Workforce Race Equality Standard

REPORTING TEMPLATE (Revised 2016)

Template for completion

Name of organisation

FDS CONSULTANTS

Date of report: month/year

April 2017

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

ANNE LAMB - HEAD OF OPERATIONS

Name and contact details of lead manager compiling this report

NICOLA ROWBOTTOM - DRMC, Stannian Fold, Lymm, WA13 9AB.

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

Greater Manchester HA, Lancashire & South Cumbria AT

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

Not Applicable

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

www.dental-referrals.org/wres

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

ANNE LAMB - 5th April 2017

Publications Gateway Reference Number: 05067

Report on the WRES indicators

1. Background narrative

a. Any issues of completeness of data

We are a small organisation and we are therefore confident about the completeness of our data collection in this years evaluation.

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

We have undertaken the same methodology as previous years and hence are confident that comparisons can be made.

2. Total numbers of staff

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

14

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

8%

3. Self reporting

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

100%

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

We have not experienced issues of self reporting within the organisation with 100% self reporting.

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

N/A

4. Workforce data

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

April 2016 through April 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.	Unable to release this data	NA Data collected for baseline year	As a small provider organisation, percentage BME workforce numbers are consistent with local population.	Percentage BME workforce numbers are consistent with local population. The EDS is due to be refreshed in 2017/18 and any applicable objectives will reflect assessments.
2	Relative likelihood of staff being appointed from shortlisting across all posts.	Unable to release this data - no recruitment in baseline year	NA Data collected for baseline yea	We do not currently routinely collect and analyse this data, We are currently setting up system to ensure this data is monitored and any themes are addressed. FDS does have a Recruitment and Selection Policy which has been through an Equality Impact Assessment process.	Percentage BME workforce numbers are consistent with local population. The EDS is due to be refreshed in 2017/18 and any applicable objectives will reflect assessments.
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.	No formal disciplinary cases during this reporting period.	NA Data collected for baseline year	This information is routinely collected and is very closely monitored by HR and trends in the data indicate that BME staff are not more likely to enter formal disciplinary processes.	Percentage BME workforce numbers are consistent with local population. The EDS is due to be refreshed in 2017/18 and any applicable objectives will reflect assessments.
4	Relative likelihood of staff accessing non-mandatory training and CPD.	100% of all staff	NA Data collected for baseline year	All staff access the same non-mandatory training opportunities and access to CPD requirements	Percentage BME workforce numbers are consistent with local population. The EDS is due to be refreshed in 2017/18 and any applicable objectives will reflect assessments.

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 Unable to BME Unable to	White NA BME NA	Staff survey data is being used for this indicator. Due to the small numbers and in order to protect confidentiality we are not able to report this data. We are currently considering the best way to collect and monitor the data for this indicator.	Percentage BME workforce numbers are consistent with local population. The EDS is due to be refreshed in 2017/18 and any applicable objectives will reflect assessments.
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White Unable to BME Unable to	White NA BME NA	Staff survey data is being used for this indicator. Due to the small numbers and in order to protect confidentiality we are not able to report this data. We are currently considering the best way to collect and monitor the data for this indicator.	Percentage BME workforce numbers are consistent with local population. The EDS is due to be refreshed in 2017/18 and any applicable objectives will reflect assessments.
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	White Unable to BME Unable to	White NA BME NA	Staff survey data is being used for this indicator. Due to the small numbers and in order to protect confidentiality we are not able to report this data. We are currently considering the best way to collect and monitor the data for this indicator.	Percentage BME workforce numbers are consistent with local population. The EDS is due to be refreshed in 2017/18 and any applicable objectives will reflect assessments.
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 Unable to BME Unable to	White NA BME NA	Staff survey data is being used for this indicator. Due to the small numbers and in order to protect confidentiality we are not able to report this data. We are currently considering the best way to collect and monitor the data for this indicator.	Percentage BME workforce numbers are consistent with local population. The EDS is due to be refreshed in 2017/18 and any applicable objectives will reflect assessments.
	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.	Unable to release this data	NA	The management team BME representation, is consistent with the local population.	Percentage BME workforce numbers are consistent with local population. The EDS is due to be refreshed in 2017/18 and any applicable objectives will reflect assessments.

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?

2016/17 was the baseline year for reporting. As a very small provider organisation this has been challenging due the particularly small number of staff and we have had to be mindful of data protection legislation and it's requirements. This has also caused issues in relation to any statistical value of some of the data.

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.

The Equality & Diversity framework is due to be refreshed and we will consider more robust processes - WRES reports and associated action plans through quality assurance processes. From an organisational perspective the EDS2 leadership section will be reviewed to identify any gaps.

Click to lock all form fields and prevent future editing