

Workforce Race Equality Standard **report and action plan**

Data reference date: April 2019

Introduction and context

During the period 2018-19 Sirona has been taking active steps to engage with the BAME communities within the geographies we serve. These are South Gloucestershire, Bath & North East Somerset (BANES) and Bristol. These geographies have local populations with differing demographics and very different levels of BAME representation. Within both South Glos and BANES 5% of the resident population are from BAME groups, whereas 16% of the resident population in Bristol are from BAME groups. BAME communities account for 14% of the national population.

Actions during 2018 - 19

While Sirona has been reflective of the communities it serves, it has been underrepresented in terms of ethnicity, and our staff from BAME communities have been concentrated in higher paid clinical roles.

We have therefore been taking action to support and progress the careers and experience of our BAME staff. For example:

- We have therefore been supporting administrative staff and service delivery staff to attend leadership development programmes
- We have promoted a mentoring scheme whereby our staff act as a career mentor for a young BAME person
- We have extended our recruitment advertising into non-traditional areas in order to reach BAME communities
- We have promoted and celebrated events with cultural significance to BAME staff.
- Our Staff Equalities Group has co-produced guidance for staff and participated in activities to change the visual representation of Sirona in our communications material.
- Our Board has been considering ways in which it can itself become more diverse, particularly in the area of ethnicity.

BAME pay in Sirona

Each year, we submit data on the pay of BAME staff compared to white staff as part of a national NHS return as part of our work on the Workforce Race Equality Standard (WRES). The following tables show the relative pay (in bands of £10k) of our BAME staff and our white staff. We are showing our data at 1 April 2018 and at 1 April 2019, so that we can see where we have made progress. Figures shown in green indicate an increase on the previous year, figures in red indicate a decrease on the previous year:

2018

Clinical

Basic Salary % of Staff	Under	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	Over
	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	£100,000	£100,000
BAME staff	3.50%	1.15%	0.00%	0.00%	0.00%	14.29%	33.33%	11.11%	36.36%	33.33%
White staff	88.92%	91.22%	90.20%	91.18%	100.00%	85.71%	66.67%	88.89%	63.64%	66.67%
Not Disclosed staff	7.58%	7.63%	9.80%	8.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Non-Clinical

Basic Salary % of Staff	Under	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	Over
	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	£100,000	£100,000
BAME staff	4.19%	1.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
White staff	88.84%	93.85%	95.45%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	100.00%
Not Disclosed staff	6.98%	4.62%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

All Staff

Basic Salary % of Staff	Under	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	Over
	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	£100,000	£100,000
BAME staff	3.76%	1.22%	0.00%	0.00%	0.00%	11.11%	25.00%	10.00%	36.36%	25.00%
White staff	88.89%	91.74%	90.86%	92.31%	100.00%	88.89%	75.00%	90.00%	63.64%	75.00%
Not Disclosed staff	7.35%	7.03%	9.14%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

2019

Clinical

Basic Salary % of Staff	Under	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	Over
	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	£100,000	£100,000
BAME staff	5.20%	1.14%	1.09%	1.43%	0.00%	50.00%	20.00%	18.18%	30.77%	33.33%
White staff	81.04%	82.39%	89.45%	88.57%	100.00%	50.00%	80.00%	81.82%	69.23%	66.67%
Not Disclosed staff	13.76%	16.48%	9.45%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Non-Clinical

Basic Salary % of Staff	Under	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	Over
	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	£100,000	£100,000
BAME staff	3.61%	3.16%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
White staff	83.73%	86.32%	87.50%	86.36%	90.00%	100.00%	100.00%	0.00%	100.00%	0.00%
Not Disclosed staff	12.65%	10.53%	9.38%	13.64%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%

All Staff

Basic Salary % of Staff	Under	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	Over
	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	£100,000	£100,000
BAME staff	4.67%	1.85%	1.30%	1.09%	0.00%	11.11%	14.29%	18.18%	28.57%	33.33%
White staff	81.95%	83.76%	89.25%	88.04%	95.45%	88.89%	85.71%	81.82%	71.43%	66.67%
Not Disclosed staff	13.39%	14.39%	9.45%	10.87%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%

In summary, this comparison shows us that:

- Among our clinical teams, we are achieving a greater spread of BAME staff across the salary ranges than in the previous year
- Among our non-clinical teams, we are achieving the progression of BAME staff and commensurate salaries, but that we still have no non-clinical BAME staff paid over £40,000 per year.
- The number of our staff who have not disclosed their ethnic origin has increased on the previous year

BAME representation in our workforce

We also examined the trends in representation of BAME staff compared to white staff in different roles within the organisation. Again, figures shown in green indicate an increase on the previous year, figures in red indicate a decrease on the previous year:

	2018			2019		
	%White	%BME	%Unkown	%White	%BME	%Unkown
Non-Clinical						
Support	89.43%	4.07%	6.50%	84.03%	3.78%	12.18%
Middle	94.44%	0.00%	5.56%	87.69%	1.54%	10.77%
Senior	100.00%	0.00%	0.00%	92.59%	0.00%	7.41%
VSM	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Clinical						
Support	88.94%	3.02%	8.04%	82.94%	3.97%	13.08%
Middle	91.24%	0.73%	8.03%	86.41%	1.46%	12.14%
Senior	92.31%	0.00%	7.69%	94.74%	0.00%	5.26%
VSM	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Consultants	72.22%	27.78%	0.00%	66.67%	33.33%	0.00%
Non-Consultants	75.00%	25.00%	0.00%	76.92%	23.08%	0.00%
TOTAL	89.98%	2.78%	7.24%	84.78%	3.42%	11.80%

In summary, the table above shows us that:

- **We are achieving an increase in the percentage of BAME staff within our workforce**
- **We also have an increasing number of staff who have not disclosed their ethnic origin**

BAME staff experience

We also included questions in our staff survey in March 2019 which were specifically designed to understand the experience of BAME staff compared to white staff. The staff survey had 525 respondents in total, although not every respondent answered every question. The survey responses were as follows:

- Seven members of staff (1.3%) reported experiencing harassment, bullying or abuse from service users, relatives or the public in the previous 12 months, all of whom were white.
- Thirty staff members responded that they had experienced harassment, bullying or abuse from staff in the previous 12 months. Twenty-eight of these staff members were white (5.3%), 2 staff members were from BAME backgrounds (0.3%).
- When asked whether the organisation provides equal opportunities for career progression and promotion, 303 respondents agreed, of which 301 were white and 3 were from BAME backgrounds.

Between 1 April 2018 and 1 April 2019 seven members of staff entered the formal disciplinary process, of whom 6 were white and 1 was from a BAME background.

It is difficult to draw firm conclusions from these small datasets, however, we will continue to monitor these trends.



Action plan 2019-20

During 2019-20 we are continuing work to increase our representation of BAME staff within our workforce. Specific measures we have begun and will continue include:

- Capturing equalities data for existing staff through the introduction of a self-service staff record whereby staff can update their own records
- Extending equalities monitoring and benchmarking within our recruitment and selection process
- Supporting our staff who are participating in the national "Stepping Up" leadership development programme which is designed for healthcare staff from BAME backgrounds
- Acting on the suggestions of our Staff Equalities Group
- Promoting and participating in a programme to mentor people from BAME backgrounds to become Board members within healthcare