



Workforce Equality Report 2017/18



Forward

As an organisation, Sirona wants everyone who comes into contact with us to feel welcomed, respected, safe and valued. This applies to our staff as well as the people who we care for and their families.

We believe that every employee has a unique range of skills, abilities and experiences which enriches the services we offer and value and respect differences

The following report gives an overview of the composition of our workforce, including the information we gathered for the NHS Workplace Race Equality Standard.

Having reviewed the information, it is clear that we need to do more to ensure our workforce better reflects the communities we serve, so understanding the barriers people face and then working to attract staff from under-represented groups will be priorities for us this year.

Liz Richards

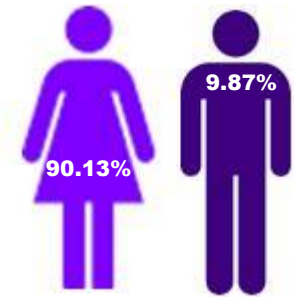
Director of HR

Sirona equality principles:

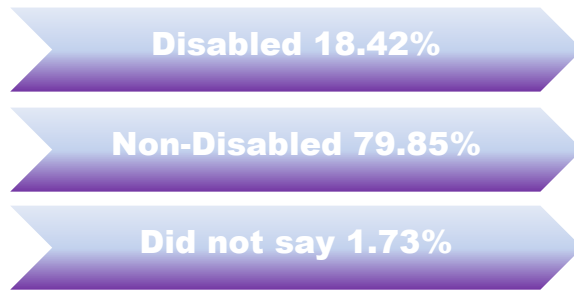
- **Promoting accessibility** – We want our services to be appropriate, accessible and responsive to the health and care needs of our local population. We aim to employ a workforce that reflects the communities that we serve.
- **Valuing diversity** – We value that people bring a range of different work and personal styles and a wide range of different cultures, values, beliefs and attitudes. We expect staff to treat each other, visitors, service users and their family and carers with dignity and respect, in a non-discriminatory manner and in accordance with their individual needs.
- **Promoting participation** – We believe that every member of staff has a unique range of skills and abilities and experiences all of which will ultimately benefit the communities that we serve. We are committed to involving staff, service users, and their family and cares in decisions that impact them
- **Promoting an inclusive workplace** – We aim to create a workplace where people feel valued – treating people fairly and with dignity and respect throughout employment. We will not tolerate discrimination, harassment or victimisation.
- **Promoting equality of opportunity** – We are an organisation that actively promotes equality of opportunity for all and ensures that no one receives less favourable treatment on the grounds of any protected characteristic. We are aware of the provisions equality in employment legislation and accompanying codes of practice and will ensure that these are observed
- **Reducing disadvantage and exclusion** – by embedding the Taking it Personally values and behaviours that highlight treating others as we would wish to be treated ourselves.

Composition of the workforce by protected characteristics

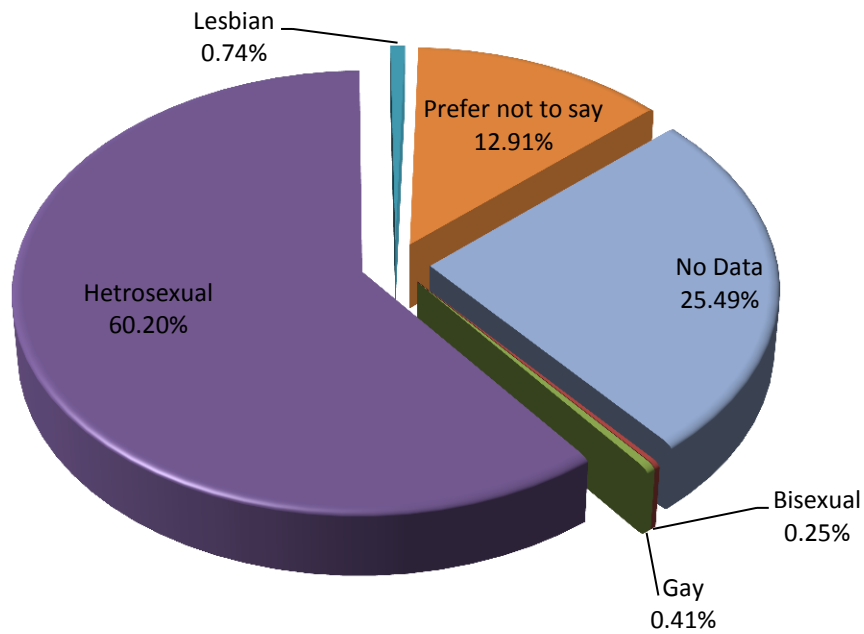
Gender



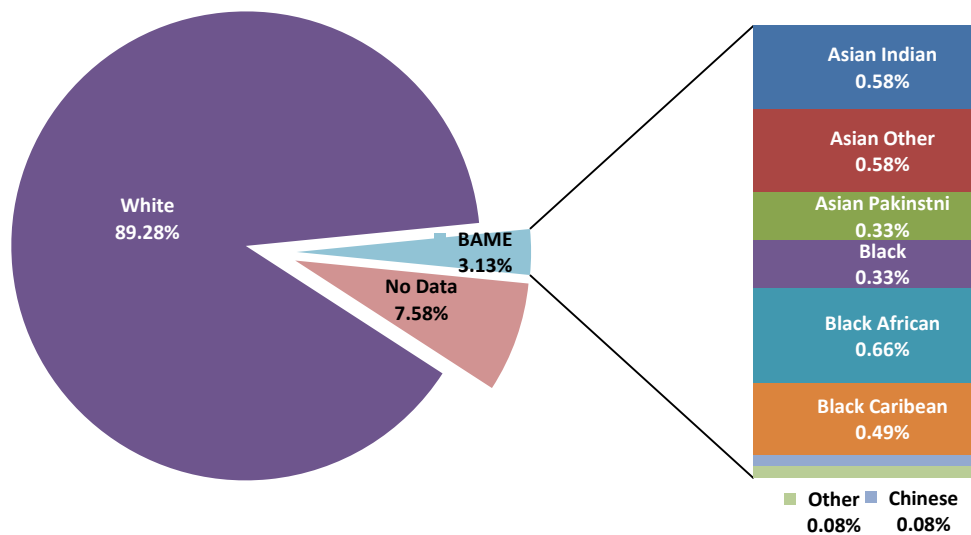
Disability



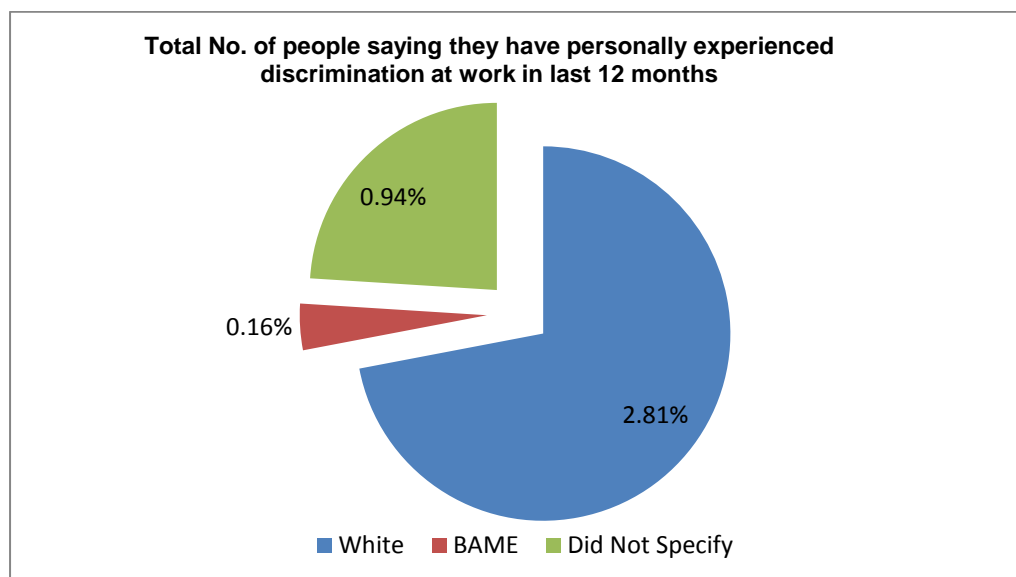
Sexual Orientation



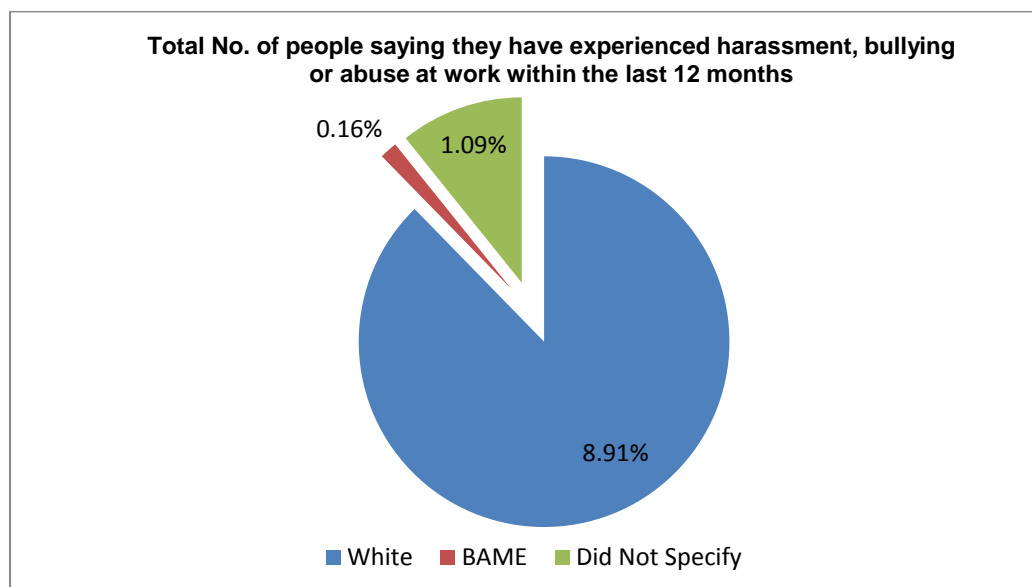
Ethnicity



Incidents of bullying, harassment or discrimination



Discriminated against by :	Total Workforce	BAME (Black Asian and Minority Ethnic)
Managers/team leaders	2.66%	0.00%
Work colleagues	0.63%	0.16%
Managers/team leaders & work colleagues	0.31%	0.00%
Did not say	0.31%	0.00%



Bullying, harassment or abuse by :	Total Workforce	BAME
Service users, relatives or the public	2.97%	0.00%
Staff	5.94%	0.16%
Service users, relatives or the public & staff	0.63%	0.00%
Did not say	0.63%	0.00%

Proportion of staff involved in formal disciplinary cases



Incidents of bullying, harassment or discrimination

