

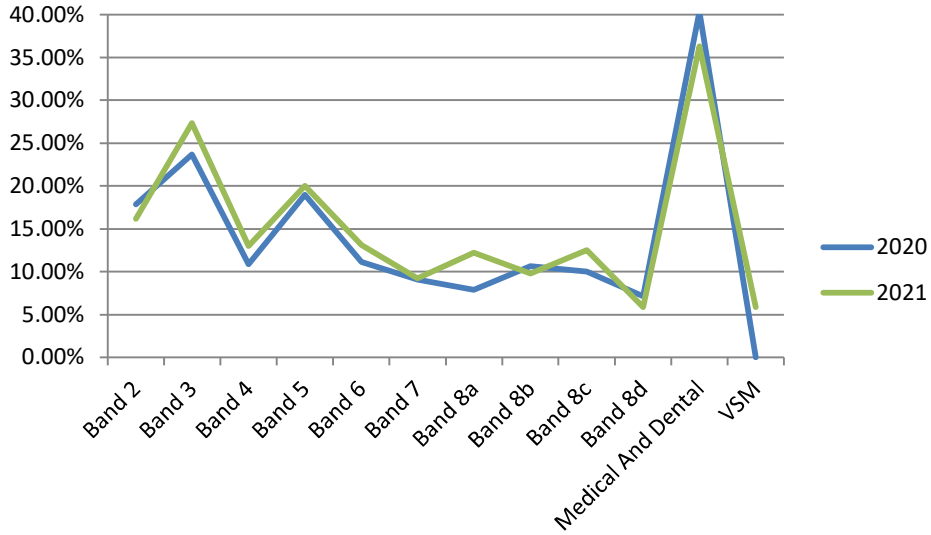

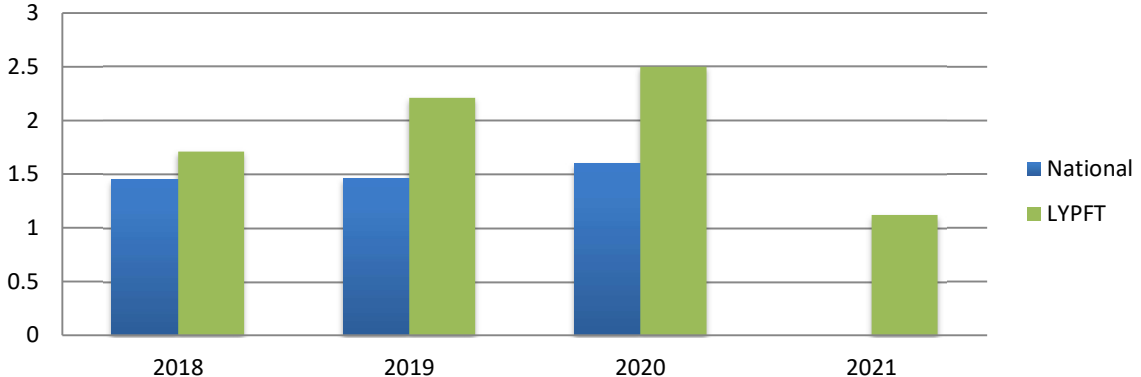



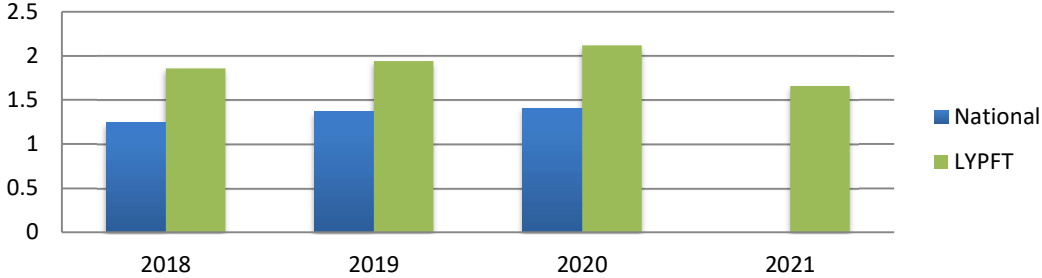

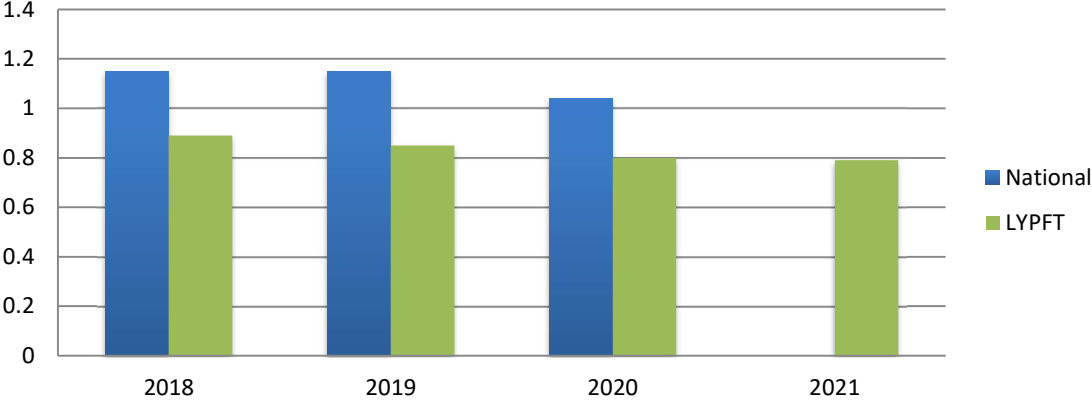
Leeds and York Partnership
NHS Foundation Trust


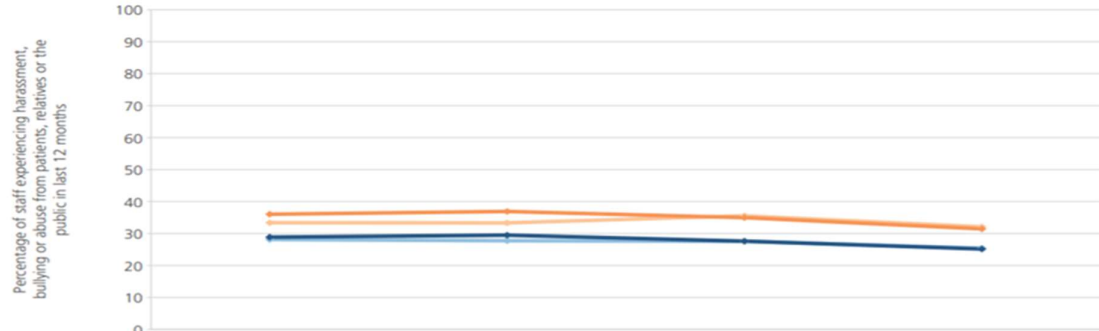

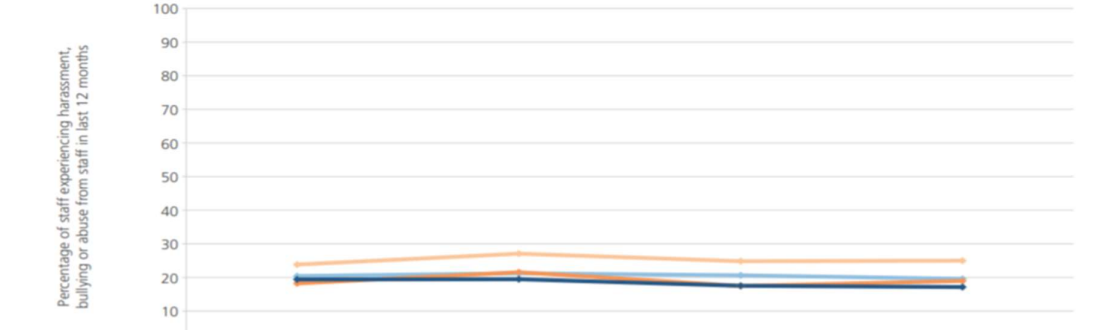
July 29


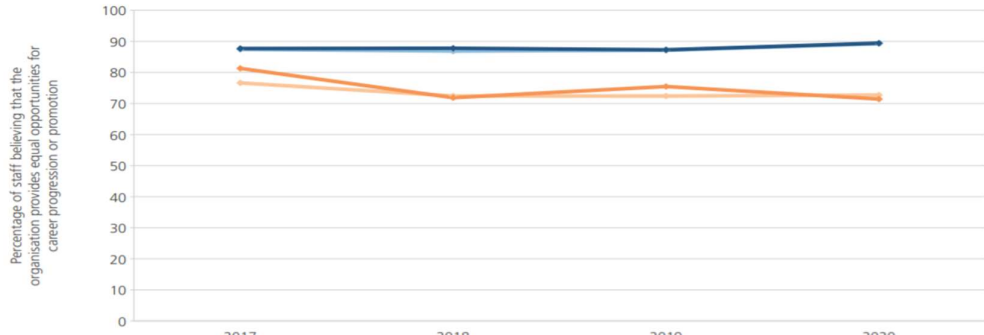

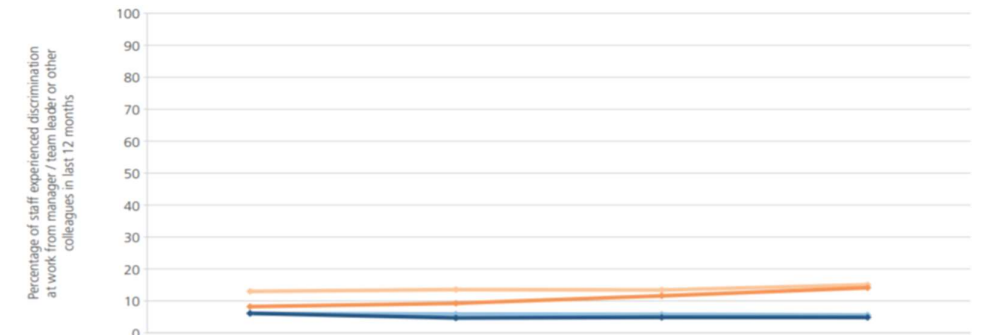
Workforce Race Equality Report

2021

WRES Indicator	Summary Data	2021 Key Findings																																							
<p>1, 9 Minority ethnic representation across the organisation</p>	 <table border="1"> <caption>Minority ethnic representation data (Estimated %)</caption> <thead> <tr> <th>Band</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr><td>Band 2</td><td>18.00%</td><td>16.00%</td></tr> <tr><td>Band 3</td><td>24.00%</td><td>27.00%</td></tr> <tr><td>Band 4</td><td>11.00%</td><td>14.00%</td></tr> <tr><td>Band 5</td><td>19.00%</td><td>20.00%</td></tr> <tr><td>Band 6</td><td>11.00%</td><td>13.00%</td></tr> <tr><td>Band 7</td><td>9.00%</td><td>9.00%</td></tr> <tr><td>Band 8a</td><td>8.00%</td><td>12.00%</td></tr> <tr><td>Band 8b</td><td>10.00%</td><td>10.00%</td></tr> <tr><td>Band 8c</td><td>10.00%</td><td>12.50%</td></tr> <tr><td>Band 8d</td><td>7.00%</td><td>6.00%</td></tr> <tr><td>Medical And Dental</td><td>39.00%</td><td>37.00%</td></tr> <tr><td>VSM</td><td>0.00%</td><td>5.00%</td></tr> </tbody> </table>	Band	2020	2021	Band 2	18.00%	16.00%	Band 3	24.00%	27.00%	Band 4	11.00%	14.00%	Band 5	19.00%	20.00%	Band 6	11.00%	13.00%	Band 7	9.00%	9.00%	Band 8a	8.00%	12.00%	Band 8b	10.00%	10.00%	Band 8c	10.00%	12.50%	Band 8d	7.00%	6.00%	Medical And Dental	39.00%	37.00%	VSM	0.00%	5.00%	<p>AfC Bands 1 to 7 Overall BAME representation is broadly representative of the BAME working population in Leeds which is 12% with the exception of B7 at 9.23%.</p> <p>Board and senior management Increase in representation at B8a (12.2%) and B8c (12.5%). BAME at Board is under-represented at 7.7%.</p>
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<p>2 Likelihood of staff being appointed from shortlisted</p> 	<p>Likelihood of white staff being appointed from shortlisted compared to BME staff</p>  <table border="1"> <caption>Likelihood of white staff being appointed from shortlisted compared to BME staff (Ratio)</caption> <thead> <tr> <th>Year</th> <th>National</th> <th>LYPFT</th> </tr> </thead> <tbody> <tr><td>2018</td><td>1.5</td><td>1.7</td></tr> <tr><td>2019</td><td>1.5</td><td>2.2</td></tr> <tr><td>2020</td><td>1.6</td><td>2.5</td></tr> <tr><td>2021</td><td>-</td><td>1.12</td></tr> </tbody> </table>	Year	National	LYPFT	2018	1.5	1.7	2019	1.5	2.2	2020	1.6	2.5	2021	-	1.12	<p>Shortlisted BAME applicants are less likely to be appointed than white applicants and this remains an area for improvement. However the ratio has improved from 2.5 to 1.12 and is closer to equalising.</p>																								
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2021	-	1.12																																							

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<p>3 Likelihood of staff entering formal disciplinary process</p> 	<p>Likelihood of BME staff entering the formal disciplinary compared to white staff</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>National</th> <th>LYPFT</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>1.25</td> <td>1.85</td> </tr> <tr> <td>2019</td> <td>1.35</td> <td>1.9</td> </tr> <tr> <td>2020</td> <td>1.4</td> <td>2.1</td> </tr> <tr> <td>2021</td> <td>1.65</td> <td>1.65</td> </tr> </tbody> </table>	Year	National	LYPFT	2018	1.25	1.85	2019	1.35	1.9	2020	1.4	2.1	2021	1.65	1.65	<p>BAME colleagues are more likely to enter the formal disciplinary process and this remains an area for improvement. However the ratio has improved from 2.12 to 1.66 and is closer to equalising. The number of both white and BAME colleagues entering a formal process has reduced when compared to last year.</p>
Year	National	LYPFT															
2018	1.25	1.85															
2019	1.35	1.9															
2020	1.4	2.1															
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<p>4 Likelihood of staff accessing non-mandatory training and continuous personal development</p> 	<p>Likelihood of white staff accessing non-mandatory training and continuous personal development compared to BME staff</p>  <table border="1"> <thead> <tr> <th>Year</th> <th>National</th> <th>LYPFT</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>1.15</td> <td>0.88</td> </tr> <tr> <td>2019</td> <td>1.15</td> <td>0.85</td> </tr> <tr> <td>2020</td> <td>1.05</td> <td>0.8</td> </tr> <tr> <td>2021</td> <td>0.78</td> <td>0.78</td> </tr> </tbody> </table>	Year	National	LYPFT	2018	1.15	0.88	2019	1.15	0.85	2020	1.05	0.8	2021	0.78	0.78	<p>White staff are less likely to access non-mandatory training and continuing professional development than BAME colleagues. Data for 2020/21 identified that recorded uptake for BAME staff was 60% compared to our white workforce at 40%.</p>
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WRES Indicator	Summary Data	2021 Key Findings																																			
<div>5</div> <div>Percentage of staff experiencing harassment, bullying/abuse from patients, relatives/public</div> <div></div>	<div></div> <table><thead><tr><th></th><th>2017</th><th>2018</th><th>2019</th><th>2020</th></tr></thead><tbody><tr><td>White: Your org</td><td>28.9%</td><td>29.5%</td><td>27.6%</td><td>25.2%</td></tr><tr><td>BME: Your org</td><td>36.0%</td><td>36.9%</td><td>35.0%</td><td>31.5%</td></tr><tr><td>White: Average</td><td>28.1%</td><td>27.8%</td><td>27.6%</td><td>25.4%</td></tr><tr><td>BME: Average</td><td>33.4%</td><td>33.3%</td><td>35.5%</td><td>32.1%</td></tr><tr><td>White: Responses</td><td>1,136</td><td>1,190</td><td>1,173</td><td>1,089</td></tr><tr><td>BME: Responses</td><td>172</td><td>168</td><td>183</td><td>178</td></tr></tbody></table> <div>Average calculated as the median for the benchmark group</div>		2017	2018	2019	2020	White: Your org	28.9%	29.5%	27.6%	25.2%	BME: Your org	36.0%	36.9%	35.0%	31.5%	White: Average	28.1%	27.8%	27.6%	25.4%	BME: Average	33.4%	33.3%	35.5%	32.1%	White: Responses	1,136	1,190	1,173	1,089	BME: Responses	172	168	183	178	<div>Staff survey results show a decrease in BAME staff experiencing harassment bullying/abuse from patients, relatives/public (31.5%) compared to 35% last year). However, BAME staff are still more likely to experience harassment, bullying/abuse from patients, relatives/public than white staff (25.4%).</div>
	2017	2018	2019	2020																																	
White: Your org	28.9%	29.5%	27.6%	25.2%																																	
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	2017	2018	2019	2020																																	
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<p>7 Percentage of staff believing Trust provides equal opportunities for career progression or promotion</p> 	<div><p>Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion</p><table><tr><td></td><td>2017</td><td>2018</td><td>2019</td><td>2020</td></tr><tr><td>White: Your org</td><td>87.7%</td><td>87.8%</td><td>87.3%</td><td>89.4%</td></tr><tr><td>BME: Your org</td><td>81.3%</td><td>71.9%</td><td>75.5%</td><td>71.4%</td></tr><tr><td>White: Average</td><td>87.4%</td><td>86.9%</td><td>87.1%</td><td>89.2%</td></tr><tr><td>BME: Average</td><td>76.6%</td><td>72.4%</td><td>72.4%</td><td>72.7%</td></tr><tr><td>White: Responses</td><td>780</td><td>827</td><td>834</td><td>748</td></tr><tr><td>BME: Responses</td><td>107</td><td>96</td><td>106</td><td>105</td></tr></table><p>Average calculated as the median for the benchmark group</p></div>		2017	2018	2019	2020	White: Your org	87.7%	87.8%	87.3%	89.4%	BME: Your org	81.3%	71.9%	75.5%	71.4%	White: Average	87.4%	86.9%	87.1%	89.2%	BME: Average	76.6%	72.4%	72.4%	72.7%	White: Responses	780	827	834	748	BME: Responses	107	96	106	105	<p>There is a negative decrease in BAME staff (75.5% to 71.4%) believing the Trust provides equal opportunities for career progression/promotion. The gap in experience of white compared to BAME staff has widened to an 18% difference..</p>
	2017	2018	2019	2020																																	
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<p>8 Percentage of staff experiencing discrimination at work from their manager, team leader or other colleagues</p> 	<div><p>Percentage of staff experienced discrimination at work from manager / team leader or other colleagues in last 12 months</p><table><tr><td></td><td>2017</td><td>2018</td><td>2019</td><td>2020</td></tr><tr><td>White: Your org</td><td>6.1%</td><td>4.7%</td><td>4.9%</td><td>4.9%</td></tr><tr><td>BME: Your org</td><td>8.2%</td><td>9.3%</td><td>11.6%</td><td>14.1%</td></tr><tr><td>White: Average</td><td>6.1%</td><td>5.9%</td><td>5.8%</td><td>5.6%</td></tr><tr><td>BME: Average</td><td>13.0%</td><td>13.6%</td><td>13.4%</td><td>15.1%</td></tr><tr><td>White: Responses</td><td>1,126</td><td>1,174</td><td>1,169</td><td>1,092</td></tr><tr><td>BME: Responses</td><td>170</td><td>162</td><td>181</td><td>177</td></tr></table><p>Average calculated as the median for the benchmark group</p></div>		2017	2018	2019	2020	White: Your org	6.1%	4.7%	4.9%	4.9%	BME: Your org	8.2%	9.3%	11.6%	14.1%	White: Average	6.1%	5.9%	5.8%	5.6%	BME: Average	13.0%	13.6%	13.4%	15.1%	White: Responses	1,126	1,174	1,169	1,092	BME: Responses	170	162	181	177	<p>There is a negative increase in BAME staff (11.6% to 14.1%) experiencing discrimination at work along with a widening in the gap in experience. However this is below the BAME national average at 15.1%</p>
	2017	2018	2019	2020																																	
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