

Yorkshire Ambulance Service Workforce Race Equality Standard 2015 – Supporting Information

Indicator	Data for reporting year	Narrative – the implications of the data and any additional background explanatory narrative	Actions taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective														
Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce	<table border="1"> <thead> <tr> <th style="text-align: left;">Descriptor</th> <th style="text-align: left;">Indicator</th> </tr> </thead> <tbody> <tr> <td>Number of BME Staff in Bands 8-9</td> <td style="text-align: center;">5</td> </tr> <tr> <td>Total Number of Staff in Bands 8-9</td> <td style="text-align: center;">91</td> </tr> <tr> <td>Percentage of BME Staff in Bands 8-9</td> <td style="text-align: center;">5.49%</td> </tr> <tr> <td>Number of BME Staff in overall workforce</td> <td style="text-align: center;">196</td> </tr> <tr> <td>Number of Staff in overall workforce</td> <td style="text-align: center;">4977</td> </tr> <tr> <td>Percentage of BME Staff in overall workforce</td> <td style="text-align: center;">3.94%</td> </tr> </tbody> </table>	Descriptor	Indicator	Number of BME Staff in Bands 8-9	5	Total Number of Staff in Bands 8-9	91	Percentage of BME Staff in Bands 8-9	5.49%	Number of BME Staff in overall workforce	196	Number of Staff in overall workforce	4977	Percentage of BME Staff in overall workforce	3.94%	<p>The Trust reports annual employment data on banding/pay scale by ethnicity. A Workforce Score Card has been developed which shows an organisational ethnicity profile by banding. This indicates a proportionately lower number of BME staff in the relevant bands 8.</p> <ul style="list-style-type: none"> • Band 8A – 10.00% BME (3 from 30 staff) • Band 8B – 4.35% BME (1 from 23 staff) • Band 8C – 8.33% BME (1 from 12 staff) • Band 8D – 0% BME (0 from 9 staff) • Band 9 not reported • Board – 8.33% (1 from 12) <p>Additional data analysis: The Yorkshire and Humber BME regional baseline is 14.2% (2011 Census) Band 7 – 5.50% BME (11 from 200 staff) Band 6 – 4.63% BME (20 from 432 staff) Highest percentage of BME staff are apprentices – 13.73% (7 from 44 staff) <i>(Source April 2015 Workforce Score Card, BME includes other white groups)</i></p>	<p>This is supported by an equality objective to have a workforce that reflects the community it serves.</p> <p>An organisation WRES action plan is being developed to ensure continuous improvement is made against this WRES indicator</p> <p>The development of a clear career pathway will support the talent pipeline to diversify staff in bands 8 and 9.</p>
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Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.	<table border="1"> <thead> <tr> <th style="text-align: left;">Descriptor</th> <th style="text-align: left;">White</th> <th style="text-align: left;">BME</th> </tr> </thead> <tbody> <tr> <td>Number of shortlisted applicants</td> <td style="text-align: center;">2659</td> <td style="text-align: center;">399</td> </tr> <tr> <td>Number appointed from shortlisting</td> <td style="text-align: center;">770</td> <td style="text-align: center;">53</td> </tr> <tr> <td>Ratio shortlisted / appointed</td> <td style="text-align: center;">0.29</td> <td style="text-align: center;">0.13</td> </tr> </tbody> </table>	Descriptor	White	BME	Number of shortlisted applicants	2659	399	Number appointed from shortlisting	770	53	Ratio shortlisted / appointed	0.29	0.13	<p>Likelihood of White staff being appointed from shortlisting (770/2659) = 0.29 Likelihood of BME staff being appointed from shortlisting (53/399) = 0.13</p> <p>Relative likelihood of White staff being appointed from shortlisting compared to BME staff (0.29/0.13) is therefore 2.23 times greater.</p>	<p>This is supported by an equality objective to have a workforce that reflects the community it serves.</p> <p>An organisation WRES action plan is being developed to ensure continuous improvement is made against this WRES indicator. This will be one of the organisations priority areas for this year.</p> <p>Actions taken:</p> <p>A number of actions have been taken in conjunction with the BME sub group of the staff network. For example BME network members have been trained in recruitment and selection processes and participate in recruitment events to increase representation.</p> <p>Actions planned:</p> <p>Sample data will be audited from NHS jobs to identify what stages candidates are unsuccessful. This will include posts where there are internal expressions of interest and secondment opportunities.</p>		
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<p>Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation*</p> <p>*Note: this indicator will be based on data from a two year rolling average of the current year and the previous year.</p>	<table border="1"> <thead> <tr> <th>Descriptor</th> <th>White</th> <th>BME</th> </tr> </thead> <tbody> <tr> <td>Number of staff in workforce</td> <td>4781</td> <td>196</td> </tr> <tr> <td>Number of staff entering formal disciplinary process</td> <td>189</td> <td>10</td> </tr> </tbody> </table>	Descriptor	White	BME	Number of staff in workforce	4781	196	Number of staff entering formal disciplinary process	189	10	<p>The analysis of the data shows:</p> <ul style="list-style-type: none"> Likelihood of White staff entering the formal disciplinary process (189/4781) = 0.0395 Likelihood of BME staff entering formal disciplinary process (10/196) = 0.051 The relative likelihood of BME staff entering the formal disciplinary process compared to White staff is therefore $0.051/0.0395 = 1.29$ times greater. 	<p>Actions taken:</p> <ul style="list-style-type: none"> Individual case reviews have taken place with the Executive Director of People and Engagement. Consultation has taken place with members of the BME staff network to review perceptions of the disciplinary process. Outcomes of disciplinary data over the last two years (No case to answer or level of sanction) for BME staff has been identified. <p>Actions Planned:</p> <ul style="list-style-type: none"> Conduct additional analysis on the above outcomes data.
Descriptor	White	BME										
Number of staff in workforce	4781	196										
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<p>Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff</p>	<table border="1"> <thead> <tr> <th>Descriptor</th> <th>White</th> <th>BME</th> </tr> </thead> <tbody> <tr> <td>Number of staff in workforce</td> <td>4781</td> <td>196</td> </tr> <tr> <td>Number of staff accessing non mandatory training</td> <td>1171</td> <td>66</td> </tr> </tbody> </table>	Descriptor	White	BME	Number of staff in workforce	4781	196	Number of staff accessing non mandatory training	1171	66	<p>The analysis of this data shows:</p> <ul style="list-style-type: none"> The likelihood of White staff accessing non-mandatory training is (1171/4781) = 0.244 The likelihood of BME staff accessing non-mandatory training is (66/196) = 0.336 The relative likelihood of BME staff accessing non-mandatory training compared to White staff is therefore $(0.395/0.244) = 1.377$ times greater 	<p>This is supported by a YAS equality objective to develop staff support networks.</p> <p>Over the last 6 months significant work has been undertaken to strengthen the BME staff support network and to work with BME staff to improve their perceptions of the organisation. This work will continue.</p> <ul style="list-style-type: none"> A further analysis of the data will take place to enhance the data set.
Descriptor	White	BME										
Number of staff in workforce	4781	196										
Number of staff accessing non mandatory training	1171	66										
<p>Staff Survey KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months</p>	<table border="1"> <thead> <tr> <th>Ethnicity</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>46</td> </tr> <tr> <td>BME</td> <td>33</td> </tr> </tbody> </table>	Ethnicity	%	White	46	BME	33	<p>The YAS Staff Survey data is from the 2014 NHS staff survey, it should be noted that this survey was conducted using a random sample of staff. The sample was based on 850 with a return rate of 40% and the BME staff responses were very low.</p>	<ul style="list-style-type: none"> This will continue to be monitored through the Staff support network and at an operational level. 			
Ethnicity	%											
White	46											
BME	33											
<p>Staff Survey KF 19. Percentage of staff</p>		<p>The YAS Staff Survey data is from the 2014 NHS staff survey, it should be noted that this survey</p>	<p>This is linked to the YAS Equality Objective: To develop staff support networks. To facilitate the establishment and self-management of staff support networks for minority</p>									

<p>experiencing harassment, bullying or abuse from staff in last 12 months</p>	<table border="1"> <thead> <tr> <th>Ethnicity</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>25</td> </tr> <tr> <td>BME</td> <td>24</td> </tr> </tbody> </table>	Ethnicity	%	White	25	BME	24	<p>was conducted using a random sample of staff. The sample was based on 850 with a return rate of 40% and the BME staff responses were very low.</p>	<p>groups within workforce to share, learn and contribute to improving the Trust.</p> <ul style="list-style-type: none"> This will be monitored through the staff support network.
Ethnicity	%								
White	25								
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<p>Staff Survey KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion</p>	<table border="1"> <thead> <tr> <th>Ethnicity</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>72</td> </tr> <tr> <td>BME</td> <td>53</td> </tr> </tbody> </table>	Ethnicity	%	White	72	BME	53	<p>The YAS Staff Survey data is from the 2014 NHS staff survey, it should be noted that this survey was conducted using a random sample of staff. The sample was based on 850 with a return rate of 40% and the BME staff responses were very low.</p> <p>The 2013 Staff Survey data for BME is not recorded due to the small number of response. 6 BME staff responded.</p>	<p>This is linked to the YAS Equality Objective: To develop staff support networks. To facilitate the establishment and self-management of staff support networks for minority groups within workforce to share, learn and contribute to improving the Trust.</p> <p>This will be a significant priority for this year .</p> <p>Action taken:</p> <ul style="list-style-type: none"> The BME staff support network has been strengthened and relaunched with Executive support. Discussions have taken place with the Trades Unions to increase the organisations response in this area. The network is jointly chaired by a BME staff member and the Executive Director of People and Engagement. The Chief Executive and a Non-Executive Director have attended the network meetings. A BME staff network sub group/action group has been formed to develop actions and ensure improves are made against the WRES metrics. <p>Action Planned:</p> <ul style="list-style-type: none"> A further analysis will be undertaken to compare this data against previous years . Information gained from the YAS cultural questionnaire will strengthen the data set in this area and ensure a more detailed analysis based on a broader sample of staff.
Ethnicity	%								
White	72								
BME	53								
<p>Staff Survey Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues</p>	<table border="1"> <thead> <tr> <th>Ethnicity</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>9.76</td> </tr> <tr> <td>BME</td> <td>41.18</td> </tr> </tbody> </table>	Ethnicity	%	White	9.76	BME	41.18	<p>The YAS Staff Survey data is from the 2014 NHS staff survey, it should be noted that this survey was conducted using a random sample of staff. The sample was based on 850 with a return rate of 40% and the BME staff responses were very low.</p> <p>The 2013 Staff Survey data for BME staff is not recorded due to the small number of response. 9 BME staff responded.</p>	<p>YAS Equality Objective Develop staff support networks. To facilitate the establishment and self-management of staff support networks for minority groups within workforce to share, learn and contribute to improving the Trust.</p> <p>This will be a significant priority for this year.</p> <p>Action taken:</p> <ul style="list-style-type: none"> The BME staff support network has been strengthened and relaunched with Executive support. Discussions have taken place with the Trades Unions to increase the
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		<p>In particular for this indicator the percentages were based on a return of 331 White Staff and 18 BME Staff.</p>	<p>organisations response in this area.</p> <ul style="list-style-type: none"> • The network is jointly chaired by a BME staff member and the Executive Director of People and Engagement. • The Chief Executive and a Non-Executive Director have attended the network meetings. • A BME staff network sub group/action group has been formed to develop actions and ensure improves are made against the WRES metrics. <p>Action Planned:</p> <ul style="list-style-type: none"> • A further analysis will be undertaken to compare this data against previous years . • Information gained from the YAS cultural questionnaire will strengthen the data set in this area and ensure a more detailed analysis based on a broader sample of staff. • A programme aimed at all managers has been procured and will be rolled out commencing this year. 						
<p>Boards are expected to be broadly representative of the population they serve</p>	<table border="1"> <thead> <tr> <th>Ethicity</th> <th>Number of Staff</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>91.67%</td> </tr> <tr> <td>BME</td> <td>8.33%</td> </tr> </tbody> </table> <p>This equates to 11 White people and 1 BME person</p>	Ethicity	Number of Staff	White	91.67%	BME	8.33%	<p>Due to the small numbers within this group one person can have a large impact. In addition the BME person which represents the 8.33% is a Non-Executive Director and will have a designated term of office.</p>	<p>There is no action at this stage although this will be monitored.</p>
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BME	8.33%								

<http://www.nhsstaffsurveys.com/Page/1040/Past-Results/Staff-Survey-2013-Detailed-Spreadsheets/>