Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

Accord Housing Association Ltd

Date of report: month/year

July 2017

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

Stephen Gabriel

Name and contact details of lead manager compiling this report

Adam Payne/ Alex Hicken- Quality Team T 0121 500 2371/2326

Names of commissioners this report has been sent to (complete as applicable)

Juliet Herbert - Wolverhampton CCG

Name and contact details of co-ordinating commissioner this report has been sent to (complete as applicable)

Shared as part of the CQRM meeting 06/09/17

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

This report has been signed off by on behalf of the Board on (insert name and date)

Reviewed and approved by Executive Board; August 2017

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

Data has been provided as currently available.

We have made the CCG aware that we are currently in the process of changing of HR reporting system from Northgate to Open HR. One of the rationales behind the change in HR system is to increase the functionality and ease of data extraction and analysis. We have encountered some difficulties in extracting all aspects of the data required but are confident that this will be resolved by the change in HR system.

We are currently in the process of transferring data between systems with a go live date of September 2017. We will be able to extract reporting data from October. We are able to review the data at this point.

b. Any matters relating to reliability of comparisons with previous years

Heantun Housing Association no longer exists as a legal entity and now legally exists as the former parent company Accord Housing Association Limited. On this basis, data is not comparable with previous submissions.

2. Total numbers of staff

a. Employed within this organisation at the date of the report

1499

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

24%

3. Self reporting

a. The proportion of total staff who have self–reported their ethnicity

At last data collection self-reporting for staff was 98% . We are awaiting the change in HR system in order to be able to re-run this data collection and will provide this data in October 2017. As part of the preparation to move systems, all staff have been asked to go into the system and update their profiling information.

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

Regular articles are included within the internal Did You Know briefing, encouraging staff to update the system with their data. We also issued the Stonewall pamphlet which explains to staff why the collection of diversity data is important and how it can be used.

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

After the assimilation of systems, data will be reported as part of the review of our Fairness Strategy. We will take this opportunity to review reporting levels and look at any barriers to self-reporting.

In terms of recruitment, as stated, we are reviewing whether the diversity fields should be mandatory with an option to decline. At present, it appears that the fields may be missed out for ease/ speed as opposed to any genuine concerns over the provision of the data.

4. Workforce data

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

June 2016 – May 2017

5. Workforce Race Equality Indicators

Please note that only high level summary points should be provided in the text boxes below – the detail should be contained in accompanying WRES Action Plans.

	Indicator	Data for reporting year	Data for previous year	Narrative – 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
	For each of these four workforce indicators, compare the data for White and BME staff				
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. Organisations should undertake this calculation separately for non-clinical and for clinical staff.	See narrative	Not included as not comparable due to change in organisational structure	We are currently in the process of updating and transferring to a new HR system. This includes reclassifying staff following a significant organizational restructure. This information will then be made available as part of the updated Fairness Annual Review. This data was provided as part of the last Fairness report and therefore the re-collection of data will, in part, look at	
2	Relative likelihood of staff being appointed from shortlisting across all posts.	See narrative	As above	Of 4965 applications, 49.18% did not report their ethnicity. 33.29% self-reported as White and 17.52% of applicants self-reported as BME. Of those staff reaching interview stage 36.54% were white and 17.67% were BME *(note high % of non disclosed ethnicity). Of those people offered posts 40.09% were White and 13.33% were BME. 46.7% did not disclose their race.	While the data suggests some potential imbalance that requires action, the large proportion of non-reporting may mean that the data is not a full reflection. Consideration is being given to making this a mandatory field on AMRIS.
3	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.	See narrative	As above	Of 74 disciplinary investigations, 52 were White (70%) and 33 were BME(30%). In the last data collection it was reported that 74% of staff were white, 24% BME and 2% unknown. On this basis, the number of disciplinary	
4	Relative likelihood of staff accessing non-mandatory training and CPD.			Aspiring Managers: 16 participants 14 White = 87.5% 2 BME=12.5% Developing Managers: 12 participants 8 White = 66.67% BME- 33.3%	.

Report on the WRES indicators, continued

	Indicator	Data for reporting year	Data for previous year	Narrative – 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
	National NHS Staff Survey indicators (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for White and BME staff.				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White BME	White BME	We do not complete the NHS staff survey and do not collect this data in this form. We do collect data on assaults on staff but do not break these down by ethnicity. They are largely unintentional acts of customers with complex needs, learning	
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White BME	White BME	We do not complete the NHS staff survey but there have been 8 allegations of bullying / harassment reported over the last 12 months. 6 of these staff were White (75% of the total cases) and 2 were BME (25% of the total cases)	
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White BME	White BME	Not collected - do not currently complete the NHS Staff Survey	
8	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 BME	White BME	Not collected - do not currently complete the NHS Staff Survey	
	Board representation indicator For this indicator, compare the difference for White and BME staff.				
9	Percentage difference between the organisations' Board voting membership and its overall workforce.			In the 2016 Annual Report, this was reported as:] White: 62% BME 35% Undisclosed 3%	Profile of revised Board to be included in 2017 Fairness Annual Report and to form part of an equality impact assessment on the organisational structure/ governance changes.

Note 1. All provider organisations to whom the NHS Standard Contract applies are required to conduct the NHS Staff Survey. Those organisations that do not undertake the NHS Staff Survey are recommended to do so, or to undertake an equivalent.

Note 2. Please refer to the WRES Technical Guidance for clarification on the precise means for implementing each indicator.

6. Are there any other factors or data which should be taken into consideration in assessing progress?

We have recently had a staff engagement event as part of the Fairness Strategy review. The Fairness Strategy is being reviewed and will be available in around October/ November 2017 following consultation and approval processes.

7. 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.

Please see the attached WRES action plan based on this assessment.

Please also see attached the wider Fairness Action Plans we are working towards.

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