

Equality Objective 4

The Trust's objective is to work with BME staff groups and the BME network (now the Staff Diversity Network, reflecting all protected characteristics) to identify and provide support required, to assist career progression to senior bandings.

We are measuring progress through the number and proportion of BME staff represented in Bands 7 and above as well as the number of BME staff that are promoted.

Statistical Analysis

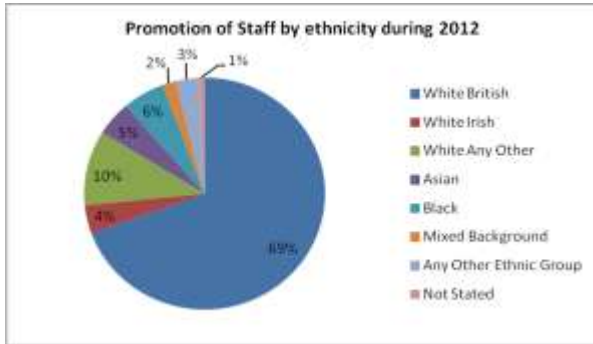
		Band 7	Band 8	Band 9	Total Bands 7,8,9
March 2012	BME headcount	49	18	0	67
	% of total staff in band	8.7%	6.9%	0	8.0%
Dec 2012	BME headcount	53	18	1	72
	% of total staff in band	9.6%	7.0%	10.0%	8.8%
Dec 2013	BME headcount	59	20	1	80
	% of total staff in band	10.5%	7.9%	8.3%	9.7%

The data above shows that between December 2012 and December 2013, there was an increase in both the number and percentage of BME staff at Bands 7 and 8, which is encouraging. At Band 9, there was no change in the number of BME staff – the reduction in the percentage was due to an increase in the total number of staff in the Band from 10 to 12 over the same period.

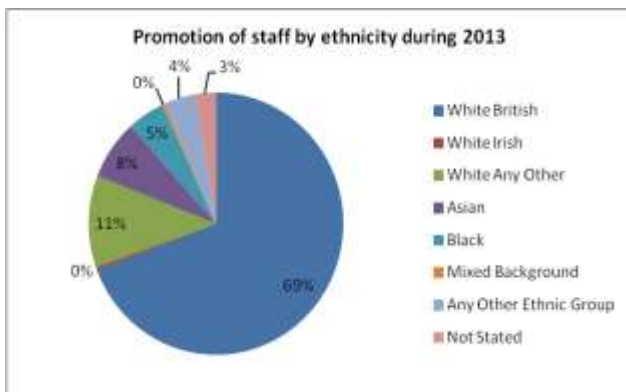
		Total number of BME staff in AfC bands 1 - 9
2012	BME headcount	855
	% of total staff in AfC bands 1 - 9	16.8%
2013	BME headcount	854
	% of total staff in AfC bands 1 - 9	17.1%

However, despite the increase in the number (and percentage) of BME staff in Bands 7 and 8, overall the proportions in these bands remain lower than the overall percentages of BME staff in AFC Bands. More work is required therefore to increase the representation of BME staff at Bands 7 and above. However, it is worth noting, that whilst the number of BME staff reduced by one during the period between December 2012 and December 2013, the percentage of BME staff increased slightly.

Progress against our objective of assisting career progression for BME staff is also being measured through promotion statistics, a new monitoring improvement. From January 2012 to December 2012, 229 individuals were promoted. Of these, 35 individuals (16 % of the total) promoted were of BME background; a figure which is relatively representative of the overall proportion of BME staff in AfC bands.



However, during the period January 2013 to December 2013, there was an increase in the proportion of BME staff being promoted. Of the total of 257 staff promoted (within AfC bands), 16% (42 staff) were of BME background; a figure which is relatively representative of the overall proportion of BME staff in AfC bands.



Activities during 2013

During the period from April 2012, there has been a year on year increase showing a positive trend over the past two years. There have been a number of activities across the Trust which we are in place to support this objective and further our understanding.

- 2013 saw an increase in the uptake of equality and diversity training as shown by results from the National Staff Survey 2013; this is the third year that the numbers of staff have increased. Going forwards, we intend to build on the solid foundation of this training, expanding the depth and breadth of recruitment training for managers across the Trust.
- The E&D manager has also provided specific targeted sessions on request to a variety of different teams with different learning needs. Evaluations show a positive level of satisfaction and improved awareness.
- The Trust's Equality and Diversity group continued to meet throughout the period, chaired by the Trust Diversity and Equality Lead, looking to learn from best practice both within and outside of the NHS.
- The E&D Manager has been actively involved in the review of policies and in the carrying out of equality impact assessments for these as well as organisational changes.
- The Education, Learning and Development team launched a new Band 6 training programme; the aim is for all Band 6 staff to complete the programme within 100 days of their starting in the Band.
- The creation of the Thames Valley Local Education & Training Board has resulted in more localised training and development opportunities, which we believe will have a positive impact on the accessibility of courses.