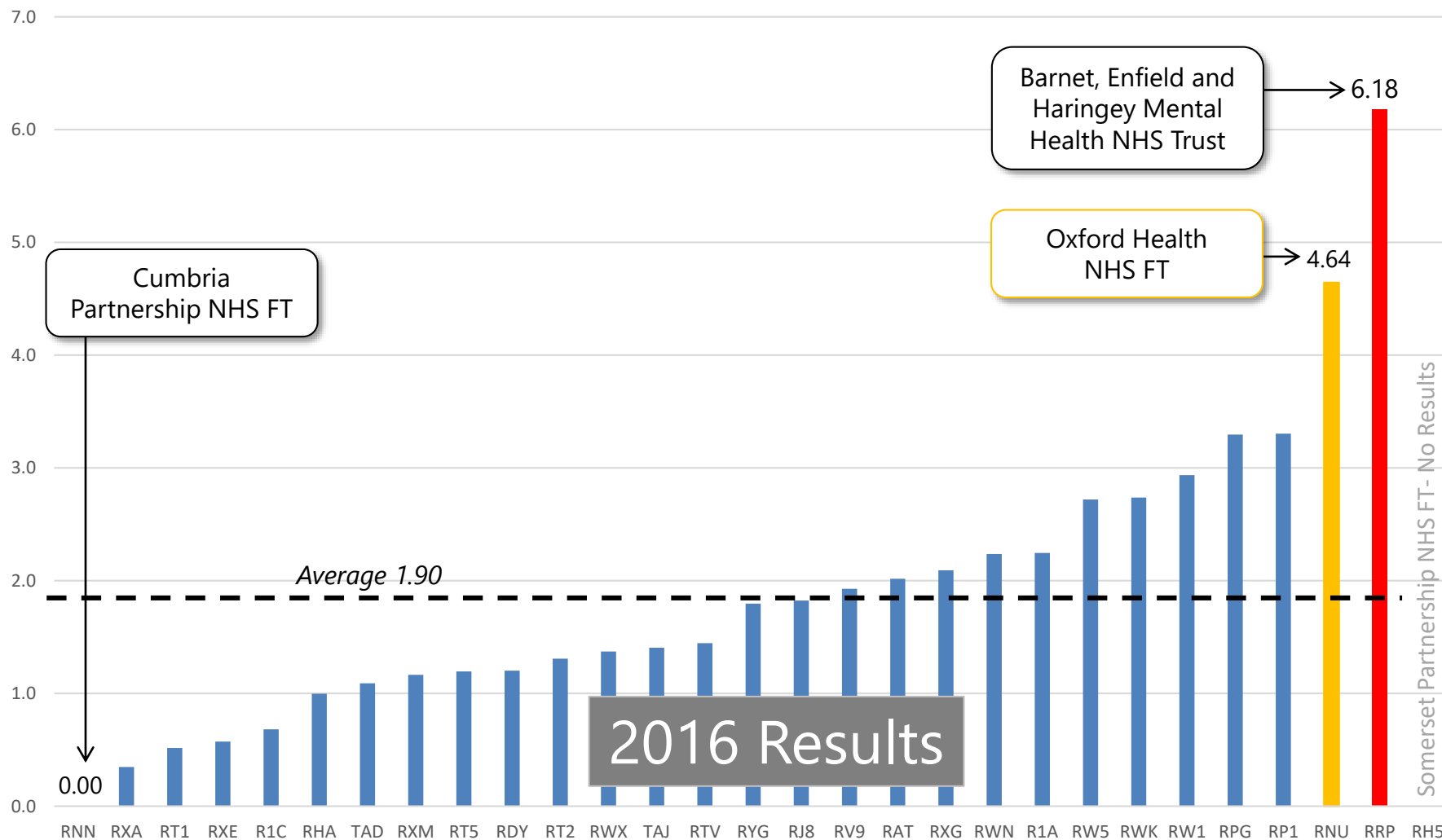
Relative likelihood of white staff being appointed from shortlisting compared to BME staff



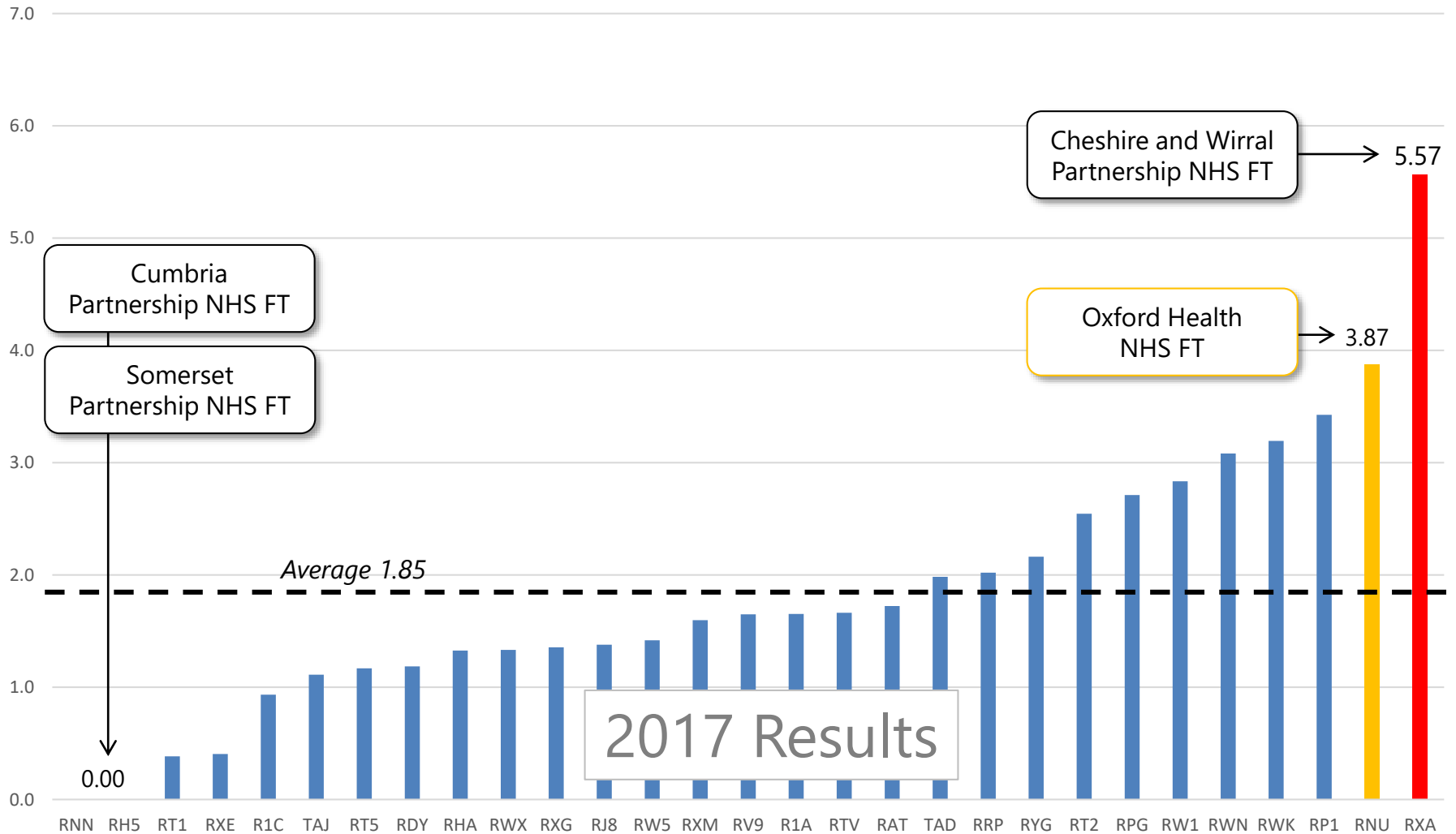
Relative likelihood of white staff being appointed from shortlisting compared to BME staff



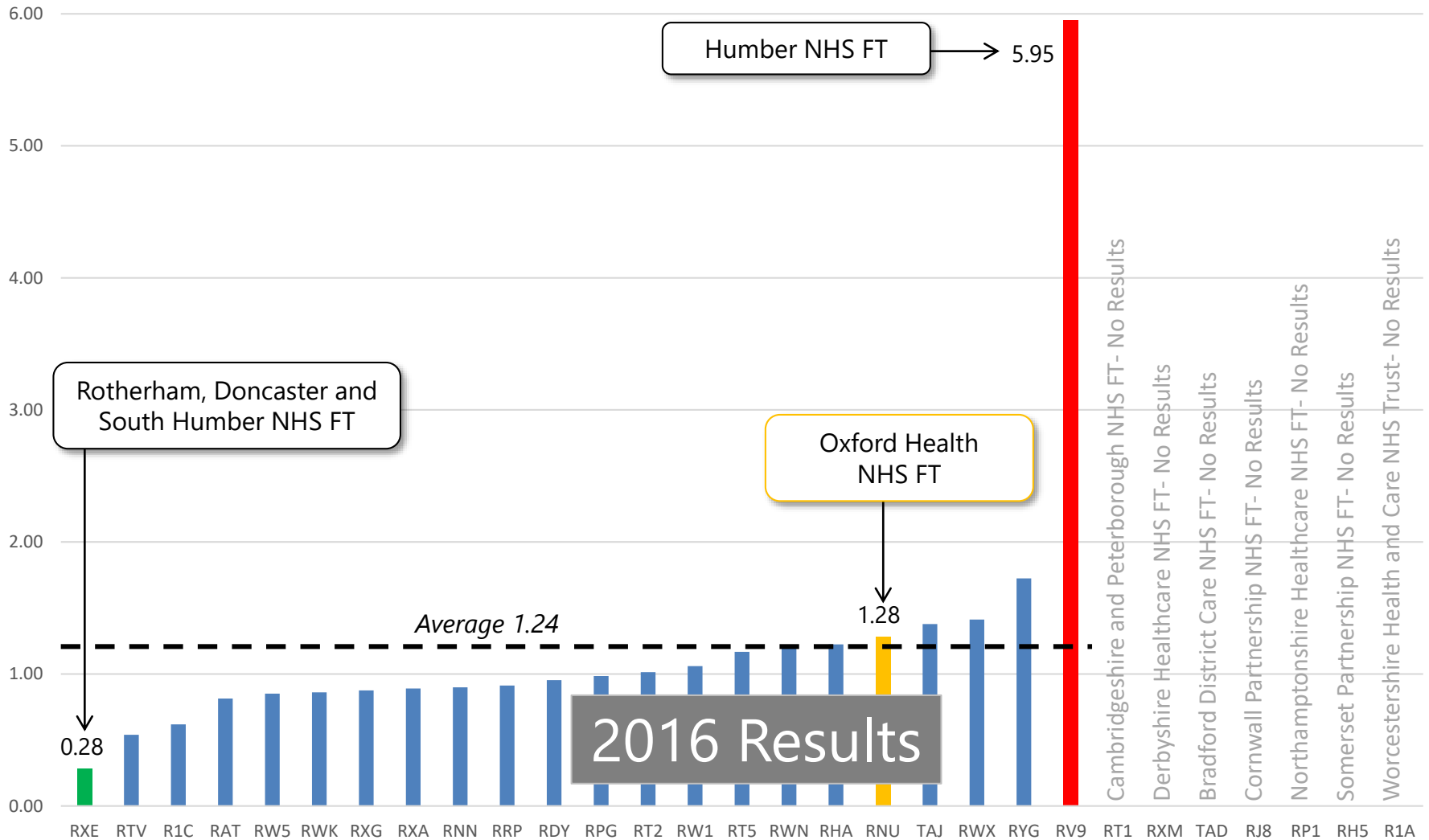
Relative likelihood of BME staff entering the formal disciplinary process compared to white staff



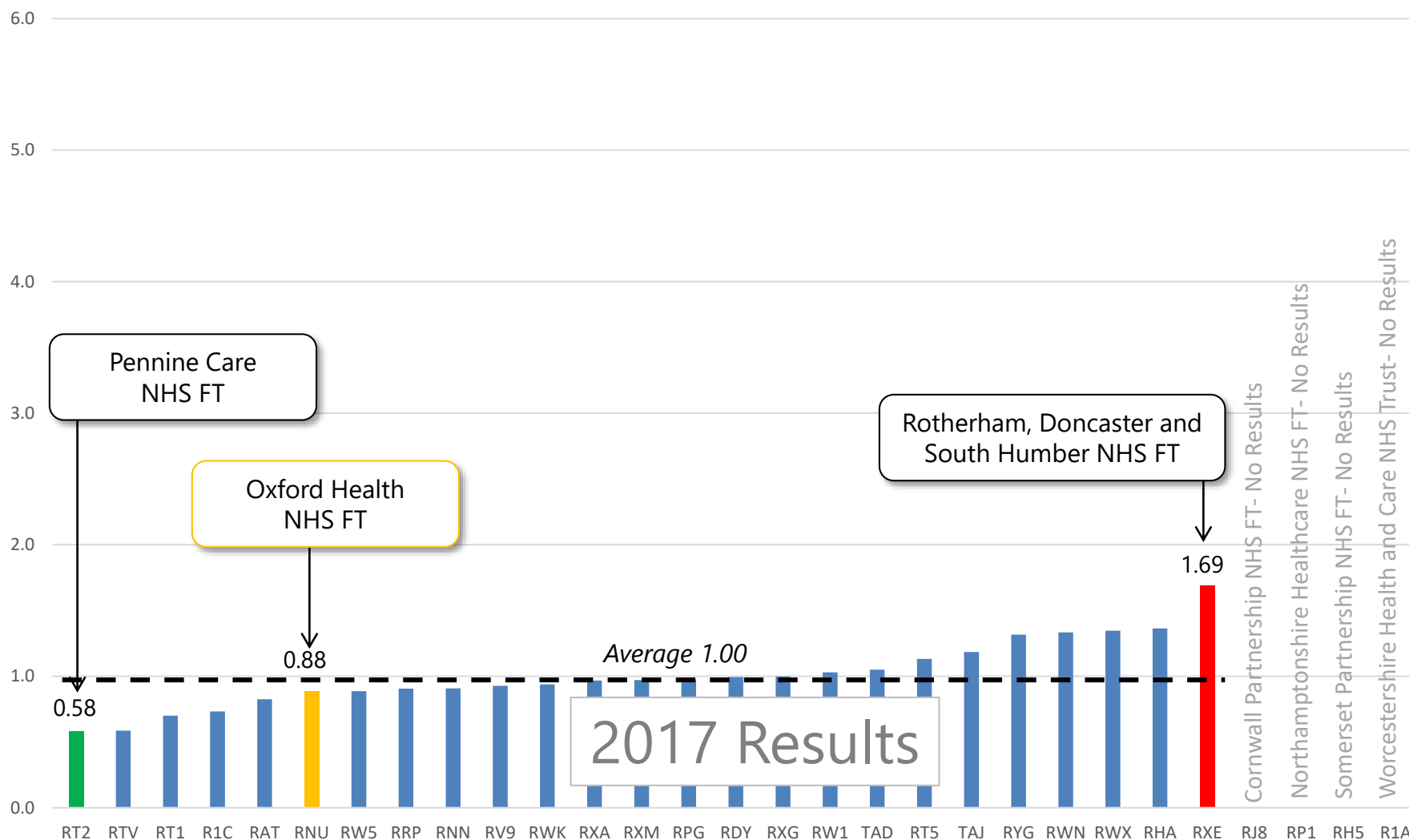
Relative likelihood of BME staff entering the formal disciplinary process compared to white staff



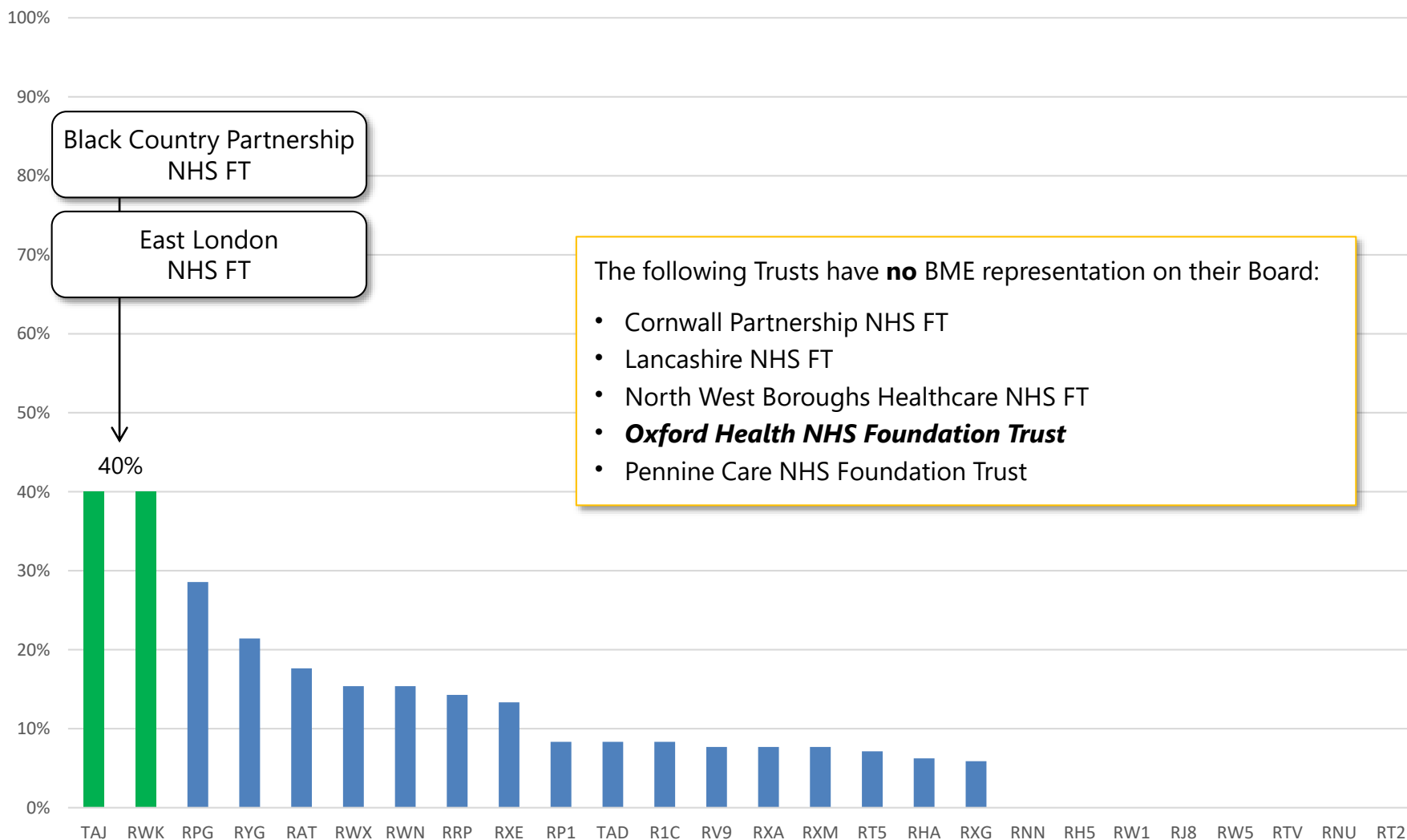
Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff



Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff



NHS Trust Board Representation by Ethnicity and Executive/ Non Executive membership



COMBINED MENTAL HEALTH / LEARNING DISABILITY & COMMUNITY TRUSTS

R1A	Worcestershire Health and Care NHS Trust
R1C	Solent NHS Trust
RAT	North East London NHS Foundation Trust
RDY	Dorset Healthcare University NHS Foundation Trust
RH5	Somerset Partnership NHS Foundation Trust
RHA	Nottinghamshire Healthcare NHS Foundation Trust
RJ8	Cornwall Partnership NHS Foundation Trust
RNN	Cumbria Partnership NHS Foundation Trust
RNU	Oxford Health NHS Foundation Trust
RP1	Northamptonshire Healthcare NHS Foundation Trust
RPG	Oxleas NHS Foundation Trust
RRP	Barnet, Enfield And Haringey Mental Health NHS Trust
RT1	Cambridgeshire and Peterborough NHS Foundation Trust
RT2	Pennine Care NHS Foundation Trust
RT5	Leicestershire Partnership NHS Trust
RTV	North West Boroughs Healthcare NHS Foundation Trust- formerly 5 Boroughs Partnership NHS Foundation Trust
RV9	Humber NHS Foundation Trust
RW1	Southern Health NHS Foundation Trust
RW5	Lancashire Care NHS Foundation Trust
RWK	East London NHS Foundation Trust
RWN	South Essex Partnership University NHS Foundation Trust
RWX	Berkshire Healthcare NHS Foundation Trust
RXA	Cheshire and Wirral Partnership NHS Foundation Trust
RXE	Rotherham Doncaster and South Humber NHS Foundation Trust
RXG	South West Yorkshire Partnership NHS Foundation Trust
RXM	Derbyshire Healthcare NHS Foundation Trust
RYG	Coventry And Warwickshire Partnership NHS Trust
TAD	Bradford District Care NHS Foundation Trust
TAJ	Black Country Partnership NHS Foundation Trust