

Response ID ANON-DH32-FNUM-7

Submitted to **Workforce Race Equality Standard (WRES) reporting template - 2017**
Submitted on **2018-07-11 20:33:47**

Introduction

1 Name of organisation

Name of organisation:

Accord Housing Association Limited

2 Date of report

Month/Year:

July 2018

3 Name and title of Board lead for the Workforce Race Equality Standard

Name and title of Board lead for the Workforce Race Equality Standard :

Stephen Gabriel

4 Name and contact details of lead manager compiling this report

Name and contact details of lead manager compiling this report:

Alex Hicken

Assistant Director of Quality and Compliance

5 Names of commissioners this report has been sent to

Complete as applicable::

Wolverhampton Clinical Commissioning Group

Workforce Race Equality Standard reporting template

6 Name and contact details of co-ordinating commissioner this report has been sent to

Complete as applicable.:

7 Unique URL link on which this report and associated Action Plan will be found

Unique URL link on which this Report and associated Action Plan will be found:

To be confirmed following internal approval and final submission

8 This report has been signed off by on behalf of the board on

Name::

TBC- completed form requires internal approval and will be resubmitted following sign off

Date::

TBC

Background narrative

9 Any issues of completeness of data

Any issues of completeness of data:

Data is provided as currently available.

In relation to recruitment, we use an AMRIS system; data is provided as available through this system.

We have recently transferred HR systems from Northgate to Open HR.

The training module is the last module to transfer and therefore the data is provided as currently available.

Accord is not an NHS organisation and staff do not complete the NHS staff survey. Some data is therefore not available in the format requested

10 Any matters relating to reliability of comparisons with previous years

Any matters relating to reliability of comparisons with previous years:

This year data is based on the full financial year. The organisation has been through significant structure change.

Self reporting

11 Total number of staff employed within this organisation at the date of the report:

Total number of staff employed within this organisation at the date of the report:

2299

12 Proportion of BME staff employed within this organisation at the date of the report?

Proportion of BME staff employed within this organisation at the date of the report:

24%

13 The proportion of total staff who have self reporting their ethnicity?

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

96%

14 Have any steps been taken in the last reporting period to improve the level of self reporting by ethnicity?

Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity:

The field on our recruitment software Amris was made mandatory (although does include an option not to disclose).

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

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

We continue to encourage staff to report diversity data in order that we can effectively monitor equality of access.

Accord has a proven commitment to fairness and this is a message we reinforce with our staff.

Workforce data

16 What period does the organisation's workforce data refer to?

What period does the organisation's workforce data refer to?:

03/04/2017- 01/04/2018

Workforce Race Equality Indicators

17 Percentage of staff in each salary range of £10k compared with the percentage of staff in the overall workforce. Very Senior Managers (VSM) salaries generally begin at £100k (including executive Board members). Organisations should undertake this calculation separately for non-clinical and for clinical staff.

Data for reporting year:

White: 37% - <£10k - £20k

14% - £20k - £30k

3% - £30k - £40k

1.5% - £40k - £50k

0.8% - £50k - £60k

0.1% - £60k - £70k

0.1% - £70k - £80k

0.1% - £80k - £90k

0% - £90k - £100k

0.2% - £100k +

BME: 18.5% - <£10k - £20k

3% - £20k - £30k

2% - £30k - £40k

0.3% - £40k - £50k

0.1% - £50k - £60k

0.1% - £60k - £70k

0% - £70k - £80k

0% - £80k - £90k

0% - £90k - £100k

0% - £100k +

Data for previous year:

This data was not available last year due to significant organisational restructure.

The implications of the data and any additional background explanatory narrative Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

Of the 24% of BME staff, 18.5% fell within the lower salary bracket.

The data suggests that there is an increased likelihood of BME staff falling in the lower salary bracket with less BME staff occupying the middle salary brackets.

We need to ensure that there is equality of access to development and advancement opportunities within Accord.

18 Relative likelihood of staff being appointed from shortlisting across all posts.

Data for reporting year:

Of applicants, 82.35% were White and 17.65% were BME

Of appointed candidates, 87.5% were White and 12.5 % were BME

Data for previous year:

Data was not provided last year in a comparative format.

Data will be provided in this format going forward in order that year on year comparisons can be made.

The implications of the data and any additional background explanatory narrative:

This suggests that there is a slightly reduced likelihood that BME staff are appointed as compared to White colleagues.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

We need to ensure that our recruitment practices are robust in relation to quality of access and there is no unconscious bias within the system.

19 Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.

Data for reporting year:

White 2.5%

BME 1%

Data for previous year:

Data was not provided last year in a comparative format.

Data will be provided in this format going forward in order that year on year comparisons can be made.

Last year 74 disciplinary investigations, 52 were White (70%) and 33 were BME(30%).

The implications of the data and any additional background explanatory narrative:

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

There is no indication that action is required.

20 Relative likelihood of staff accessing non-mandatory training and CPD.

Data for reporting year:

2018 Aspiring Managers Course:

White: 90%

BME:10%

Data for previous year:

2017 Aspiring Managers Course:

Aspiring Managers: 16 participants

White = 87.75%

BME= 12.25%

The implications of the data and any additional background explanatory narrative:

While BME representation was slightly up on last year, it does not match the organisational profile where 24% of staff are BME.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

The data provided only relates to the Aspiring Managers Course.

Following the implementation of our new HR system, we need to be able to produce diversity data covering all non-mandatory training and CPD.

The Aspiring Managers intake would suggest that systems need to ensure that access to courses is fair and the profile of courses is more closely aligned to the organisation diversity profile.

Workforce Race Equality Indicators

21 KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

White:

None reported.

BME:

None reported.

White:

None reported

BME:

None reported

The implications of the data and any additional background explanatory narrative:

N/A

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

N/A

22 KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.

White:

0.2%

BME:

0.3%

White:

Data was not provided in a comparative format.

BME:

Data was not provided in a comparative format.

The implications of the data and any additional background explanatory narrative:

There is a very marginal variance.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

No significant variance.

23 KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.

White:

Accord does not complete the NHS staff survey.

BME:

Accord does not complete the NHS staff survey.

White:

Accord does not complete the NHS staff survey.

BME:

Accord does not complete the NHS staff survey.

The implications of the data and any additional background explanatory narrative:

N/A

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

N/A

24 Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues.

White:

Accord does not complete the NHS staff survey.

BME:

Accord does not complete the NHS staff survey.

White:

Accord does not complete the NHS staff survey.

BME:

Accord does not complete the NHS staff survey.

The implications of the data and any additional background explanatory narrative:

N/A

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

N/A

Workforce Race Equality Indicators**25 Percentage difference between the organisations' Board voting membership and its overall workforce.****White:**

66% of Board are White

This compares to a workforce where 70% are White

BME:

34% of Board are BME

This compares to a workforce where 24 % are BME

White:

62% of Board were White

This compares to a workforce where 72 % were White

BME:

38% were BME

This compares to a workforce where 27 % were BME

The implications of the data and any additional background explanatory narrative:

Board membership is representative and ahead of the organisational profile.

Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:

No action required.

26 Are there any other factors or data which should be taken into consideration in assessing progress?**Are there any other factors or data which should be taken into consideration in assessing progress?:**

We are reviewing the collection and reporting of equality data to ensure we can measure our organisational commitment to fairness.

27 Organisations should produce a detailed WRES action plan, agreed by its board. It is good practice for this action plan to be published on the organisation's website, alongside their WRES data. Such a plan would elaborate on the actions summarised in this report, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other workstreams agreed at board level, such as EDS2. You are asked to provide a link to your WRES action plan in the space below.

Organisations should produce a detailed WRES Action Plan, agreed by its Board. Such a Plan would normally elaborate on the actions summarised in section 5, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other work streams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.:

Link TBC.

This WRES will be subject to internal approval and will be published on our website, with an associated action plan, when this approval process is completed.

The final WRES will be resubmitted- following email enquiry, we understand that this WRES can be resubmitted up to 10th August 2018.