

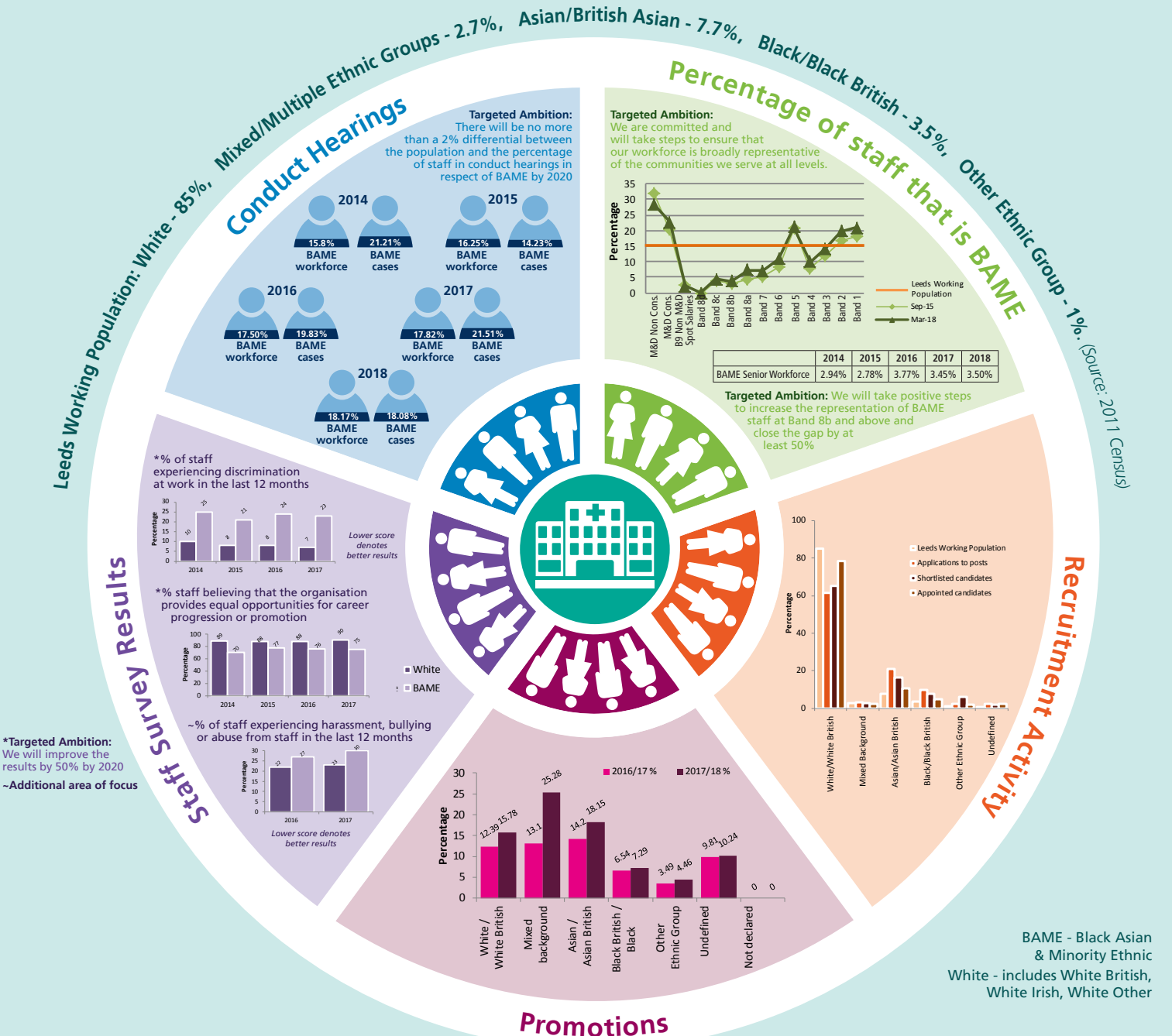
Ethnicity @ LTHT - Employees

April 2017 - March 2018



The Leeds Teaching Hospitals
NHS Trust

Leeds Teaching Hospitals are proud to be one of the most diverse employers in Leeds, employing staff across all protected groups. We will continue to foster a supportive, equitable environment where staff are recognised and rewarded for their knowledge and skills. This fact sheet sets out the actions we plan to take to ensure all our staff are treated fairly, in respect of ethnicity



Key Findings

- The numbers of BAME staff employed at LTHT consistently reflect the local population with a high proportion in the medical and dental workforce. Recent data shows a 4.12% increase of BAME representation across the workforce and a 53.3% increase in BAME across bands 8a - 9 (although not an increase at all those bands).
- The overall percentage of appointed BAME candidates is significant in comparison to the local working population. However, there is a 'drop off' within the recruitment process for all BAME groups.
- BAME staff consistently tell us in the NHS staff Survey that they are in comparison to White staff more likely to experience discrimination at work, harassment, bullying or abuse from staff and less likely to believe there are equal opportunities for career progression or promotion.
- Asian staff are consistently showing higher rates of promotion, but Black and Other Ethnic consistently show the lowest rates.
- The number of grievances and conduct cases are small and in turn year-on-year change significant. However, recent data shows:
 - The proportion of conduct processes involving BAME staff now shows less than the population, representing 17% of all conduct processes.
 - The number of formal disciplinary processes fell from 60 to 46 for BAME staff 37% of all grievances came from staff from a BAME background. This is an increase of 20% from last year.

Key Actions

- Work with the BAME staff network to develop and promote learning opportunities to support BAME staff to progress in the organisation.
- The Resourcing Service is reviewing the training provided for recruitment and is working collaboratively with the Trust's BAME staff network to ensure all training supports diversity.
- Further analysis and investigation into the 'drop off' within the recruitment process for all BAME groups.
- To continue to use Values Based Recruitment to assess and select new employees taking account of their individual values and behaviours.
- Build capacity and capability and improve the demographic profile of Dignity At Work Champions and Advisors and Freedom to Speak Up Ambassadors and Guardians.
- To continue to use the National Leadership Academy tool 'Maximising Potential Conversations' in our processes and training delivery.
- To raise the profile of the necessity to objectively and fairly assign stretch assignments at internal senior management forums in clinical and non-clinical areas.
- Roll out newly launched Leading Care programmes, which are aimed at developing leadership capability for nurses and AHPs in Bands 5, 6 and 7.