

Oxford Health NHS FT

Equality, Diversity & Inclusion

Workforce Race Equality Standard (WRES) 2019

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

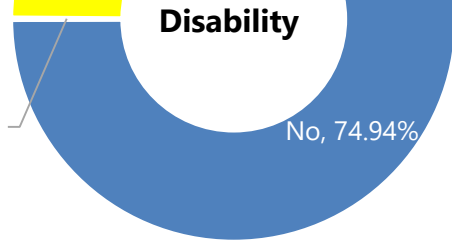
74.6%	Heterosexual or Straight
12.4%	Not stated (asked but declined to provide a response)
10.6%	Undefined
1.4%	Gay or Lesbian
0.8%	Bisexual
0.2%	Not stated
0.02%	Other sexual orientation not listed

Heterosexual/ straight makes up the largest proportion of staff at just under 75%. 23.24% of staff have answered either 'Undecided', 'Other sexual orientation not listed', 'Undefined' or 'Not stated'. The combined total for lesbian, gay and bisexual is 2.19%. **This is in comparison to 1% of the NHS workforce whose sexuality is not heterosexual and 47% has not disclosed their sexuality.**

Undefined/
Not
Declared,
21.26%

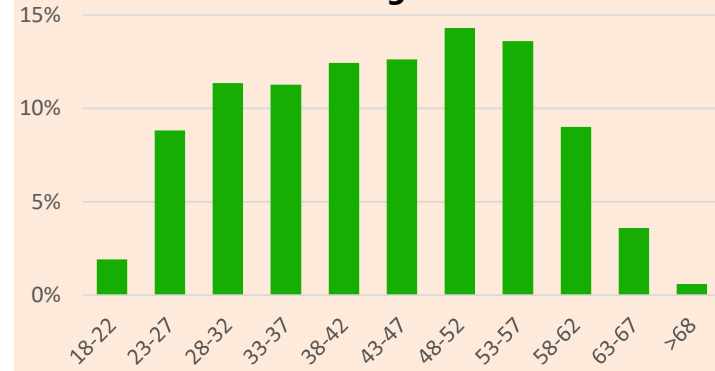
Yes, 3.63%

Prefer
not to
say,
0.17%



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.

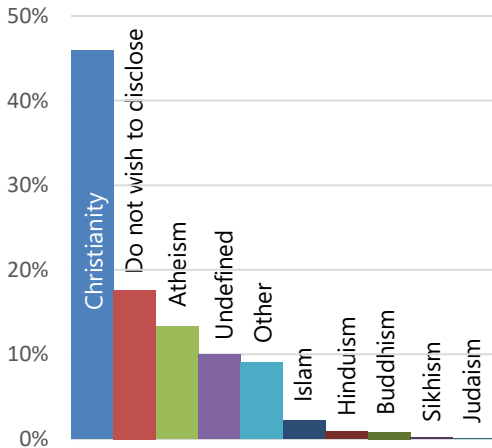
Age



The age band 48-52 makes up the largest workforce group followed by 53-57 age group. Numbers are lowest for the 68+ and 18-22 age band categories.

Religion/ Belief

The majority of the staff population is Christian at nearly 43%. The total of 'Undefined' & 'Do not wish to disclose' categories is 27.6%. Atheism comes in at 13.2%. The other religions come to a total of 13.2%.



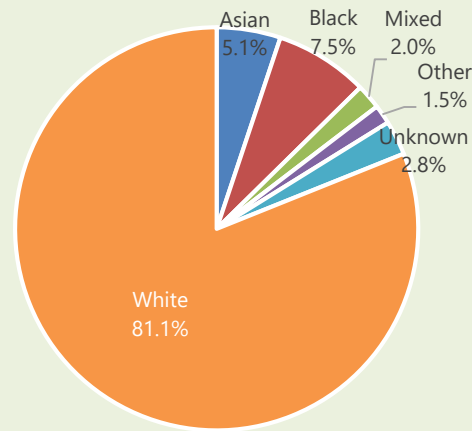
For further information, please contact:
equalityandinclusion@oxfordhealth.nhs.uk

OHFT Staff Snapshot

Source: Electronic Staff Record (ESR) Agenda for Change (AFC) data (March 2019)

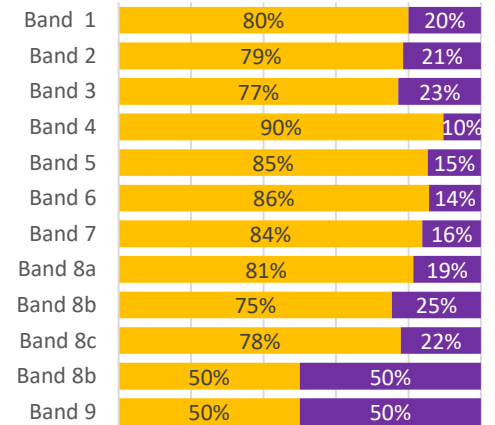
Ethnic Origin

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.



BME, 20%	White, 77%	BANDS 1-4	Unknown, 3%
BME, 15%	White, 82%	BANDS 5-7	Unknown, 3%
BME, 9%	White, 89%	BANDS 8a-9	Unknown, 2%

Gender



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](#)).

Non Clinical Workforce	White 2017	White 2018	White 2019	BME 2017	BME 2018	BME 2019
Under Band 1	0	0	0	0	0	0
Band 1	59	56	52	13	15	15
Band 2	146	154	162	29	29	34
Band 3	269	248	272	27	22	33
Band 4	258	256	272	29	33	36
Band 5	118	124	126	12	15	20
Band 6	70	81	107	9	11	13
Band 7	73	75	83	8	9	8
Band 8A	62	88	100	4	10	13
Band 8B	62	48	54	1	1	3
Band 8C	27	30	32	1	1	1
Band 8D	7	6	5	1	0	0
Band 9	3	0	0	1	0	0
VSM	5	27	25	0	3	3

Indicator 1: Staff Data – Clinical Workforce (of which Non-Medical)

Clinical Workforce	White 2017	White 2018	White 2019	BME 2017	BME 2018	BME 2019
Under Band 1	0	0	0	0	0	0
Band 1	2	0	0	0	0	0
Band 2	130	97	92	20	22	24
Band 3	464	463	475	187	205	227
Band 4	188	194	200	21	23	25
Band 5	505	492	441	151	161	166
Band 6	1062	1014	990	128	134	137
Band 7	488	442	480	41	49	57
Band 8A	188	161	165	28	21	22
Band 8B	43	30	43	5	5	5
Band 8C	59	57	55	3	2	3
Band 8D	8	8	11	0	0	0
Band 9	3	3	2	0	0	0
VSM	2	0	0	1	0	0

Indicator 1: Staff Data – BME Staff Analysis

Non Clinical Workforce	BME 2018	BME 2019	Diff.	% Diff.
< Band 1	0	0	0	0%
Band 1	15	15	0	0%
Band 2	29	34	5	14.7%
Band 3	22	33	11	33.3%
Band 4	33	36	3	8.3%
Band 5	15	20	5	25%
Band 6	11	13	2	15.4%
Band 7	9	8	-1	-12.5%
Band 8A	10	13	3	23.1%
Band 8B	1	3	2	66.7%
Band 8C	1	1	0	0%
Band 8D	0	0	0	0%
Band 9	0	0	0	0%
VSM	3	3	0	0%

Clinical Workforce	BME 2018	BME 2019	Diff.	% Diff.
< Band 1	0	0	0	0%
Band 1	0	0	0	0%
Band 2	22	24	2	8.3%
Band 3	205	227	22	9.7%
Band 4	23	25	2	8.0%
Band 5	161	166	5	3.0%
Band 6	134	137	3	2.2%
Band 7	49	57	8	14.0%
Band 8A	21	22	1	4.5%
Band 8B	5	5	0	0%
Band 8C	2	3	1	33.3%
Band 8D	0	0	0	0%
Band 9	0	0	0	0%
VSM	0	0	0	0%



0.48% Increase of overall staff numbers from a BME background

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, 2017/18 and 2018/19

		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
2	Relative likelihood of white staff being appointed from shortlisting compared to BME staff.	No data	2.01 times more likely	1.05 times more likely	1.51 times more likely	1.14 times more likely	1.05 times more likely
3	Relative likelihood of BME staff entering into formal disciplinary process compared to white staff	5.07 times more likely	6.47 times more likely	4.64 times more likely	3.87 times more likely	1.66 times more likely	4.20 times more likely
4	Relative likelihood of white staff accessing non-mandatory training & CPD compared to BME staff	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	0.84 times more likely

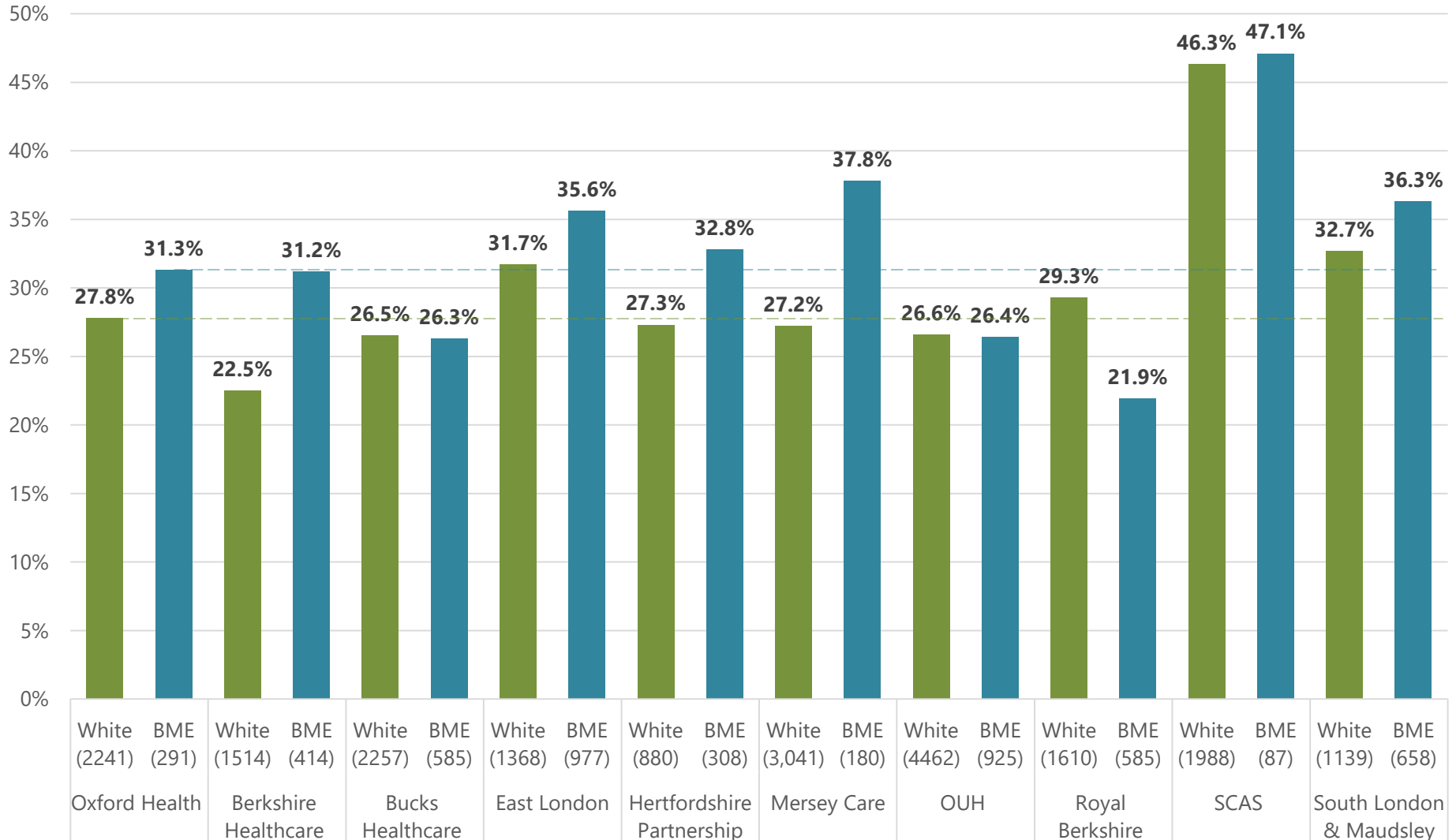
		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
5	Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	43.14%	46.38% (+3.24%)	27.4% (-18.98%)	33.3% (+5.9%)	27.4% (-5.9%)	31.3% (+3.9%)
6	Percentage of BME staff experiencing harassment, bullying or abuse from staff in last 12 months	24%	33.3% (+9.3%)	26.9% (-6.4%)	27.2% (+0.3%)	24.7% (-2.5%)	32.2% (+7.5%)
7	Percentage of BME staff believing the trust provides equal career opportunities for career progression or promotion	93.3%	70.0% (-23.3%)	70.5% (+0.5%)	73.0% (+2.5%)	76.9% (+3.9%)	72.6% (-4.3%)
8	Percentage of BME staff personally experienced discrimination at work from Manager/team leader or other colleague in past 12 months	8.5%	19.3% (+10.8%)	16.4% (-2.9%)	16.5% (+0.1%)	12.7% (-3.8%)	19.0% (+6.3%)

		2015/16	2016/17	2017/18	2018/19
9	Percentage difference between the organisations' Board voting membership and its overall workforce (BME representation)	-14.3%	-14.9% (-0.6%)	-10.0% (+4.0%)	-10.5% (-0.5%)
	Percentage of BME members on the Board	0%	0%	5.9% (+5.9%)	5.9%
	Percentage of BME Staff in Overall Workforce	14.3%	14.9% (+0.6%)	15.9% (+1.0%)	16.4% (+0.5%)

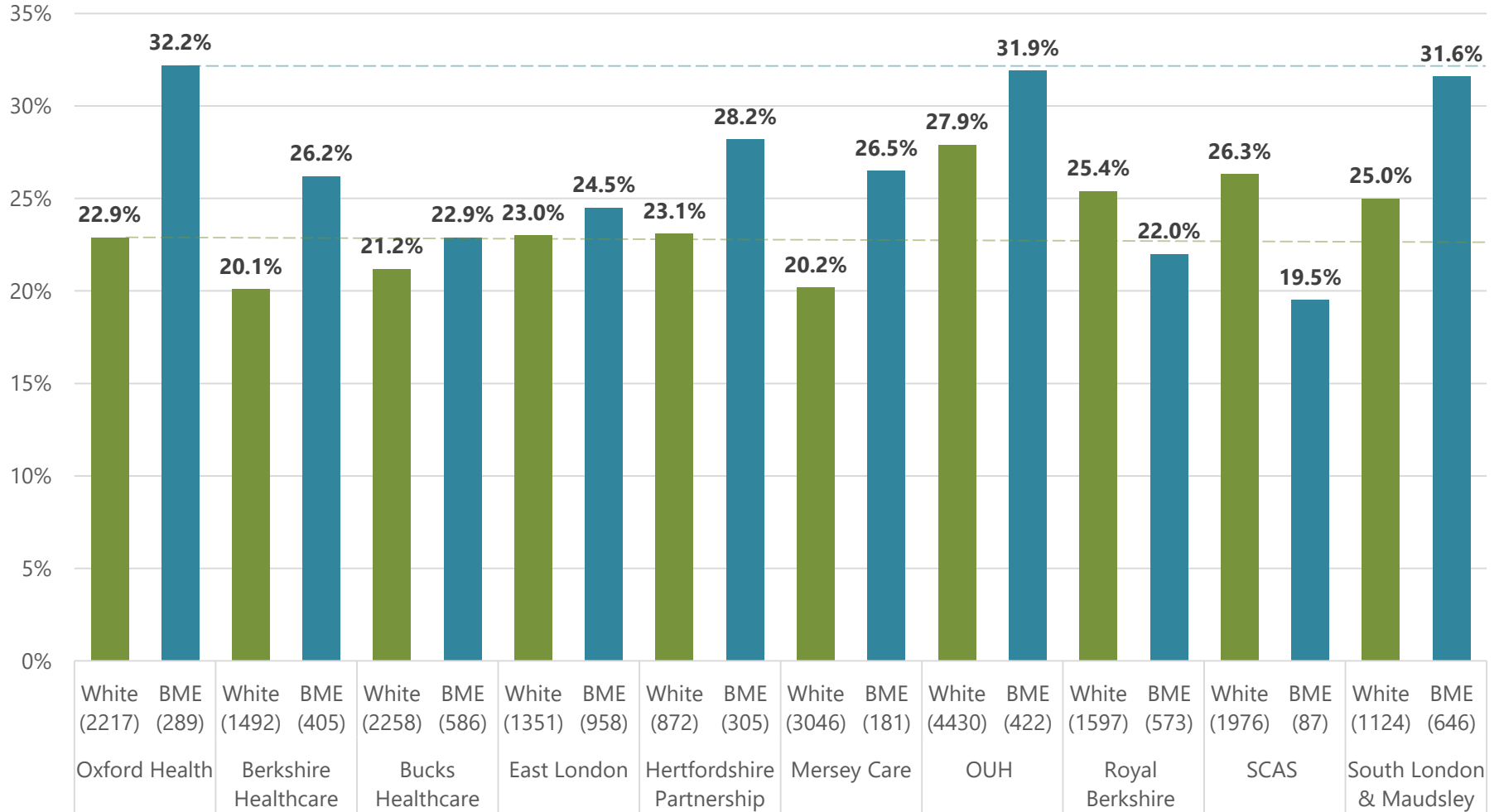
- 1) To launch and establish the Cultural Ambassadors programme within the HR employment procedures
- 2) To introduce Professional/Personal Development programmes for BME Staff
- 3) To disaggregate staff survey WRES data into the ethnic groups and/or service lines for further analysis

Workforce Race Equality Standard (WRES) 2019 - Benchmarking

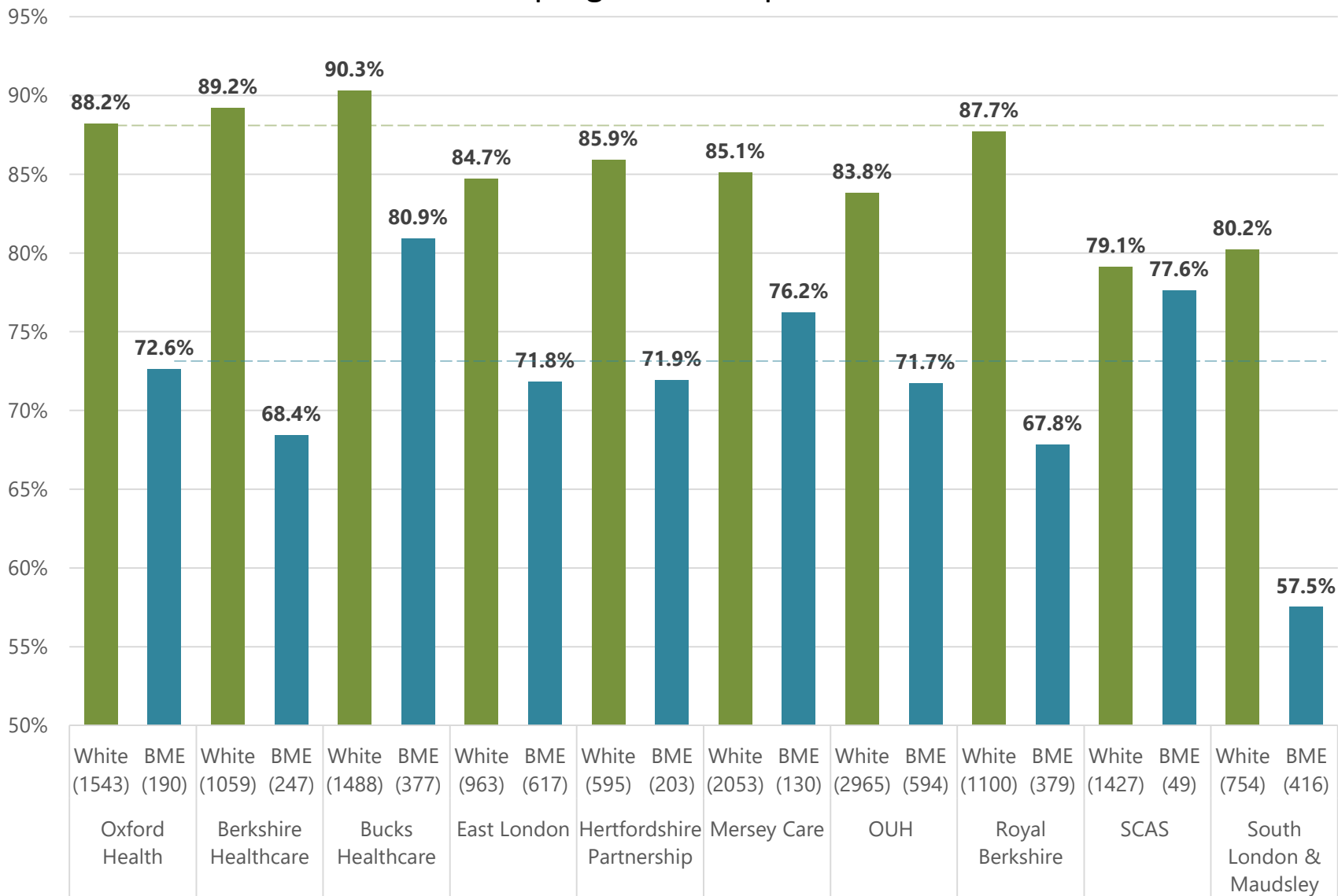
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



Percentage of staff believing that trust provides equal opportunities for career progression or promotion



Percentage of staff experiencing discrimination at work from their manager / team leader or other colleagues in the last 12 months

