

## WRES ACTION PLAN 2019-2020

Objective	Analysis	Data – 31/03/2019				WRES Action	
Indicator 1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce.						
	Reporting Periods:		<b>31/3/2018</b>		<b>31/3/2019</b>		<p>Work with senior managers in these areas to develop plans to identify the underlying reasons and potential solutions and potential blockages to senior management positions</p> <p>Analyse workforce reports to identify specific departments, job roles where BME staff are poorly represented</p> <p>Propose and implement staff development workshops for BME staff (Personal Effectiveness, Career Planning and Job Interview Skills)</p> <p>KMPT will be working with BAME Apprenticeship Alliance who are a national organisation who raise the profile of apprenticeships within BAME Communities.</p>
	As of 31/03/2018 BAME staff 19% White staff 81%	BAND	White	BAME	White	BAME	
		Under Band 1	84.5%	15.5%	85.2%	14.8%	
		Band 1	81.6%	18.4%	0.0%	0.0%	
		Band 2	76.7%	23.3%	75.0%	25.0%	
	As of 31/03/2019 BAME staff 19.5% White staff 80.5%	Band 3	86.8%	13.2%	87.1%	12.9%	
	The data shows that BAME staff are underrepresented in bands 3, 4, 7, 8a, 8b, 8c, 8d.	Band 4	89.3%	10.7%	91.3%	8.7%	
	There is no BAME representation in Band 9 as there is only one role in this banding.	Band 5	68.9%	31.1%	68.5%	31.5%	
	Note: Under Band 1 are apprentice status, there is underrepresentation in apprenticeships within the BAME category.	Band 6	77.6%	22.4%	77.3%	22.7%	
	Band 1 have been moved to AfC Band 2.	Band 7	86.3%	13.7%	84.9%	15.1%	
		Band 8a	93.1%	6.9%	91.4%	8.6%	
		Band 8b	84.9%	15.1%	87.3%	12.7%	
		Band 8c	96.9%	3.1%	92.9%	7.1%	
		Band 8d	89.5%	10.5%	86.4%	13.6%	
		Band 9	100.0%	0.0%	100.0%	0.0%	
		VSM	77.8%	22.2%	75.0%	25.0%	
		Total staff	81%	19%	80.5%	19.5%	

Objective	Reason	Action
Indicator 2	Relative likelihood of staff being appointed from shortlisting across all posts.	
	BAME staff are nearly 1.5 % less likely to be appointed from their application stage.	<p>Improve representation of BAME staff in under-represented bands through recruitment and encouraging applications of existing staff.</p> <p>Specific targeted actions in recruitment process to:</p> <ul style="list-style-type: none"> <li>• All recruiting managers/panels to attend Resourcing and Selection Training</li> <li>• Improve representation of BAME staff in under-represented bands through recruitment</li> </ul>
Indicator 3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.	
	<p>BAME staff are 5% more likely to enter a formal disciplinary process compare to white staff at 95%.</p> <p>Bullying &amp; harassment, employment tribunal, disciplinary, appeals, capabilities, absence management, grievances &amp; investigations.</p>	<ul style="list-style-type: none"> <li>• Employee Relations (ER) and Electronic Staff Records (ESR) data capture of staff entering into disciplinary investigations including the reasons for the disciplinary.</li> <li>• Managers training in how to have difficult conversations staff.</li> <li>• Identify if there are any particular areas of KMPT where BAME staff are less likely to be appointed for roles.</li> </ul>
Indicator 4	Relative likelihood of staff accessing non-mandatory training and CPD	
	BAME staff accessing training is 81.6% (667) as compared to 66.5% (2547) of non-BAME staff	<ul style="list-style-type: none"> <li>• Introduce the 'Opening Doors' BAME development programme</li> <li>• Record, report and review learning and development offerings and activity by ethnicity.</li> </ul>
Indicator 5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.	
	35.6% of BAME staff stated that they have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months.	<ul style="list-style-type: none"> <li>• Communication campaigns to inform all service users and visitors to the Trust regarding the approach to bullying, harassment, abuse and violence of staff.</li> <li>• Hate Crime Policy and Strategy to be launched in the Autumn</li> <li>• Pilot training for managers and staff – behaviours in the workplace delivered - Further roll out to be decided</li> <li>• Reminder to all staff to report on Datix</li> </ul>

		<ul style="list-style-type: none"> <li>• BAME Freedom to Speak Up Ambassadors in place</li> </ul>
Indicator 6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months compared to White staff.	
	20% of BAME staff stated that they have experienced harassment, bullying or abuse from staff in the last 12 months.	<ul style="list-style-type: none"> <li>• Trust wide use of mediation as a resource to resolving conflict and issues within teams/ individuals</li> <li>• Exploring forms of restorative justice across the care groups</li> <li>• Staff can speak up at the BAME Forum and be supported by the Chair and/or members of the forum</li> <li>• Reinforcement of the Dignity at Work policy</li> </ul>
Indicator 7	Percentage believing that Trust provides equal opportunities for career progression or promotion.	
	76.7% of BAME staff stated that they believe the Trust provide equal opportunities for career progression or promotion	<ul style="list-style-type: none"> <li>• Introduce the 'Opening Doors' BAME development programme</li> <li>• Promotion of Leadership Programmes at BAME forum</li> </ul>
Indicator 8	In the last 12 months have you personally experienced discrimination at work from any of the following: Manager/team leaders or other colleagues?	
	Staff survey indicates that 10.9% experienced discrimination	<ul style="list-style-type: none"> <li>• Examine data collected with ER to determine trends in specific departments, roles or pay bandings where review and actions required</li> <li>• Proposed for 2019/20 to monitor exit interview data to identify any particular trends and issues relating to staff leaving for these reasons</li> </ul>
Indicator 9	Percentage difference between the organisations' board voting membership and its overall workforce	
	Board members: BAME =17% Non-BAME = 83% Current workforce: BAME = 21% Non-BAME =79% Similar representation to staff workforce	