

# Response ID ANON-DH32-FNRX-F

Submitted to **Workforce Race Equality Standard (WRES) reporting template - 2017**

Submitted on **2018-06-14 11:30:09**

## Introduction

### 1 Name of organisation

**Name of organisation:**

Ramsay Oaklands Hospital

### 2 Date of report

**Month/Year:**

May/2018

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

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

David Winters General Manager Oaklands Hospital

### 4 Name and contact details of lead manager compiling this report

**Name and contact details of lead manager compiling this report:**

Amanda Kilshaw

Governance Lead

amanda.kilshaw@ramsayhealth.co.uk

### 5 Names of commissioners this report has been sent to

**Complete as applicable::**

Salford Clinical Commissioning Group

## Workforce Race Equality Standard reporting template

### 6 Name and contact details of co-ordinating commissioner this report has been sent to

**Complete as applicable.:**

Kate Cooper

Senior Contract Manager

Salford Clinical Commissioning Group

### 7 Unique URL link on which this report and associated Action Plan will be found

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

<https://www.oaklands-hospital.co.uk/about-us/quality-report>

### 8 This report has been signed off by on behalf of the board on

**Name::**

David Winters

**Date::**

12th June 2018

## Background narrative

### 9 Any issues of completeness of data

**Any issues of completeness of data:**

The data is complete to end May 2018.

The relatively small number of employees in the hospital raises the possibility that individuals may be identified therefore when reporting some data we have amalgamated a larger range of data points to maintain anonymity

### 10 Any matters relating to reliability of comparisons with previous years

**Any matters relating to reliability of comparisons with previous years:**

This is the first publicised WRES for Oaklands Hospital and there is no previous data with which to make this comparison. Ramsay is the Corporate company and

Oaklands is an individual Hospital unit. In previous years the WRES requirement has been reported from a corporate perspective. This is the first year where data has been identified for this unit.

## Self reporting

### 11 Total number of staff employed within this organisation at the date of the report:

Total number of staff employed within this organisation at the date of the report:

125

### 12 Proportion of BME staff employed within this organisation at the date of the report?

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

16%

### 13 The proportion of total staff who have self reporting their ethnicity?

The proportion of total staff who have self-reported their ethnicity:

76%

### 14 Have any steps been taken in the last reporting period to improve the level of self reporting by ethnicity?

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

As new staff start they are given a form to record their ethnicity and encouraged to complete the form.

### 15 Are any steps planned during the current reporting period to improve the level of self reporting by ethnicity?

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

Where existing staff have not reported their ethnicity a reminder has been sent to ask them to report their ethnicity

## Workforce data

### 16 What period does the organisation's workforce data refer to?

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

30 Apr 2017 - 31 May 2018

## Workforce Race Equality Indicators

**17 Percentage of staff in each salary range of £10k compared with the percentage of staff in the overall workforce. Very Senior Managers (VSM) salaries generally begin at £100k (including executive Board members). Organisations should undertake this calculation separately for non-clinical and for clinical staff.**

**Data for reporting year:**

Up to May 2018

Due to small staff numbers and in order to maintain confidentiality some salary ranges have been amalgamated. Clinical and non-clinical staff separation will also identify individuals therefore data as presented as whole staff group.

Salary range £15-25K = 52%

Salary range £25-35K = 21%

Salary range £35+ = 27%

**Data for previous year:**

No data is available for 2016-2017. Data was provided for Ramsay Group as a whole and not per individual hospital

**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:**

No planned action from the current data

### 18 Relative likelihood of staff being appointed from shortlisting across all posts.

**Data for reporting year:**

We cannot provide reliable data regarding ethnicity and total job applications, we will implement an action to collect this data in order for us to report reliably next year.

**Data for previous year:**

No data is available for 2016-2017. Data was provided for Ramsay Group as a whole and not per individual hospital.

**The implications of the data and any additional background explanatory narrative:**

For the reporting year we have used several recruitment methods, some of which record ethnicity, some not. Recruiting staff have access to some potential

applicants' ethnicity however we have had a large number of new recruits over the past reporting year and have recruited staff across all ethnic backgrounds. We are in the process of transferring to an electronic system for job applications.

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

Action will link to EDS2 3.1

**19 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.**

**Data for reporting year:**

We experience very low numbers of staff disciplinarys and as such we have not recorded the ethnicity of staff undergoing discipline

**Data for previous year:**

No data is available for 2016-2017. Data was provided for Ramsay Group as a whole and not per individual hospital.

**The implications of the data and any additional background explanatory narrative:**

Numbers of disciplinarys are very small even over a 2 year rolling period. Small numbers may identify artificially skewed percentages and identify us as an outlier compared to other organisations

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

EDS2 outcome 3.4

There is an action to implement a robust data collection method for reporting this information during the next reporting period

**20 Relative likelihood of staff accessing non-mandatory training and CPD.**

**Data for reporting year:**

This data is not collected currently on an individual unit basis.

**Data for previous year:**

No data is available for 2016-2017. Data was provided for Ramsay Group as a whole and not per individual hospital.

**The implications of the data and any additional background explanatory narrative:**

All staff have the opportunity to access all role related training however we do not record whether staff who apply are granted or not granted access to training or their ethnicity

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

EDS2 3.3

There is an action to implement a robust data collection method for reporting this information during the next reporting period

## **Workforce Race Equality Indicators**

**21 KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.**

**White:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider.

**BME:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider. The Ramsay Staff survey will provide data for points similar to this in the next reporting year

**White:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider.

**BME:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider

**The implications of the data and any additional background explanatory narrative:**

The Ramsay Staff survey will provide data for points similar to these in the next reporting period

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

EDS2 3.4

The Ramsay Staff survey will provide data for points similar to this in the next reporting year

**22 KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.**

**White:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider

**BME:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider

**White:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider

**BME:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider

**The implications of the data and any additional background explanatory narrative:**

The Ramsay Staff survey will provide data for points similar to this in the next reporting year

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

EDS2 3.4

The Ramsay Staff survey will provide data for points similar to this in the next reporting year

**23 KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.**

**White:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider

**BME:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider

**White:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider

**BME:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider

**The implications of the data and any additional background explanatory narrative:**

The Ramsay Staff survey will provide data for points similar to this in the next reporting year

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

EDS2 3.1

The Ramsay Staff survey will provide data for points similar to this in the next reporting year

**24 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:**

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**BME:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider

**White:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider

**BME:**

NHS Staff Survey is not applicable to Ramsay Oaklands as we are an independent provider

**The implications of the data and any additional background explanatory narrative:**

The Ramsay Staff survey will provide data for points similar to this in the next reporting year

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:**

EDS2 3.4

The Ramsay Staff survey will provide data for points similar to this in the next reporting year

**Workforce Race Equality Indicators**

**25 Percentage difference between the organisations' Board voting membership and its overall workforce.**

**White:**

Oaklands SMT (Board) 75% (3/4)

Workforce 84% (105/125)

**BME:**

Oaklands SMT (Board) 25% (1/4)

Workforce 16% (20/125)

**White:**

75% (3/4)

**BME:**

25% (1/4)

**The implications of the data and any additional background explanatory narrative:**

The Board in Oaklands' case is the General Manager and SMT. Ramsay has a Corporate Board and data will be provided by the Corporate team for Ramsay over the reporting period. That will be made available on the Ramsay website <https://www.ramsayhealth.co.uk/>

**Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective:****26 Are there any other factors or data which should be taken into consideration in assessing progress?****Are there any other factors or data which should be taken into consideration in assessing progress?:**

This is the first year that data has been provided on an individual unit basis. There has been a large recruitment drive and there have been a number of new staff started across all disciplines.

**27 Organisations should produce a detailed WRES action plan, agreed by its board. It is good practice for this action plan to be published on the organisation's website, alongside their WRES data. Such a plan would elaborate on the actions summarised in this report, setting out the next steps with milestones for expected progress against the WRES indicators. It may also identify the links with other workstreams agreed at board level, such as EDS2. You are asked to provide a link to your WRES action plan in the space below.**

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 workstreams agreed at Board level, such as EDS2. You are asked to attach the WRES Action Plan or provide a link to it.:

<https://www.oaklands-hospital.co.uk/about-us/quality-report>