

Meeting the general equality duty

Title: staff survey

Which of the three aims is this information relevant to?

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

Advance equality of opportunity between people who share a protected characteristic and those who do not.

Foster good relations between people who share a protected characteristic and those who do not. (See 'treat me not my knee' training)

How does this information help us to show we are paying due regard to advancing equality?

The national annual staff survey includes questions that are relevant to the equality agenda. Areas include equality of opportunity, fair access to career progression, feeling valued by colleagues and the experience of bullying & harassment. The findings of the survey are cut across the demographic groups that consist of the protected characteristic groups. Therefore scores can be focussed on the different groups which help organisations to identify areas where steps may need to be taken to minimise the risk of discrimination and to advance equality.

Any other comments / actions

The survey results are for 2010, at the time of publishing this information the results of the 2011 survey are not yet available. Results show some positive progress for our protected characteristic groups, whilst highlighting there is still work to do.

A copy of the 2011 survey is attached for information.

Staff Survey

Buckinghamshire Healthcare takes part in the annual NHS National Staff Survey. 850 members of staff are selected at random to complete the staff survey each year.

As an organisation we are committed to ensuring that in Buckinghamshire Healthcare the needs of the patient/service user always come first. However, our vision can only be delivered through the staff working in this organisation and as such we recognise that we have to create an environment in which staff can give their best and a place where staff feel they are listened to and valued for their contribution. We are genuinely committed to listening and acting upon the experience of our staff and creating an organisation where staff feel proud to belong.



Staff survey
questionnaire 2011.p

Please note this survey was the survey for 2011 but the responses are not yet published. Therefore once the 2011 responses are published we will be able to update the information shown below.

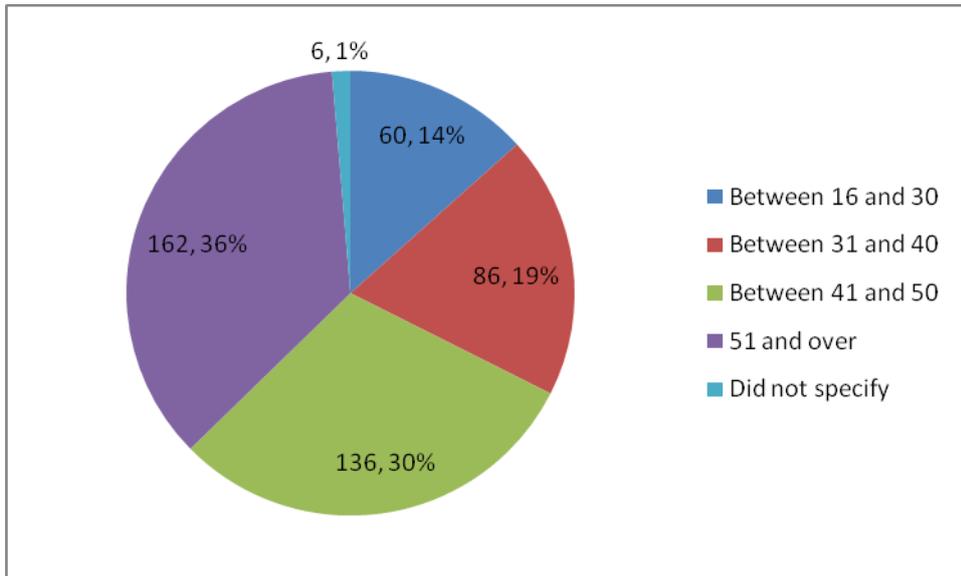
Please click on the above object to see the questions that we ask our staff.

The following questions are the Equality & Diversity questions asked in the survey.

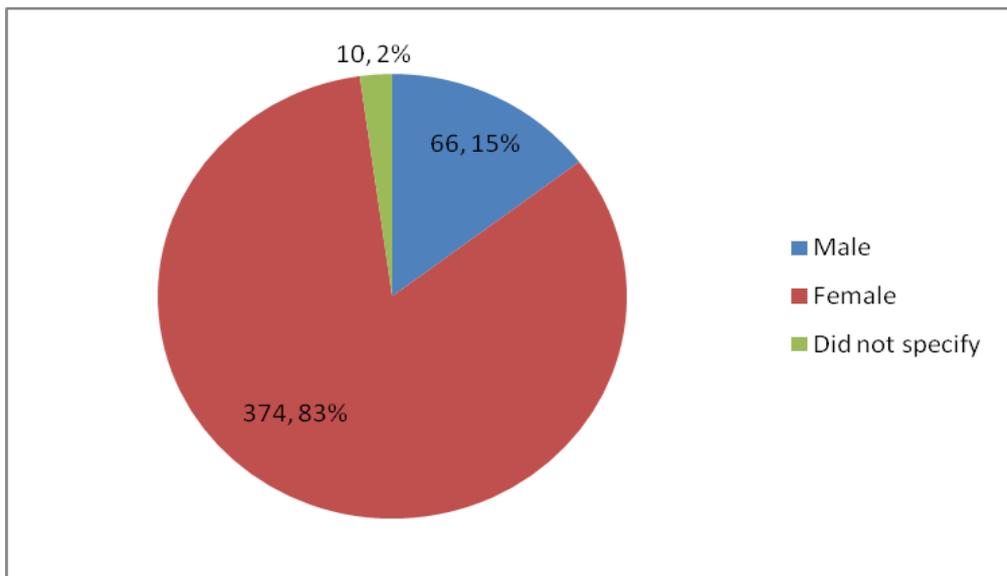
- % having equality and diversity training in last 12 months
2010 Responses showed the Trust was above (better than) average
See training data and information.
- % believing the trust provides equal opportunities for career progression or promotion
2010 Responses showed the Trust was above (better than) average
- % experiencing discrimination at work in last 12 months
2010 Responses showed the Trust was below (better than) average

Demographic characteristics of respondents of the 2010 Survey (450 Respondents)

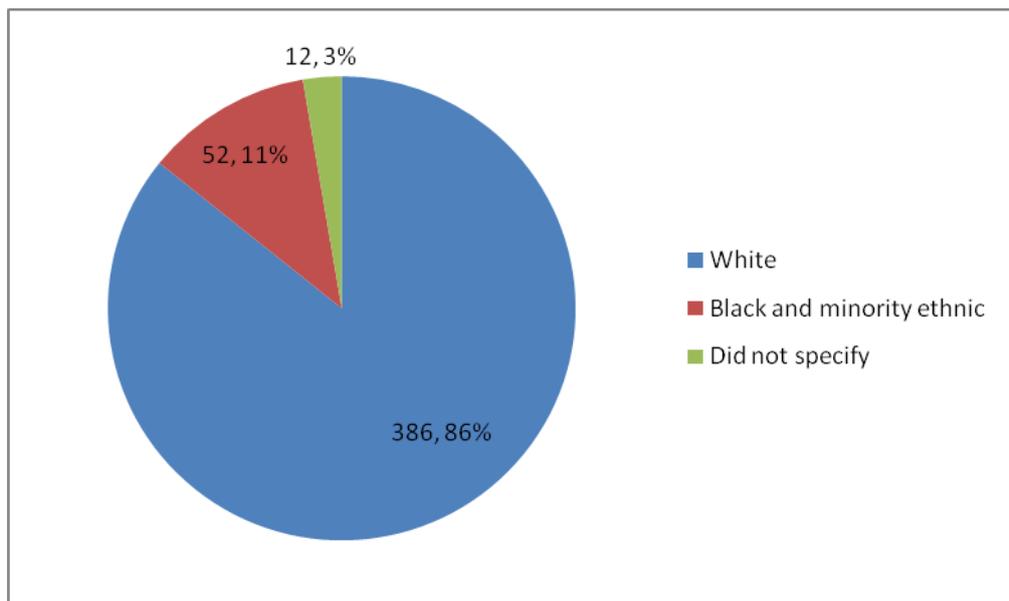
Age



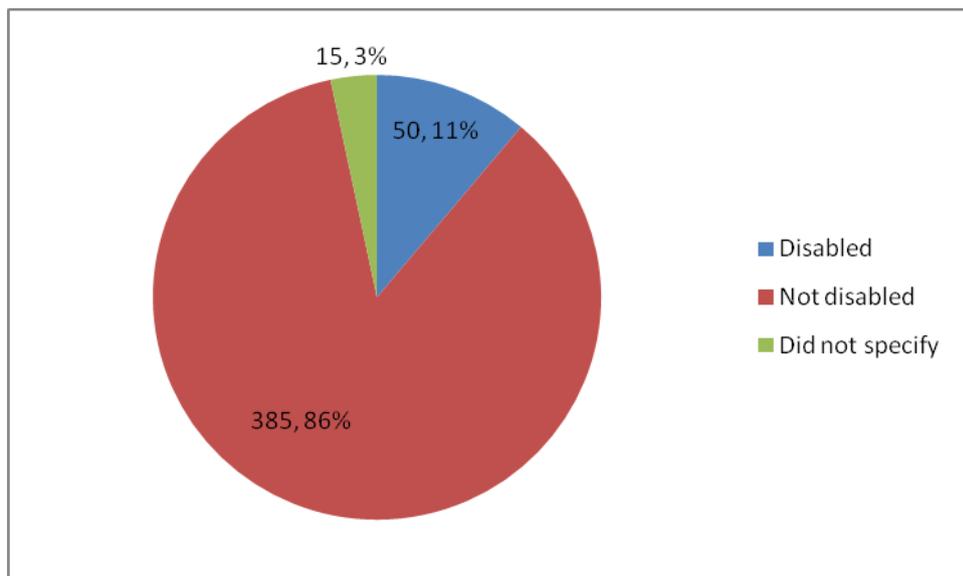
Gender



Ethnicity



Disability



Key Findings by demographic group for the responses in 2010

% of Respondents that felt there were good opportunities to develop their potential at work	
Male	42%
Female	36%
Disabled	32%
White British	35%
Black & Minority Ethnic	51%
16-30	41%
31-40	45%
41-50	37%
51+	31%

From the above table, staff with disabilities had the lowest percentage at 32% but White British was only 3% higher, whilst 51% of our BME staff felt that there were good opportunities to develop their potential at work.

% of Respondents that felt valued by their work colleagues	
Male	74%
Female	81%
Disabled	69%
White British	80%
Black & Minority Ethnic	85%
16-30	81%
31-40	83%
41-50	78%
51+	80%

It is very positive to see that from the above table, the greatest number of staff that feel valued at work by their colleagues are BME staff at 85% .
However, staff with disabilities appear to be feeling less valued at 69%

% of Respondents experiencing harassment, bullying or abuse from staff in last 12 months	
Male	12%
Female	15%
Disabled	19%
White British	13%
Black & Minority Ethnic	22%
16-30	14%
31-40	20%
41-50	14%
51+	12%

BME staff had the highest percentage at this time with 22% followed by the age group 31-40 at 20% and staff with disabilities at 19%. Almost 310,000 NHS staff were asked the survey questions in 2010 and to provide a national comparison, 15% said they had experienced bullying, harassment or abuse from staff etc. Equally it was 15% nationally who said they experienced bullying, harassment or abuse from patients, relatives or members of the public in the past 12 months.

% of Respondents believe the trust provides equal opportunities for career progression or promotion	
Male	90%
Female	91%
Disabled	85%
White British	93%
Black & Minority Ethnic	83%
16-30	93%
31-40	88%
41-50	93%
51+	90%

The Trust scored above the national average for this area. From the above table, it can be seen that all responses are over 83% or above which is positive but the lowest percentage represents the responses from BME staff groups which is 83%. Responses from staff with disabilities account for 85%

% of Respondents experiencing discrimination at work in last 12 months	
Male	16%
Female	10%
Disabled	16%
White British	8%
Black & Minority Ethnic	25%
16-30	11%
31-40	17%
41-50	11%
51+	8%

The Trusts results for this section was better than the national average, however, it shows there is still work to do.

Action Plans have been developed for each division which respond to at least the top five key findings in the survey relevant to each divisional area. These action plans are monitored and reviewed locally.

In terms of the Bullying & Harassment questions there is a Dignity & Respect at Work Policy that is supported by a Dignity & Respect Trust Wide steering group. There is also an established whistle blowing policy.