

Workforce Race Equality at LTHT 2020/2021



The Leeds
Teaching Hospitals
NHS Trust

The below box sets out the key actions of the Trust for September 2020 to August 2021, which aim to improve race equality in the workplace. One of the seven workforce priorities of the Trust known as 'People Priorities' is to be 'Free From Discrimination'.

Our Race Equality Actions

- A Moving Forward** Further roll out of our positive action programme for 15 BME staff at Bands 5 and 6 to enable and empower BME staff in the workplace and recruitment process.
- B Reciprocal Mentoring** Development and launch of mentoring scheme to a) expand cultural competence and reduce unconscious bias at Board and senior management level and b) expand leadership skills of BME staff.
- C Inclusive Ambassadors** Development of project whereby appropriately trained employees contribute towards providing assurance of fairness in the recruitment and selection process at a senior level.
- D BME Dignity at Work Advisors, Coaches and Freedom to Speak Up Champions** To improve the demographic profile of key support, ensuring it is reflective of the overall workforce and to in turn encourage and empower BME staff to report inequality.
- E Management and Leadership Programmes** To continue to incorporate equality, diversity and inclusion into new management and leadership programme material and to in turn enable and empower management to be consistently conscious and fair in all decision-making.
- F Race Equality Training** Further roll out of training developed by the BME Staff Network to raise awareness of race equality nationally and locally within the Trust and to in turn enable and empower staff to take positive action and contribute to creating a working environment free from discrimination and harassment.
- G Leeds City-wide Race Equality Conference** To work in collaboration with NHS partners across the city to hold a conference that will be instrumental in bringing about positive change in the workplace for our BME staff.
- H BME Allyship** To develop and launch a BME allyship programme to help facilitate courageous conversations that will be transformational for our Trust.

For comprehensive data, please click [here](#) for the 'NHS Workforce Race Equality Standard Data Collection Submission 2020'.
For comprehensive action plan, please click [here](#) for the 'LTHT Workforce E&D Action Plan 2020/2021'.



The following pages show how the actions link to each of the nine indicators of the NHS Workforce Race Equality Standard (WRES).

WRES Indicator	Summary Data	2020/2021 Actions							
		A	B	C	D	E	F	G	H
1, 9 Representation across the organisation	<p>Legend: ■ March 2020 ● March 2019 — Leeds working population</p>	✓	✓	✓	✓	✓	✓	✓	✓
		<p style="text-align: center;">2020 Key Findings</p> <p>Representative workforce across all protected characteristics at all levels Overall BME representation remains broadly representative of the BME communities in Leeds, but not at all levels.</p> <p>Representation of BME at Board and senior management levels BME at Board is underrepresented at 6.25%. Underperforming against our improvement trajectory to reach equality by 2028 at senior management levels.</p>							
2 Likelihood of staff being appointed from shortlisted	<p style="text-align: center;">Likelihood of white staff being appointed from shortlisted compared to BME staff</p> <p>Legend: ■ LTHT Relative likelihood of white staff being appointed from shortlisted ■ National</p>	✓	✓	✓	✓	✓		✓	
		<p>Equity of Experience Shortlisted BME applicants are less likely to be appointed than white applicants and this remains an area for improvement. However, the ratio has improved from last year and is closer to equalising.</p>							

WRES Indicator	Summary Data	2020/2021 Actions																				
		A	B	C	D	E	F	G	H													
3 Likelihood of staff entering formal disciplinary process	<p>Likelihood of BME staff entering the formal disciplinary compared to white staff</p> <table border="1"> <caption>Likelihood of BME staff entering the formal disciplinary compared to white staff</caption> <thead> <tr> <th>Year</th> <th>LTHT Relative likelihood of BME staff entering the formal disciplinary process</th> <th>National</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>1.05</td> <td>1.25</td> </tr> <tr> <td>2019</td> <td>1.70</td> <td>1.20</td> </tr> <tr> <td>2020</td> <td>1.55</td> <td>-</td> </tr> </tbody> </table>	Year	LTHT Relative likelihood of BME staff entering the formal disciplinary process	National	2018	1.05	1.25	2019	1.70	1.20	2020	1.55	-	<table border="1"> <tr> <td></td> <td>✓</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> <td>✓</td> </tr> </table> <p>2020 Key Findings</p> <p>Equality of Experience BME colleagues were more likely to enter the formal disciplinary process and this remains an area for improvement. However, the ratio has improved from last year and is closer to equalising. Overall the number of colleagues entering a formal process has reduced for both white and BME colleagues when compared to last year.</p>		✓		✓	✓	✓		✓
	Year	LTHT Relative likelihood of BME staff entering the formal disciplinary process	National																			
2018	1.05	1.25																				
2019	1.70	1.20																				
2020	1.55	-																				
	✓		✓	✓	✓		✓															
4 Likelihood of staff accessing non-mandatory training and continuous personal development	<p>Likelihood of white staff accessing non-mandatory training and continuous personal development compared to BME staff</p> <table border="1"> <caption>Likelihood of white staff accessing non-mandatory training and continuous personal development compared to BME staff</caption> <thead> <tr> <th>Year</th> <th>LTHT Relative likelihood of white staff accessing non-mandatory</th> <th>National</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>1.35</td> <td>1.15</td> </tr> <tr> <td>2019</td> <td>1.30</td> <td>1.15</td> </tr> <tr> <td>2020</td> <td>1.20</td> <td>-</td> </tr> </tbody> </table>	Year	LTHT Relative likelihood of white staff accessing non-mandatory	National	2018	1.35	1.15	2019	1.30	1.15	2020	1.20	-	<table border="1"> <tr> <td>✓</td> <td>✓</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> <td>✓</td> </tr> </table> <p>Belief in Equal Opportunities White staff are more likely to access non-mandatory training and continuous personal development compared to BME staff. However, the ratio is improving year-on-year and is closer to equalising.</p>	✓	✓		✓	✓	✓		✓
Year	LTHT Relative likelihood of white staff accessing non-mandatory	National																				
2018	1.35	1.15																				
2019	1.30	1.15																				
2020	1.20	-																				
✓	✓		✓	✓	✓		✓															

WRES Indicator	Summary Data	2020/2021 Actions																												
		A	B	C	D	E	F	G	H																					
5 Percentage of staff experiencing harassment, bullying/abuse from patients, relatives/public	<table border="1"> <caption>Summary Data for Indicator 5</caption> <thead> <tr> <th>Year</th> <th>LTHT White</th> <th>LTHT BME</th> <th>Acute White</th> <th>Acute BME</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>24.1</td> <td>25.1</td> <td>27.8</td> <td>27.8</td> </tr> <tr> <td>2018</td> <td>25.4</td> <td>23.0</td> <td>28.4</td> <td>29.8</td> </tr> <tr> <td>2019</td> <td>24.7</td> <td>25.6</td> <td>28.3</td> <td>29.9</td> </tr> </tbody> </table>	Year	LTHT White	LTHT BME	Acute White	Acute BME	2017	24.1	25.1	27.8	27.8	2018	25.4	23.0	28.4	29.8	2019	24.7	25.6	28.3	29.9	<table border="1"> <tr> <td></td> <td></td> <td></td> <td>✓</td> <td></td> <td>✓</td> <td></td> <td>✓</td> </tr> </table> <p>2020 Key Findings</p> <p>Staff survey results show an increase in BME staff experiencing harassment, bullying/abuse from patients, relatives/public (25.6% compared to 22.9% last year). BME staff are now more likely to experience harassment, bullying/abuse from patients, relatives/public than white staff (24.7%) whereas last year they were less likely. The gap in experience between BME staff and White colleagues has reduced but not in the way we would have liked. Both BME and white LTHT colleagues report a better experience than average when compared to their counterparts in other Acute Trusts.</p>				✓		✓		✓
	Year	LTHT White	LTHT BME	Acute White	Acute BME																									
2017	24.1	25.1	27.8	27.8																										
2018	25.4	23.0	28.4	29.8																										
2019	24.7	25.6	28.3	29.9																										
			✓		✓		✓																							
6 Percentage of staff experiencing harassment, bullying/abuse from staff	<table border="1"> <caption>Summary Data for Indicator 6</caption> <thead> <tr> <th>Year</th> <th>LTHT White</th> <th>LTHT BME</th> <th>Acute White</th> <th>Acute BME</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>22.9</td> <td>30.0</td> <td>24.8</td> <td>27.2</td> </tr> <tr> <td>2018</td> <td>20.4</td> <td>27.2</td> <td>26.4</td> <td>28.8</td> </tr> <tr> <td>2019</td> <td>21.9</td> <td>28.8</td> <td>25.8</td> <td>28.8</td> </tr> </tbody> </table>	Year	LTHT White	LTHT BME	Acute White	Acute BME	2017	22.9	30.0	24.8	27.2	2018	20.4	27.2	26.4	28.8	2019	21.9	28.8	25.8	28.8	<table border="1"> <tr> <td></td> <td></td> <td></td> <td>✓</td> <td></td> <td>✓</td> <td></td> <td>✓</td> </tr> </table> <p>There is a marginal increase in BME staff (27.2 % to 28.8%) and White staff (20.4% to 21.9%) experiencing harassment, bullying/abuse from staff along with a marginal reduction in gap in experience. There is a marked difference in experience between white and BME colleagues compared to other Acute Trusts.</p>				✓		✓		✓
	Year	LTHT White	LTHT BME	Acute White	Acute BME																									
2017	22.9	30.0	24.8	27.2																										
2018	20.4	27.2	26.4	28.8																										
2019	21.9	28.8	25.8	28.8																										
			✓		✓		✓																							

WRES Indicator	Summary Data	2020/2021 Actions																												
		A	B	C	D	E	F	G	H																					
7 Percentage of staff believing Trust provides equal opportunities for career progression or promotion	<p>The chart shows the percentage of staff believing the Trust provides equal opportunities for career progression or promotion from 2017 to 2019. The y-axis ranges from 0 to 100. The x-axis shows the years 2017, 2018, and 2019. Four data series are plotted: LTHT White (blue diamonds), LTHT BME (orange squares), Acute White (green triangles), and Acute BME (purple circles). LTHT White starts at 90% in 2017, stays at 90% in 2018, and drops to 89.3% in 2019. LTHT BME starts at 76.1% in 2017, stays at 76.1% in 2018, and drops to 75.7% in 2019. Acute White starts at 87% in 2017, stays at 87% in 2018, and drops to 87% in 2019. Acute BME starts at 75% in 2017, drops to 72% in 2018, and rises to 74% in 2019.</p> <table border="1"> <caption>Summary Data for Indicator 7</caption> <thead> <tr> <th>Year</th> <th>LTHT White</th> <th>LTHT BME</th> <th>Acute White</th> <th>Acute BME</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>90</td> <td>76.1</td> <td>87</td> <td>75</td> </tr> <tr> <td>2018</td> <td>90</td> <td>76.1</td> <td>87</td> <td>72</td> </tr> <tr> <td>2019</td> <td>89.3</td> <td>75.7</td> <td>87</td> <td>74</td> </tr> </tbody> </table>	Year	LTHT White	LTHT BME	Acute White	Acute BME	2017	90	76.1	87	75	2018	90	76.1	87	72	2019	89.3	75.7	87	74	<table border="1"> <tr> <td>✓</td> <td>✓</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> <td>✓</td> </tr> </table> <p>2020 Key Findings</p> <p>There is a marginal decrease in BME staff (76.1% to 75.7%) and White staff (91% to 89.3%) believing the Trust provide equal opportunities for career progression/promotion along with a marginal reduction in gap in experience. Both BME and white LTHT colleagues report a better experience than average when compared to their counterparts in other Acute Trusts.</p>	✓	✓		✓	✓	✓		✓
		Year	LTHT White	LTHT BME	Acute White	Acute BME																								
2017	90	76.1	87	75																										
2018	90	76.1	87	72																										
2019	89.3	75.7	87	74																										
✓	✓		✓	✓	✓		✓																							
8 Percentage of staff experiencing discrimination at work from their manager, team leader or other colleagues	<p>The chart shows the percentage of staff experiencing discrimination at work from their manager, team leader or other colleagues from 2017 to 2019. The y-axis ranges from 0 to 18. The x-axis shows the years 2017, 2018, and 2019. Four data series are plotted: LTHT White (blue diamonds), LTHT BME (orange squares), Acute White (green triangles), and Acute BME (purple circles). LTHT White starts at 4.7% in 2017, drops to 4.7% in 2018, and rises to 4.8% in 2019. LTHT BME starts at 15.5% in 2017, drops to 11.5% in 2018, and rises to 12.7% in 2019. Acute White starts at 6.5% in 2017, drops to 6.5% in 2018, and drops to 6% in 2019. Acute BME starts at 14.5% in 2017, drops to 14.5% in 2018, and drops to 13.5% in 2019.</p> <table border="1"> <caption>Summary Data for Indicator 8</caption> <thead> <tr> <th>Year</th> <th>LTHT White</th> <th>LTHT BME</th> <th>Acute White</th> <th>Acute BME</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>4.7</td> <td>15.5</td> <td>6.5</td> <td>14.5</td> </tr> <tr> <td>2018</td> <td>4.7</td> <td>11.5</td> <td>6.5</td> <td>14.5</td> </tr> <tr> <td>2019</td> <td>4.8</td> <td>12.7</td> <td>6</td> <td>13.5</td> </tr> </tbody> </table>	Year	LTHT White	LTHT BME	Acute White	Acute BME	2017	4.7	15.5	6.5	14.5	2018	4.7	11.5	6.5	14.5	2019	4.8	12.7	6	13.5	<table border="1"> <tr> <td></td> <td></td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> <td>✓</td> </tr> </table> <p>There is an increase in BME staff (11.5% to 12.7%) and White staff (4.7% to 4.8%) personally experiencing discrimination at work along with a widening in the gap in experience. Both BME and white LTHT colleagues report a better experience than average when compared to their counterparts in other Acute Trusts.</p>				✓	✓	✓		✓
		Year	LTHT White	LTHT BME	Acute White	Acute BME																								
2017	4.7	15.5	6.5	14.5																										
2018	4.7	11.5	6.5	14.5																										
2019	4.8	12.7	6	13.5																										
			✓	✓	✓		✓																							