

WRES data – 2018/19 publication – publish summer 2019

Organisation: North West Ambulance Service NHS Trust

Submission: September 2019

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Information to be found: <https://www.nwas.nhs.uk>

Signed off by Board: September 2019

Completeness? No issues with the completeness of the data.

Reliability? No. Of note is the improved reporting relating to Metric 4, the training metric.

Total staff self-reporting reporting ethnicity: 98.6%. No activity to improve reporting undertaken or planned.

Dates covered: Data is for the year to 31st March 2019.

1 - Workforce data – percentage of staff BME / White categories.

	Data at 31 March 2018	Data as at 31 March 2019
Total workforce	6121	6356
Number of BME staff	265	286
% BME staff in total workforce	4.33%	4.50%

Overall representation continues to increase but there remains a difference between clinical and non-clinical representation.

2: Likelihood of white staff being appointed from shortlisting compared to BME staff

	2018	2019
Likelihood	0.77	0.88

Recruitment figures continue to be positive, reflecting the active community engagement to attract a diverse spectrum of candidates and fairness of processes.

3: Likelihood of BME staff entering formal disciplinary process compared with White staff:

	2018	2019
Likelihood	1.14	1.32

The overall number of individuals entering the formal disciplinary process remains low however recent national guidance will be considered as part of a review into investigations in general.

4: Likelihood of BME staff accessing non-mandatory training and CPD as compared with White staff:

	2018	2019
Likelihood	1.03	1.45

Improved reporting of training suggests a difference in access so work is continuing to ensure all staff are accessing opportunities and that this is recorded appropriately.

Staff survey

5: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months:

	2018	2019
White	49.80%	47.00%
BME	45.70%	38.00%

Figures suggest an improvement for all staff relating to this metric with the experience of BME staff being better than white staff.

6: Percentage of staff experiencing bullying, harassment or abuse from staff in the last 12 months:

	2018	2019
White	27.50%	25.80%
BME	27.50%	27.50%

No change was noted in the experience of BME staff for this metric. Bullying, harassment and abuse remains a priority area for the Trust.

7: Percentage of staff believing that Trust provides equal opportunities for career progression or promotion

	2018	2019
White	69.10%	74.30%
BME	45.50%	56.50%

Improvements were seen for all staff groups relating to this metric but there remains a difference in experience, which is narrowing.

8: Percentage of staff personally experiencing discrimination at work from manager/team leader or other colleagues

	2018	2019
White	13.40%	10.60%
BME	23.20%	12.80%

Again, improvements were seen across the board for this metric, with work still to be done.

9: Percentage difference in board voting membership and overall workforce:

(This metric had previously collated data relating to the local population; it now looks at the current workforce).

	2018	2019
White	-17.2%	-17.2%
BME	3.4%	3.2%
Ethnicity unknown/NULL as per ESR	13.8%	14.0%

