

# Sussex Partnership NHS Foundation Trust Workforce Race Equality Standard Report 2019



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## INTRODUCTION

Welcome to the Sussex Partnership NHS Foundation Trust (SPFT) 2019 Workforce Race Equality (WRES) performance report. This is the fifth annual publication of the data analysis for SPFT that focuses on all the nine metrics.

In 2015 WRES was introduced to enable employees from black and minority ethnic (BME) backgrounds to have equal access to career opportunities and receive fair treatment in the workplace.

NHS Trusts use the WRES to self-assess against the nine indicators, which are in place to promote workplace equality for BME staff. SPFT is constantly exploring how the working environment for BME staff could be continually improved by reviewing multiple techniques and ascertaining how other Trusts have achieved this.

The nine indicators are as follows:

- 4 workforce metrics – data provided showing comparison of the experience of (BME) employees and candidates.
- 4 NHS Staff Survey findings – Key Findings 18, 19, 23a and 27 all specifically focus on the experience of employees from an equality and diversity perspective
- A Board that is broadly representative of the population they serve

SPFT has drawn up a set of values which is committed to:

**People first:** People are at the heart of everything we do.

**Future focused:** We are optimistic, we learn and we always try to improve.

**Embracing change:** We are bold, innovative and disciplined about making use of our resources to continuously improve.

**Working together:** We provide services in partnership with patients, families and others.

**Everyone counts:** We value, appreciate and respect each other.

These values are underpinned by equality values to ensure that patients, staff and carers are treated with respect, whatever their equality profile and in an environment of leadership for equality that is encouraged throughout the organisation.

Our Equality Diversity & Human Rights Steering group is established and duly constituted to support the implementation of the Equality Performance Scheme which together with the generic: Age, Disability, Gender & Families', Race, Sexual Orientation & Gender Identity, and Spirituality Reference Groups equality action plans provide assurance to the Board of Directors.

The Trust has responded to the introduction of the WRES in 2015 by, investing and working alongside a BME Network to ensure any inequalities identified by our BME staff is minimised and opportunities for employment and progression are fair.

The Trust Board is therefore committed to address any findings in this report that may have negative impacts on our current and future BME workforce.

**DEFINITION OF BME FROM THE WRES TECHNICAL GUIDANCE IN LINE WITH THE CATERGORIES TAKEN FROM 2011 CENSUS:**

<b>BME</b>	<b>Unknown</b>	<b>White</b>
D- Mixed white and black Caribbean	Z – Not stated	A - White British
E- Mixed white and black African	Null	B - White Irish
F- Mixed white and Asian	Unknown	C – Any other white background
G - Any other mixed background		
H - Asian or Asian British – Indian		
J - Asian or Asian British – Pakistani		
K - Asian or Asian British – Bangladeshi		
L- Any other Asian background		
M – Black or black British - Caribbean		
N – Black or black British - African		
P – Any other black background		
R - Chinese		
S – Any other black background		

**POPULATION DEMOGRAPHIC 2011 CENSUS (Southeast England)**

	<b>Census 2011</b>
<b>BME</b>	13.1%
<b>White</b>	86.9%
<b>Unknown</b>	0%

**WORFOCE DATA**

The workforce data refers to a reporting period of 01April 2018 to 31 March 2019. The data captures all staff on ESR (Business Intelligence) in line with NHS

England requirements. For 2019, this includes the Lindridge Home that is paid on a different payroll system.

## BACKGROUND INFORMATION

**Total number of staff 01 April 2018 – 31 March 2019:**

	2018	2019
	4,321	4,670

**Proportion of BME staff employed at SPFT at the date of this report**

	2018		2019	
	Headcount	% of Staff	Headcount	% of Staff
<b>White</b>	3,807	88 %	3,996	85.5%
<b>BME</b>	471	11%	584	12.5%
<b>Not Stated</b>	43	1%	90	2%
<b>Total</b>	4,321	100%	4,670	100%

### Self-reporting

**The proportion of total staff who have self-reported their ethnicity**

	2018		2019	
	Headcount	%of Staff	Headcount	% of Staff
<b>Ethnicity Declared</b>	4,278	99%	4,580	98%
<b>Ethnicity Not Declared</b>	43	1%	90	2%
<b>Total</b>	4,321	100%	4,670	100%

**Has any steps been taken period to improve the level of self-reporting by ethnicity?**

We collect information relating to staff ethnicity as part of the recruitment process and through our self-reporting tool

**Are any steps planned during the current reporting period to improve the level of self-reporting by ethnicity?**

The Trust will relaunch our self-reporting tool to encourage the disclosing protected characteristics from staff.

## WORKFORCE RACE EQUALITY METRICS 2019

### Metric1:

Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.

### NON-CLINICAL

Non-Clinical Cluster 1: AfC Band 1, 2, 3 and 4						
White	BME	Undefined	Trust BME average	White %	BME%	Undeclared %
788	89	13	12.5%	88%	10%	2%

Non-Clinical Cluster 2: AfC Band 5, 6 and 7						
White	BME	Undefined	Trust BME average	White %	BME%	Undeclared %
245	13	-	12.5%	94%	5%	1%

Non-Clinical Cluster 3: AfC Band 8a and 8b						
White	BME	Undefined	Trust BME average	White %	BME%	Undeclared %
93	-	0	12.5%	95%	5%	0%

Non-Clinical Cluster 3: AfC Band 8c, 8d, 9 and VSM (including executive Board Members)						
White	BME	Undefined	Trust BME average	White %	BME%	Undeclared %
45	-	0	12.5	94%	6%	0%

### What the data tells us:

- Non-clinical roles account for 28% of the workforce of which 9% are BME staff
- 59% of BME staff in non-clinical roles are in the Estates and Facilities Directorate
- BME staff are significantly underrepresented in AfC Bands 8a and above
- There has been a small increase in AfC Bands 7 – 8
- In our senior leadership roles there has not any been progress in Band 8c – 9 where there is no BME representation.

For a breakdown by AfC Bandingse please refer to Appendix 1

## CLINICAL

Clinical Cluster 1: AfC Band 2, 3 and 4						
White	BME	Undefined	Trust BME average	White %	BME%	Undeclared %
670	145	20	12.5%	81%	17%	2%

Clinical Cluster 2: AfC Band 5, 6, and 7						
White	BME	Undefined	Trust BME average	White %	BME%	Undeclared %
1597	210	44	12.5%	84%	13%	3%

Clinical Cluster 3: AfC Band 8a and 8b						
White	BME	Undefined	Trust BME average	White %	BME%	Undeclared %
323	18	-	12.5%	94%	5%	1%

Clinical Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members)						
White	BME	Undefined	Trust BME average	White %	BME%	Undeclared %
66	-	0	12.5%	96%	4%	0%

Clinical Cluster 5: Medical and Dental staff, Consultants						
White	BME	Undefined	Trust BME average	White %	BME%	Undeclared %
99	49	-	12.5%	66%	33%	1%

Clinical Cluster 6: Medical and Dental staff, Non-consultant career grade						
White	BME	Undefined	Trust BME average	White %	BME%	Undeclared %
29	36	-	12.5%	43%	54%	3%

Clinical Cluster 7: Medical and Dental staff, Medical and dental trainee grades						
White	BME	Undefined	Trust BME average	White %	BME%	Undeclared %
34	10	-	12.5%	71%	21%	8%

### What the data tells us:

- Clinical roles account for 72% of the workforce
- BME staff account for 14% of all Clinical roles.
- BME Doctors Registrars and Consultants account for 36% of the workforce
- Nursing staff ( including healthcare Assistants and support workers) account for 16.2% of all clinical roles
- There is a overrepresentation in Bands 2 – 7 with BME staff. The data suggests that BME clinical staff are hitting a Band 5 ceiling

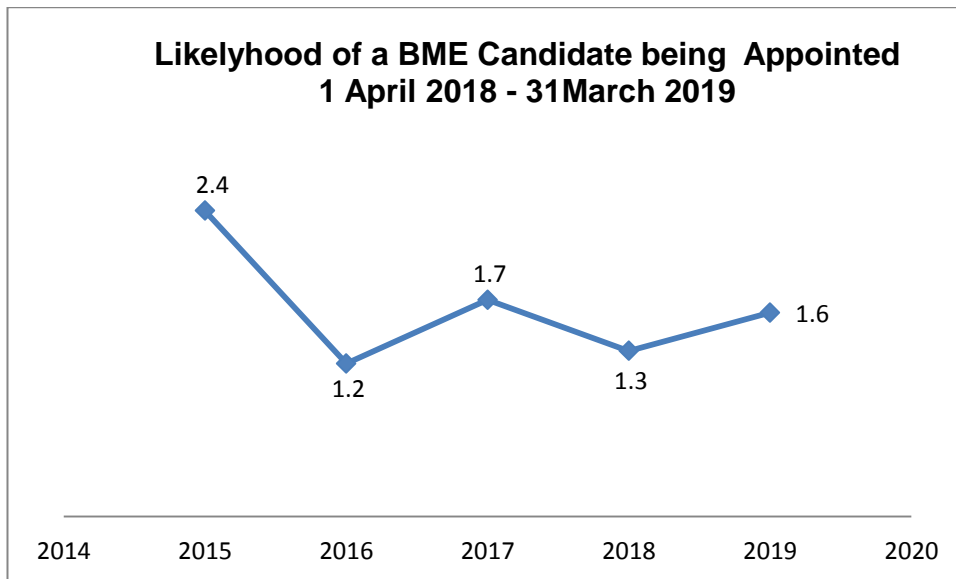
For a comparison of AfC Bandings in of previous years please refer to Appendix 2 for and Appendix 3 for Medical Staff

**INDICATOR 2.**

**Relative likelihood of White staff being appointed from shortlisting across all posts**

The relative likelihood of a white candidate being appointed from shortlisting is **1.6** times greater than a BME candidate.

<b>2019</b>	<b>Shortlisted</b>	<b>Appointed</b>
<b>White</b>	6,572	823
<b>BME</b>	1,712	134
<b>Total</b>	8,284	957



	<b>Relative Likelihood of a white candidate being appointed over a BME candidate</b>
<b>2019</b>	1.6
<b>2018</b>	1.3
<b>2017</b>	1.7
<b>2016</b>	1.2
<b>2015</b>	2.4

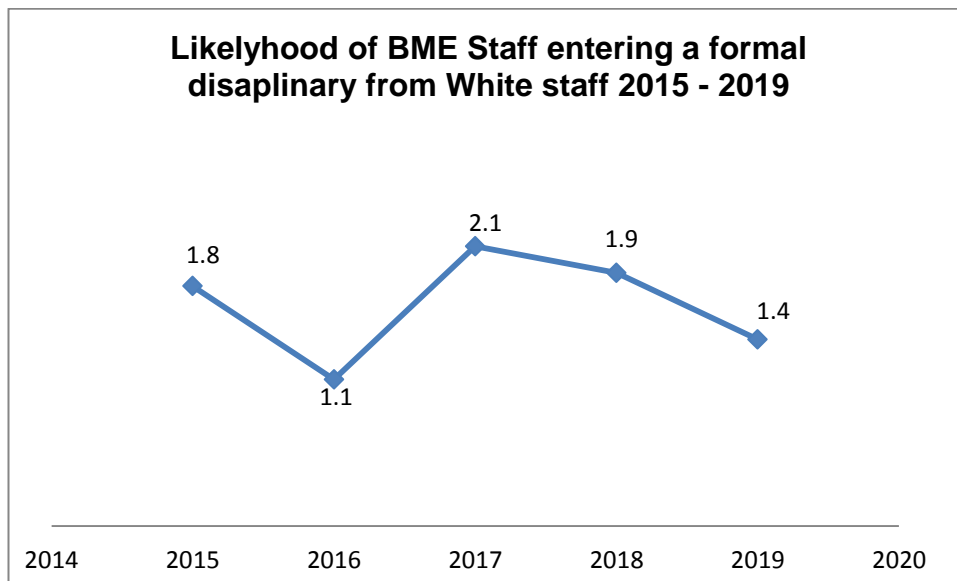
**INDICATOR 3.**

**Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation**

**Note: This indicator is based on data from a two year rolling average of the current year and the previous year.**

The relative likelihood of BME staff entering a formal disciplinary process compared to white staff is: **1.4**

<b>2019</b>	<b>Number of Disciplinary Procedures</b>	<b>Number in workforce</b>
<b>White</b>	<b>188</b>	<b>3996</b>
<b>BME</b>	<b>32</b>	<b>582</b>
<b>Not stated</b>	<b>2</b>	<b>90</b>



	<b>Relative likelihood of a BME candidate entering a formal disciplinary compared to White staff</b>
<b>2019</b>	1.4
<b>2018</b>	1.9
<b>2017</b>	2.1
<b>2016</b>	1.1
<b>2015</b>	1.8



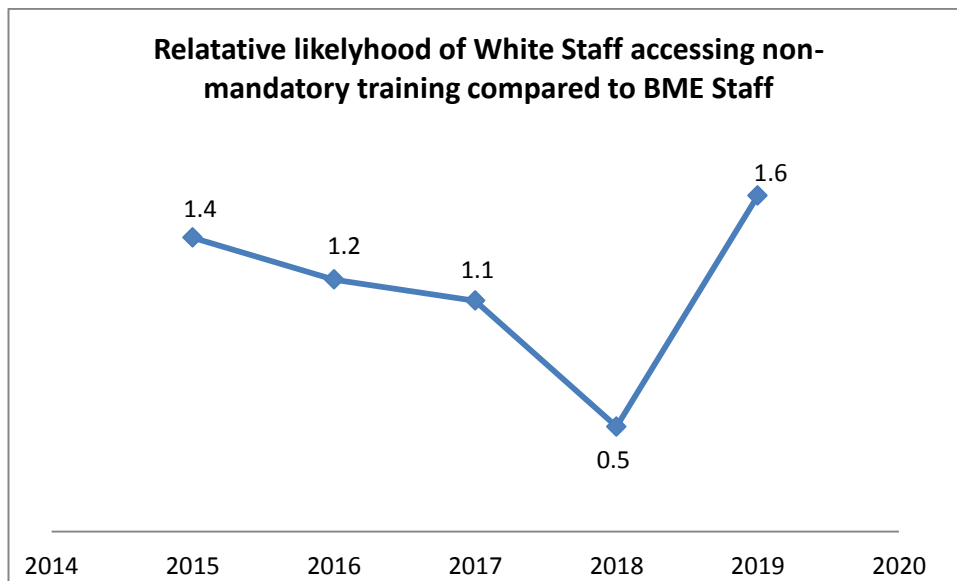
**INDICATOR 4.**

**Relative likelihood of staff accessing non-mandatory training and Continuous Professional Development (CPD)**

The data supplied for 2018/19 related to funding granted for Widening Participation Trust Funded Attendance a for non-mandatory training and CPD

The relative likelihood of White staff entering non-mandatory training and CPD is **1.6** times greater than BME staff

	Number in workforce	No of staff accessing non-mandatory/CPD training
<b>White</b>	3996	221
<b>BME</b>	582	19



	Relative Likelihood of a White staff accessing non mandatory training compared to BME staff
<b>2019</b>	1.6
<b>2018</b>	0.5
<b>2017</b>	1.1
<b>2016</b>	1.2
<b>2015</b>	1.4

## NATIONAL NHS STAFF SURVEY METRICS

Indicator 5, KF 25 from NHS Staff Survey. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months

Staff Survey	SPFT in 2018	Average(median) for mental health	SPFT in 2017
White	34%	32%	33%
BME	44%	36%	39%

Indicator 6, KF 26 from NHS Staff Survey. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

Staff Survey	SPFT in 2018	Average(median) for mental health	SPFT in 2017
White	24%	21%	23%
BME	29%	26%	28%

Indicator 7, KF21 from NHS Staff Survey. Percentage believing that trust provides equal opportunities for career progression or promotion

Staff Survey	SPFT in 2018	Average(median) for mental health	SPFT in 2017
White	87%	87%	89%
BME	76%	77%	85%

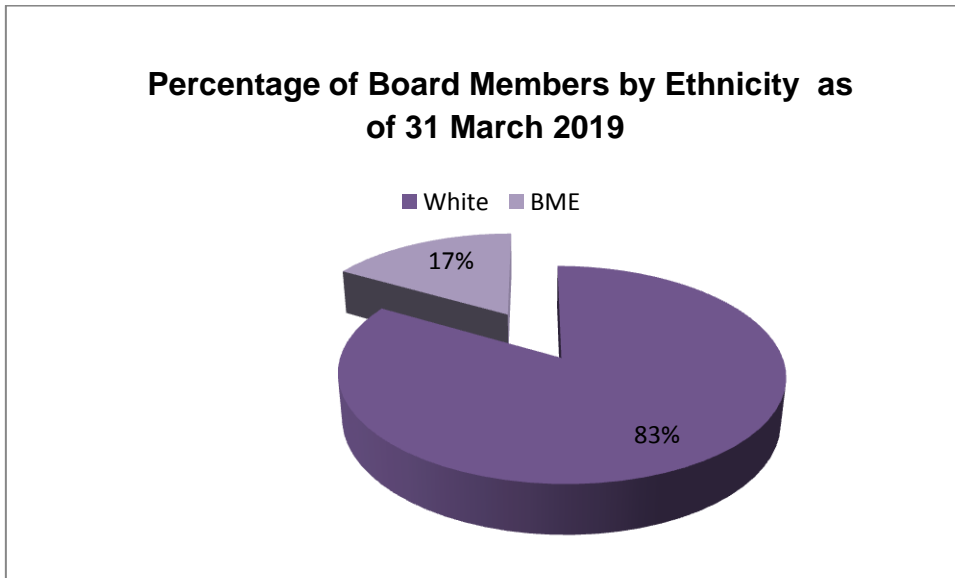
Indicator8, (Q17) from NHS Staff Survey. In the last 12 months have you personally experienced discrimination at work from a manager/team leader or other colleagues?

Staff Survey	SPFT in 2018	Average(median) for mental health	SPFT in 2017
White	7%	6%	8%
BME	15%	14%	14%

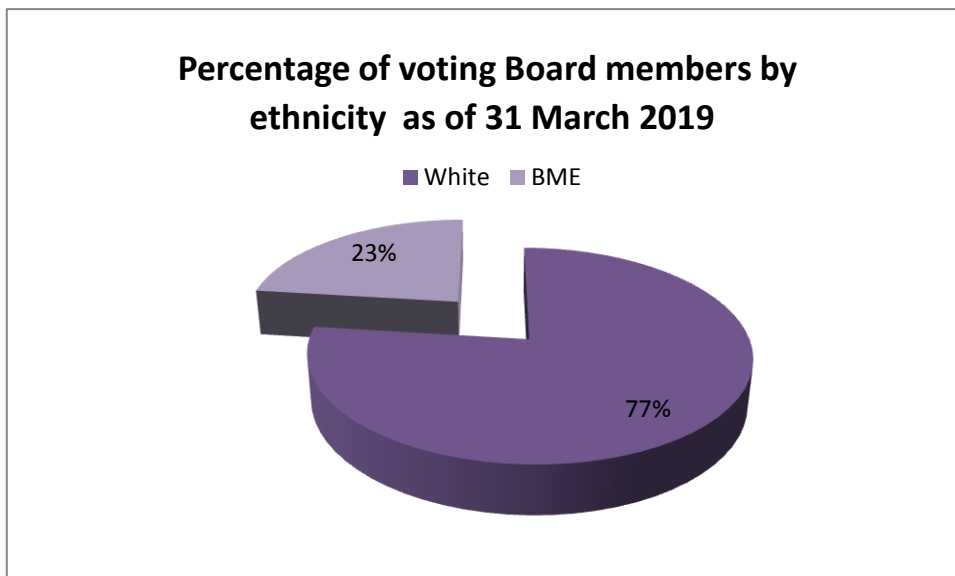
**INDICATOR 9.**

**Percentage difference between the organisations' Board voting membership and its overall workforce.**

**Board members by ethnicity**



**Voting Board members by ethnicity**



**Any matters to relief comparisons with previous years**

Reporting dates changed in the 2017 WRES submission from calendar year to financial year in line with the WRES technical guidance reporting requirements.

## **SUMMARY**

The Trusts Equality Performance Hub report has been produced since 2008 and workforce data is analysed for trends across recruitment, leavers, redundancy, employee relations training, demographics and clinical excellence awards.

In considering the data it is pleasing to note that SPFT has 17% of its Board members that identify as BME and 23% have voting powers. The Trust Board is therefore committed to address any findings in this report that may have negative impacts on our current and future BME workforce

It is also identified that there needs to be a greater representation of BME staff in more senior grades and actions to support this are included in the WRES Action Plan in line with the NHS 10 Year Plan and local STP Peoples plan.

In 2019/2020 the Trust will focus on three areas of improvement:

- Recruitment
- Retention
- Health & Wellbeing

In achieving this ambition the Trust has applied for and been successful in being selected to be an early pilot adopter of the new national talent management programme which will commence in October 2019. The programme takes the form of a diagnostic process and then based on the results of this, focused support to develop and implement a talent management approach for the Trust.

SPFT has also applied to join the Apprenticeship Diversity Champions Network (ADCN). This champions apprenticeships and diversity amongst employers and encourages more people from underrepresented groups, including BME Staff.

Along with reviewing our recruitment processes the above will work threefold to enable the Trust to recruit, train and mentor BME staff to progress into more senior roles.

Health and Wellbeing will be a priority for all staff at SPFT in the forthcoming year. Our 2018 staff survey results show that BME frontline staff experience high percentage rate of harassment, bullying or abuse from patients, relatives or the public in the last 12 months, as well as from their colleagues and managers. We have developed a detailed action plan to address and support staff under indicator five for the forthcoming year.

This report and its findings is scrutinised through our Race Reference Group and Equality, Diversity and Human Rights Steering Committee. Action plans and findings from this report feed into the Trusts equality objectives on an ongoing basis that drives the Trusts Equality and Inclusion objectives

**If you would like this report in a different format please contact:**

**[.Equality.Diversity@sussexpartnership.nhs](mailto:.Equality.Diversity@sussexpartnership.nhs)**

## Appendix 1 Non-Clinical staff by AfC Banding 2015 -2019

Band 2	White	BME	Total	Total White%	BME%
2019	215	46	316	85.4	14.6
2018	221	28	249	88.7	11.3
2017	233	25	258	90.3	9.7
2016	225	27	252	89.3	10.7
2015	212	20	232	91.4	8.6
Band 3	White	BME	Total	Total White%	BME%
2019	343	27	370	92.7	7.3
2018	314	15	329	95.4	4.6
2017	342	17	359	95.3	4.7
2016	330	-	-	97.6	2.4
2015	326	12	338	96.4	3.6
Band 4	White	BME	Total	Total White%	BME%
2019	231	16	247	83.5	6.5
2018	220	-	226	97.3	2.7
2017	233	-	238	97.9	2.1
2016	238	-	246	96.7	3.3
2015	236	-	246	95.9	4.1
Band 5	White	BME	Total	Total White%	BME%
2019	108	-	-	85.4	4.6
2018	107	-	-	98.2	1.8
2017	99	-	-	99.0	1.0
2016	88	-	-	97.8	2.2
2015	82	-	-	97.6	2.4

Band 8A	White	BME	Total	Total White%	BME%
2019	61	-	-	93.9	6.1
2018	54	-	-	94.7	11.3
2017	50	-	-	94.3	5.7
2016	30	-	-	96.8	3.2
2015	23	-	24	95.8	4.2
Band 8B	White	BME	Total	Total White%	BME%
2019	32	1	33	96.7	3.1
2018	31	-	-	96.9	3.1
2017	34	-	-	94.4	5.6
2016	33	-	-	89.2	10.8
2015	33	-	-	100.0	0.0
Band 8C	White	BME	Total	Total White%	BME%
2019	19	-	-	84.1	15.9
2018	21	-	-	87.5	12.5
2017	20	-	-	90.9	9.1
2016	17	0	17	100.0	0.0
2015	20	0	20	100.0	0.0
Band 8D	White	BME	Total	Total White%	BME%
2019	11	0	11	100	0
2018	12	0	12	100	0
2017	-	-	-	100	0
2016	12	0	12	100	0
2015	12	0	12	100	0

Band 6	White	BME	Total	Total White%	BME%
2019	76	-	-	82.2	7.8
2018	72	-	-	94.7	5.3
2017	71	-	-	97.3	2.7
2016	55	-	-	91.7	8.3
2015	57	-	-	90.5	9.5
Band 7	White	BME	Total	Total White%	BME%
2019	61	-	-	95.1	4.9
2018	63	-	-	96.9	3.1
2017	67	-	-	97.1	2.9
2016	53	-	-	94.6	5.4
2015	56	-	-	96.6	3.4

Band 9	White	BME	Total	Total White%	BME%
2019	-	0	-	100	0
2018	-	0	-	100	0
2017	-	0	-	100	0
2016	-	0	-	100	0
2015	-	0	-	100	0
VSM	White	BME	Total	Total White%	BME%
2019	14	-	-	85.8	14.2
2018	-	-	-	75	25
2017	-	-	-	88.9	11.1
2016	11	-	-	91.7	8.3
2015	14	-	-	93.3	6.7

## Appendix 2: AfC Clinical staff data comparative 2015 - 2019

Band 2	White	BME	Total	Total White%	BME%
2019	285	90	375	76.0	24.0
2018	243	84	327	74.3	25.7
2017	256	78	334	76.6	23.4
2016	250	81	331	75.5	24.5
2015	220	72	292	75.3	24.7
Band 3	White	BME	Total	Total White%	BME%
2019	445	45	495	90.8	9.2
2018	230	37	267	86.1	13.9
2017	219	35	254	86.2	13.8
2016	203	0	203	100.0	0.0
2015	196	36	232	84.5	15.5
Band 4	White	BME	Total	Total White%	BME%
2019	139	10	149	93.3	6.7
2018	139	-	-	95.2	4.8
2017	119	-	-	93.7	6.3
2016	92	-	-	92.9	7.1
2015	84	-	-	95.5	4.5
Band 5	White	BME	Total	Total White%	BME%
2019	265	69	334		
2018	264	62	326	81.0	19.0
2017	268	75	343	78.1	21.9
2016	288	89	377	76.4	23.6
2015	291	90	381	76.4	23.6

Band 8A	White	BME	Total	Total White%	BME%
2019	235	11	246	95.5	4.5
2018	213	-	223	95.5	4.5
2017	240	-	248	96.8	3.2
2016	231	14	245	94.3	5.7
2015	221	13	234	94.4	5.6
Band 8B	White	BME	Total	Total White%	BME%
2019	88	-	-	92.6	7.4
2018	85	-	-	95.5	4.5
2017	84	-	-	93.3	6.7
2016	72	-	-	92.3	7.7
2015	77	-	-	95.1	4.9
Band 8C	White	BME	Total	Total White%	BME%
2019	43	-	-	95.6	4.4
2018	36	-	-	97.3	2.7
2017	39	-	-	100.0	0.0
2016	42	-	-	97.7	2.3
2015	43	-	-	97.7	2.3
Band 8D	White	BME	Total	Total White%	BME%
2019	18	-	-	94.8	5.2
2018	20	0	20	100	0
2017	20	0	20	100	0
2016	17	0	17	100	0
2015	17	0	17	100	0

<b>Band 6</b>	<b>White</b>	<b>BME</b>	<b>Total</b>	<b>Total White%</b>	<b>BME%</b>
2019	834	103	937	89.1	10.9
2018	803	82	885	90.7	9.3
2017	828	86	914	90.6	9.4
2016	676	82	758	89.2	10.8
2015	650	82	732	88.8	11.2
<b>Band 7</b>	<b>White</b>	<b>BME</b>	<b>Total</b>	<b>Total White%</b>	<b>BME%</b>
2019	498	38	536	93.0	7.0
2018	486	28	514	94.6	5.4
2017	513	26	539	95.2	4.8
2016	457	33	490	93.3	6.7
2015	452	27	479	94.4	5.6

<b>Band 9</b>	<b>White</b>	<b>BME</b>	<b>Total</b>	<b>Total White%</b>	<b>BME%</b>
2019	-	-	-	100.0	0.0
2018	-	-	-	100.0	0.0
2017	-	-	-	100.0	0.0
2016	-	-	-	80.0	20.0
2015	-	-	-	83.3	16.7
<b>VSM</b>	<b>White</b>	<b>BME</b>	<b>Total</b>	<b>Total White%</b>	<b>BME%</b>
2019	-	-	-	50.0	50.0
2018	-	-	-	100	0
2017	-	-	-	50.0	50.0
2016	-	-	-	100	0
2015	-	-	-	100	0



**Appendix 3 Medical Staffing data comparative for 2015 – 2019**

<b>Medical consultants</b>	<b>White</b>	<b>BME</b>	<b>Total</b>	<b>Total White%</b>	<b>BME%</b>
2019	99	49	148	66.9	33.1
2018	96	43	139	69.1	30.9
2017	100	50	150	66.7	33.3
2016	116	59	175	66.3	33.7
2015	221	56	277	79.8	20.2

<b>Medical Non consultants</b>	<b>White</b>	<b>BME</b>	<b>Total</b>	<b>Total White%</b>	<b>BME%</b>
	29	36	65	44.7	55.3
2018	96	43	139	69.1	30.9
2017	28	30	58	48.3	51.7
2016	0	0	0	0.0	0.0
2015	0	0	0	0.0	0.0

<b>Medical Trainee</b>	<b>White</b>	<b>BME</b>	<b>Total</b>	<b>Total White%</b>	<b>BME%</b>
2019	34	10	44	77.3	22.7
2018	26	32	58	44.8	55.2
2017	27	13	40	67.5	32.5
2016	21	8	29	72.4	27.6
2015	17	-	-	77.3	22.7

<b>Other</b>	<b>White</b>	<b>BME</b>	<b>Total</b>	<b>Total White%</b>	<b>BME%</b>
2019	-	-	-	-	-
2018	-	-	-	85.7	14.3
2017	-	0	-	100.0	0.0
2016	36	35	71	50.7	49.3
2015	36	39	75	48.0	52.0