



Probus Surgical Centre

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WRES REPORT

Probus Surgical Centre has undertaken analysis of its staff data in line with the NHS Workforce Race Equality Standard (WRES)

Probus Surgical Centre is embracing the opportunity to examine and improve the experience of its workforce through active participation in the Workforce Race Equality Scheme (WRES), which formulated the priorities for action which included:

- Improve career progression for ethnic minority staff
- Improve the reporting capability of NHS Jobs to better track outcomes
- Better recording of protected characteristics in our Electronic Staff Record
- Improving the recording of bullying and harassment allegations

Research has shown that the experience of Black and Minority Ethnic (BME) staff in the NHS is worse, on average, than that of white NHS staff. In many NHS organisations there are very few BME staff in the senior leadership teams, even where the workforce has a high number of BME staff and where the organisation provides services to communities with large number of BME patients.

The NHS Equality and Diversity Council announced in July 2014 that it had agreed action to ensure employees from BME backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

The Workforce Race Equality Standard (WRES) was developed as a result. The standard consists of 9 indicators, as follows:

1	Percentage of BME staff in Bands 8-9 and Very Senior Managers (VSM) (including executive Board Members and senior medical staff) compared with the percentage of BME staff in the overall workforce
2	Relative likelihood of BME staff being appointed from shortlisting compared to that of white staff being recruited from shortlisting across all posts
3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

4	Relative likelihood of BME staff accessing non-mandatory training and CPD compared to white staff.
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months
6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.
7	Percentage believing that the trust provides equal opportunities for career progression or promotion.
8	In the last 12 months, have you personally experienced discrimination at work from any of the following b) manager/team leader or other colleagues.
9	Boards are expected to be broadly representative of the population they serve

Probus Surgical Centre is fully committed to implementing the WRES. This is because we recognise that care is more likely to meet patients' needs and to be safer when our leadership is drawn from diverse communities and when our own staff are free from discrimination and feel supported, respected and engaged in their work.

All staff are aware that there is a zero tolerance of discrimination policy and information related to zero tolerance of discrimination has been displayed at the reception desk as patients enter the Centre. The following action plan has been drafted to support the implementation of the WRES.

PSC Action Plan 2022/23 - Workforce Race Equality Standard (WRES)

Status Key									
	No action plan or target date								
	Risk of not achieving actions as planned								
	On target								
	Complete								

WRES Indicator	Data	Action	Target Date	Lead	Status	Progress/Update	Date Completed	Evidence/Outcome
Percentage of BME staff in Bands 8-9 and Very Senior Managers (VSM) (including executive Board Members and senior medical staff) compared with the percentage of BME staff in the overall workforce	0.9% of staff are BME in band 8-9 or VSM. 0.9% of overall staff employed are BME	The workforce equality standard will be included as an objective as part of the review of the Probus Surgical Centre equality and diversity strategy for 2022-26	Aug-22	Surgical Managers/Execs	Complete	Complete	Aug-22	
Relative likelihood of BME staff being appointed from shortlisting compared to that of white staff being recruited from shortlisting across all posts	All vacancies are advertised through NHS jobs, applications sent through minus ethnicity - three jobs advertised last year. Nursing: shortlisted 3 all white Administration: shortlisted 2 all white	The workforce equality standard will be included as an objective as part of the review of the Probus Surgical Centre equality and diversity strategy for 2022-26	Aug-22	Surgical Managers/Execs	Complete	Complete	Aug-22	
Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.	The likelihood of BME staff entering into a formal disciplinary process is 0 which means that white staff are much more likely to enter the formal disciplinary process than BME staff	No Action Identified						
Relative likelihood of BME staff accessing non-mandatory training and CPD compared to white staff.	We do not currently hold a central record for recording non mandatory training and CPD.	Explore and develop a method of recording the data required for this indicator for future evidence.	Aug-22	Surgical Manager	On Target			
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	White: 15% (National average for white staff is 25%) BME: 0%	Reiteration of the zero tolerance campaign to all service users and visitors to PSC ensuring leaflets and posters available and on display regarding PSC's zero tolerance to bullying, abuse and violence. Review PSC's policy and procedure for the management of violence and aggression	Aug-22	Surgical Managers/Execs	Complete	Complete	Aug-22	
Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.	White: 10% (National average for white staff is 25%) BME: 0%	Undertake a refreshed communication campaign to staff regarding bullying and unacceptable behaviours, re-emphasising the zero tolerance approach and increase internal communications and ensure staff are aware of incident reporting for any incidents	Aug-22	Surgical Managers/Execs	Complete	Complete	Aug-22	
Percentage believing that the trust provides equal opportunities for career progression or promotion.	White:99.5% BME: 100%	Undertake some engagement work with staff in a staff meeting for PSC to understand staff perceptions about fairness and equal opportunity	Aug-22	Surgical Managers/Execs	Complete	Complete	Aug-22	
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: 0% BME: 0%	No Action Identified						
Boards are expected to be broadly representative of the population they serve	<u>Workforce:</u> White: 99.9% BME: 0.9% <u>Board</u> White:66.6% BME: 33.3%	No Action Identified						