










LCHS Workforce Race Equality Standard (WRES) Metrics Comparator Table: 2015-16 – 2017-2018

WRES Indicator	2015/16	2016/17	2017/18	Notes	Performance
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. (Workforce Data)	3.1%	2.94%	3.5%	Overall the data shows an improvement in the percentages of BME staff in the organisation, with an increase from 2.94% in 2016/17 to 3.5% in 2017/18.	 INCREASE
2. Relative likelihood of staff being appointed from shortlisting across all posts. (Workforce Data)	0	1.50	1.11	In 2017/18 the overall likelihood of White staff being appointed from shortlisted compared to BME staff decreased by 0.39	 DECREASED
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. (Workforce Data)	No data collected	0%	6.67%	The likelihood of BME Staff entering the formal disciplinary process compared to White staff is very low at 6.67%. Out of 15 disciplinaries in 2017/18 one member of staff came from the BME workforce. Compared to 2016/17 where 5 members of staff entered the formal disciplinary process who were White.	 INCREASE

4. Relative likelihood of staff accessing non-mandatory training and CPD. (Workforce Data)	0.79%	0.66%	0.98%	0.98 % of staff have a likelihood of staff accessing non mandatory training and CPD which is an increase from 2016/17	 INCREASE
5. KF25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months. (Annual Staff Survey)	White 25.86% BME 7.14%	White 22.3% BME 25%	White 22.8% BME 29.0%	The percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion has seen an increase from 25% in 2016/17 to 29% in 2017/18/	 INCREASE
6. KF26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months. (Annual Staff Survey)	White 22.73% BME 16.67%	White 22.13% BME 29.03%	White 21.8% BME 19.4%	The percentage of BME staff confirming that they have experienced harassment, bullying or abuse from other staff in the last 12 months is reported as a decrease from 29.03% in 2016/17 to 19.4% in 2017/18.	 DECREASE
7. KF21. Percentage believing that trust provides equal opportunities for career progression or promotion. (Annual Staff Survey)	White 92.53% BME 92.53%	White 83.58% BME 70.59%	White 90.7% BME 90.5%	The percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion has seen an increase from 70.59% in 2016/17 to 90.5% in 2017/18.	 INCREASE
8. Q17b. In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues. (Annual Staff Survey)	White 5.37% BME 10.71%	White 5.90% BME 6.9%	White 4.7% BME 10.2%	The percentage of BME staff personally experiencing discrimination at work from managers or other colleagues has seen an increase OF 3.3% from 6.9% in 2016/17 to 10.2% in 2017/18.	 INCREASE

9. Percentage difference between the organisations' Board voting membership and its overall workforce. (Workforce Data)	-2.9%	-1.5%	-3.5%	The percentage difference between the organisations' Board voting membership and its overall workforce has increased slightly over the last year from -1.5% in 2016/17 to -3.5% in 2017/18. BME Board membership is lower at 0% than the Trust's current BME workforce of 3.5%.	 DECREASE
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LCHS Workforce Race Equality Standard Action Plan, 2019-2020

WRES Metrics	Owner	TIMESCALES	Action	RAG
Metric 1: % of staff of each of the AfC bands 1-9 and VSM (including Exec board members) compared with the % of staff in the overall workforce.	RH	April 2020	93.7% = White 3.5% = BME 1.1% = Not stated 1.7 = blank To increase ethnicity disclosure to 100% on ESR through awareness raising and discussions with staff.	
			Raise awareness of LCHS jobs in local communities through engagement events. <ul style="list-style-type: none"> • Factory Health Days • School/university health days • Lincoln Pride • Disability Forums • Garden of Innovation Event Sept 19 	
Metric 2: Relative likelihood of White staff being appointed from shortlisting across all posts compared with BME staff	RH	December 2019	Unconscious bias awareness section to be put into recruitment and selection training	

Metric 3: Relative likelihood of BME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation compared with white staff.	RH HRBP	December 2019	Data now collected on ethnicity.	
		July 2019	BME focus group being held with the staff network in August to discuss the NSS results. Consider to hold focus groups around the county replicating the disability focus groups	
Metric 4: relative likelihood of staff accessing non-mandatory training and CPD	Trainin g team	complete	What we know: The NSS data shows that the relative likelihood for every white person accessing training there were 0.0428 BME people accessing training. The relative likelihood for every BME person accessing training there were 23.38 white people accessing training.	
	RH	December 2019	LCHS will be launching the pilot for reverse mentoring as a pilot for all of LCHS Staff networks September 2019	
Metric 5 KF25: % of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	KS DM	April 2020	What we know: 29% of BME staff reported bullying, harassment and abuse from patients, 7% higher than white staff (22.8%), with BME staff a 0.9% increase from 2017 KS & DM are developing an anti- bullying and harassment document, 'Our Approach', which will include the LCHS approach for improvement. KS has met with staff side; speak up guardian and EDI Lead for input.	

Metric 6 KF26: % of staff experiencing harassment, bullying or abuse from staff in the last 12 months	DM KS	April 2020	<p>What we know: 19.4% BME staff reported experiencing bullying, harassment and abuse from staff, with 21.8% of white staff, with BME staff decreasing by 11.7% from 2017 (31.3%)</p> <p>KS & DM are developing a bullying and harassment document, 'Our Approach', which will include our approach for improvement.</p> <p>KS has met with Staff side, speak up guardian and EDI Lead for input.</p>	
Metric 7 KF21: % of staff believing that the Trust provides equal opportunities for career progression or promotion	RH	December 2019	LCHS will be launching the pilot for reverse mentoring for all of LCHS Staff networks during September 2019	
	EDI Leads for ULHT LPFT & LCHS		BAME conference for NHS Trusts in Lincolnshire hosted by ULHT in 15 th October 2019. Key note speaker Yvonne Coghill	
Metric 8: QA17 In the last 12 months have you personally experienced discrimination at work from any of the following: Manager/team leader or other colleagues	DM KS	December 2019	<p>What we know: The percentage of BME staff personally experiencing discrimination at work from managers or other colleagues has seen an increase from 6.9% in 2016/17 to 10.2% in 2017/18. KS & DM are developing a bullying and harassment document, 'Our Approach', which will include our approach for improvement.</p>	

			KS has met with Staff side, speak up guardian and EDI Lead for input	
Metric 9: % difference between the organisations Board voting members and its overall workforce	RH	December 2019	<p>What we know: 3.5% of the LCHS Trust Workforce is BME, 0% of Executive and voting membership of the board is BME therefore: 0% - 3.5% = -3.5%.</p> <p>EDI Lead to attend Trust Board meetings quarterly to raise awareness of all of the equality agenda. Topics to be discussed with Trust Chair and Exec Lead for Equality with 'what's hot with equality'.</p>	