

KMPT Workforce Race Equality Standard 2021/2022

KMPT's Workforce Race Equality Standard (WRES) was introduced in within the NHS in 2015 to focus on the experiences of KMPT BAME staff in the workplace compared to White staff. The Workforce Race Equality Standard (WRES) provides a framework for NHS Trusts to report, demonstrate and monitor progress against a number of indicators of workforce equality, and to ensure that employees from Black, Asian and Minority Ethnic (BAME) backgrounds receive fair treatment in the workplace and have equal access to career opportunities. NHS Trusts are required to publish their data at yearly intervals to show progress from the previous year. It is therefore mandatory for KMPT to report on WRES and track progress.

The WRES focuses on meeting requirements around ethnicity on 9 Race Equality Indicators. These indicators are a combination of workforce data¹ and results from the National Staff Survey 2021.

Overall the data shows a representation of KMPT's BAME staff across KMPT has decreased to 23.5% from 2020/2021 representation of 24.7%. In accordance with NHS England's WRES data, the national BAME representation in the NHS across England is 22.4%.

Below is a breakdown of KMPT's WRES and action plan:

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.

At 23.5%, this indicator is achieving KMPT's target of 22% (based on the representation of Black, Asian and Minority Ethnic staff in KMPT's overall workforce population in 2020).

Indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts.

Improvement from 1.19 to 0.83 for organisation of Black, Asian and Minority Ethnic staff. KMPT has seen a year on year improvement over the last three years.

Indicator 3: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

¹ The data analysed from KMPT's Electronic Records System (ESR) and the 2021 Staff Survey.

Improvement from 4.45 times more likely to 2.06 time more likely to enter a formal disciplinary process. Although the statistic is concerning, numbers for all staff entering formal disciplinary process is low (under 20).

Indicator 4: Relative likelihood of staff accessing non-mandatory training and CPD

The relative likelihood of white staff compared to black, Asian and minority ethnic staff accessing non-mandatory/CPD training is **0.95**. Work with the training panel has improved this indicator score.

Indicator 5: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.

35.4% of black, Asian and minority ethnic staff who completed the staff survey stated that they have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months.

Responses broken down by Care Groups are:

Care Group	%
Acute	57.4%
Community Recovery	28.7%
Forensics and Specialist Services	28.1%
Older Adults	29.1%
Support Services	10.9%

The data presented shows a significant reduction of nearly 10% over the last two years.

Indicator 6: Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.

18% of black, Asian and minority ethnic staff who completed the staff survey stated that they have experienced harassment, bullying or abuse from staff in the last 12 months.

Responses broken down by Care Groups are:

Care Group	Colleagues	Managers
Acute	17.2%	10.1%
Community Recovery	15.5%	9.1%
Forensics and Specialist Services	13.9%	6.9%
Older Adults	13.3%	7.7%
Support Services	10.4%	8.6%

The latest staff survey figures show that the ambitious target was nearly met reducing to 18% meaning KMPT are nearly 5% lower than benchmark organisations who have an average of 22.9%.

Indicator 7: Percentage believing that Trust provides equal opportunities for career progression or promotion.

51.1% of black, Asian and minority ethnic staff stated that believing that Trust provides equal opportunities for career progression or promotion. 51.1% is an increase of over 7% of black, Asian and minority ethnic staff believing that KMPT provides equal opportunities. This is reflected in the figure of black, Asian and minority ethnic staff who have had access to non-mandatory training but not reflected in levels of career progression.

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?

12.6% of black, Asian and minority ethnic staff stated that they had personally experienced discrimination. The staff survey indicates that this has decreased slightly for our black, Asian and minority ethnic staff from 14.2% down to 12.6%. This is lower than the average of 14.4% across

the NHS. However, it is higher than our white staff where 6.7% of staff stated that they experience discrimination from managers/teams leader/colleagues.

Indicator 9: Percentage difference between the organisations’ board voting membership and its overall workforce

Proportion of voting Board Members of Black, Asian and Minority Ethnicities has decreased from 28.6% since last year to 23.1% this year. However, the difference between the proportion of Black, Asian and Minority Ethnic voting Board Members and the overall workforce has decreased from 4.7% to 3.5%.

WRES ACTION Plan 2022 -2024

Red	Not yet begun
Amber	Begun but not complete
Green	Complete
Blue	New

Objective	Analysis	WRES Action	Lead	Date	RAG Rating
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.				
This indicator is also demonstrating how, over the next three years, the Board and senior staffing will at least match the overall black, Asian and minority ethnic composition of our overall workforce population as at 23.5% in 2021/22.	As of 31/03/2022 Black, Asian and minority ethnic staff 23.5% white staff 72.5 and an increase in the null/'not stated' to 4%	Work with senior managers in these areas to develop plans to identify the underlying reasons and potential solutions and potential blockages to staff applying to senior management positions particular in non-clinical roles.	D&I Practitioner Senior Managers HRBPs Workforce information	May 2023	HRBPs now provided with leaver data and this is broken down by ethnicity.

<p>At 23.5%, this indicator is achieving KMPT's target of 22% (based on the representation of Black, Asian and Minority Ethnic staff in KMPT's overall workforce population in 2020). Representation in 2021/2022 shows 1.75% BAME staff were in non-clinical Band 7 and above roles compared to white staff at 16.8%.</p> <p>In clinical roles representation in 2021/2022 shows 4.48% BAME staff in clinical roles Band 7 and above compared to staff at 18.3%.</p>	<p>As of 31/03/2022</p> <p><u>Non-Clinical</u></p> <p>Band 7 and above</p> <p>BAME = 1.75%</p> <p>White = 16.8%</p> <p>Unknown = 0.29%</p>	<p>Continue work on career path development for non clinical staff, including use of talent conversations.</p>	<p>D&I Manager</p> <p>D&I Practitioner</p> <p>L&M Facilitator</p> <p>L&D Manager</p> <p>OD Lead</p> <p>HRBPs</p>	<p>Jan 2023</p>	<p>As part of NHS England Model Employers work Band 7 roles and above have been analysed and reported.</p>
	<p><u>Clinical</u></p> <p>Band 7 and above</p> <p>BAME = 4.48%</p> <p>White = 18.3%</p> <p>Unknown = 0.65%</p>	<p>Work with system on development programmes aimed at non-clinical staff</p>	<p>D&I Manager</p> <p>Head of Resourcing</p>	<p>Jan 2023 - May 2024</p>	<p>D&I Manager already linked in with Aspiring Nurses programme and this will be expanded to incorporate non-clinical roles.</p>
	<p>Examine apprenticeships process to identify the underlying reasons and potential solutions and potential blockages to staff applying.</p>	<p>Apprenticeship Manager</p> <p>D&I Manager</p>	<p>March 2023</p>		

Objective	Analysis	Action	Lead	Date	RAG Rating
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Indicator 2 ↑	Relative likelihood of staff being appointed from shortlisting across all posts.				
<p>Improvement from 1.19 to 0.83 for organisation</p>	<p>KMPT has seen a year on year improvement over the last three years.</p> <p>A figure below 1 would indicate that white staff are less likely to be appointed from shortlisting across all posts.</p>	<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"> • All recruiting managers/panels to attend Resourcing and Selection Training • Improve representation of BAME staff in under-represented bands through recruitment 	<p>Head of Resourcing D&I manager to support</p>	<p>December 2022 - October 2023</p>	<p>Recruitment process review start to end to make recruitment more inclusive and accessible</p> <p>KMPT are part of the ICS De-biasing recruitment Training</p> <p>Piloted November 2022</p> <p>Training starts January 2023</p>
Indicator 3 ↑	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.				
<p>Improvement from 4.45 times more likely to 2.06</p>	<p>Although the statistic is concerning, numbers for all staff entering formal disciplinary</p>	<ul style="list-style-type: none"> • Examine the numbers of staff going through the grievance process and split by Care Group • Leadership training to include how to have 	<p>ER Manager D&I Manager/ EDI Practitioner</p>	<p>Jan 2023- March 2023</p>	<p>This has been delayed due to ER Manager availability. A deep dive into understanding the reasons and</p>

	process is low (under 20)	difficult conversations staff.	Organisational Development (OD) Practitioner		evidence improvement from 4.45 to 2.06
		<ul style="list-style-type: none"> Based on a small number the Early Resolution work as part of the Culture Programme will look into this further. 	Culture Change Programme	December 2023	Implementation of Restorative Just and Learning Culture as part of the culture programme.
Objective	Analysis	Action	Lead	Date	RAG Rating
Indicator 4 ↑	Relative likelihood of staff accessing non-mandatory training and CPD				
The relative likelihood of white staff compared to BAME staff accessing non-mandatory/CPD training is 0.95	<p>Work with the training panel has improved this indicator score.</p> <p>A figure below 1 would indicate that white staff are less likely to access non-mandatory/ CPD training.</p>	<ul style="list-style-type: none"> Record, report and review learning and development offerings and activity by ethnicity. The above data to be split by care group to analyse and see if corresponds with leadership roles 	<p>D&I Practitioner</p> <p>Head of L&D</p> <p>BAME Network</p>	<p>September 2022 – ongoing</p> <p>March 2023</p>	L&D providing data month by month for the ethnicity dashboard monitoring
Indicator 5 ↑	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.				

<p>35.4% of BAME staff stated that they have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months.</p>	<p>The data presented shows a significant reduction of nearly 10% over the last two years.</p>	<ul style="list-style-type: none"> • Communication campaigns to inform all service users and visitors to the Trust regarding the approach to bullying, harassment, abuse and violence of staff. • Task and Finish group actions – OD Facilitators to lead on workshops and staff sessions to capture lived experience and to encourage staff to join the B&H working groups 	<p>D&I Manager D&I Practitioners OD Lead/Facilitators Colleague Harassment Task and Finish Group BAME Network</p>	<p>December 2022 March 2024</p>	<p>Task & Finish Group in place, data exercise completed. Group now to use data to develop actions/initiatives</p>
		<ul style="list-style-type: none"> • Link in with South East wide Violence Reduction Programme 	<p>D&I Manager</p>	<p>September 2022</p>	
Objective	Analysis	Action	Lead	Date	RAG Rating
<p>Indicator 6 ↑</p>	<p>Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.</p>				
<p>18% of BAME staff stated that they have experienced harassment, bullying or</p>	<p>The 2021 staff survey figures show that the ambitious target was nearly met reducing to 18% meaning KMPT</p>	<ul style="list-style-type: none"> • Task and Finish Group • OD Facilitators to lead on workshops and staff sessions to capture lived 	<p>BAME Network D&I Practitioner ER Manager</p>		

abuse from staff in the last 12 months.	are nearly 5% lower than benchmark organisations who have an average of 22.9%.	experience and to encourage staff to join the B&H working groups			
		<ul style="list-style-type: none"> Link in with South East wide Violence Reduction Programme 			
Indicator 7	Percentage believing that Trust provides equal opportunities for career progression or promotion.				
	51.1% of BAME staff stated that they believe the Trust provide equal opportunities for career progression or promotion	<ul style="list-style-type: none"> Re-introduce the 'Opening Doors' BAME development programme Promotion of Leadership Programmes at BAME forum 	D&I Practitioner L&M Facilitator	April 2023	
		<ul style="list-style-type: none"> Support the development of a talent management strategy to include an EDI lens across all minority groups Develop talent/career pathways for international staff 	D&I Manager Head of Resourcing OD Lead HRBPs BAME Network		

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?				
	<p>Staff survey indicates that this has decreased for our BAME staff from 14.2% down to 12.0%.</p> <p>This is lower than the average of 14% across the NHS. However it is higher than our white staff where 5.6% of staff stated that they experience discrimination from managers/teams leader/colleagues.</p>	<ul style="list-style-type: none"> • Examine data collected with ER to determine trends in specific departments, roles or pay bandings where review and actions required • Proposed to monitor exit interview data to identify any particular trends and issues relating to staff leaving for these reasons 	<p>Workforce Information & D&I Practitioner</p> <p>E&D Manager</p> <p>BAME Network</p>		<p>Exit interview review</p> <p>Task & Finish Group Actions</p>