



**Moorfields  
Eye Hospital**  
NHS Foundation Trust



# **Workforce race equality standards**

## **Workforce disability equality standards**

**Sandi Drewett**  
**Board of directors – 24 September 2020**



# WRES indicators

Indicator		London 2019	National 2019	Moorfields 2019	Moorfields 2020
1	Percentage of staff in AfC Bands 1-9 and Medical and dental subgroups				See excel spreadsheet
2	Relative likelihood of White applicants being appointed from shortlisting compared to that of BME applicants	1.6	1.46	1.3	1.26
3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process.	1.67	1.22	1.45	1.19
4	Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff	0.95	1.15	0.6	1.22
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	30% BME	29% BME	24.7 % BME *	28.3 % BME *



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## WRES indicators

Indicator		London 2019	National 2019	Moorfields 2019	Moorfields 2020
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	30% BME	28% BME	27.7 % BME	28.5 % BME
7	Percentage believing that trust provides equal opportunities for career progression or promotion.	68 % BME	72% BME	70.1 % BME	71.9 % BME
8	In the last 12 months have you personally experienced discrimination at work?	16% BME	15% BME	13.1 % BME	12.5 % BME
9	Percentage of BME Board membership	17.1%	7.4 %	10.5%	15%



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# WDES indicators

Indicator		London 2019	National 2019	Moorfields 2019	Moorfields 2020
1	Percentage of staff in Afc Bands 1-9 and Medical and dental subgroups	..n/a	3.6% of the non-clinical and 2.9% of the clinical workforce (excluding medical and dental staff) had declared a disability through the NHS Electronic Staff Record	2%	See excel spreadsheet
2	Relative likelihood of non-disabled applicants being appointed from shortlisting compared to that of disabled applicants	1.01	1.23	1.00	1.31
3	Indicator 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure	0.86	1.1	Statistically not able to determine	Statistically not able to determine
4a	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	42.8%	33.8%	29.3%	35.2%

## WDES indicators

Indicator		London 2019	National 2019	Moorfields 2019	Moorfields 2020
4	Percentage of staff experiencing harassment, bullying or abuse from manager in last 12 months.	31.1 %	19.8%	26.5%	26.1 %
4a	Percentage of staff experiencing harassment, bullying or abuse from colleagues in last 12 months	36.8%	26.8%	33.3%	33.6%
4b	Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work they, or a colleague reported it	47.73 %	47.8%	38.9%	56.7%

# WDES indicators

Indicator		London 2019	National 2019	Moorfields 2019	Moorfields 2020
	Percentage believing that trust provides equal opportunities for career progression or promotion.	65.6%	75.3%	72.1%	59.8%
6	Percentage of staff who have felt pressure to come to work, despite not feeling well enough to perform their duties	38.9 %	32%	32.6%	36.4 %
7	Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work	38.56%	37.2 %	45.5%	45.5%
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	67.28%	72.4%	66.7%	66.3%
9	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation	6.68	6.64	7.1	7.1
10	Board representation		2.1%	0	0

# London WRES strategy

London Workforce Race Equality Strategic Group established to develop thinking and co-design London Vision for Race equality has produced London Workforce race strategy to address the following London Challenges, which has c45% BME workforce in the NHS, include:

- NHS London WRES data was worse than any other region on 7 of the 9 indicators.
- BME staff are over-represented in AFC pay band 5 and significantly underrepresented above band 8A
- There are only 3 executive directors of nursing and 2 CEOs from a BME background in London
- Disproportionate mortality and morbidity of Covid-19 amongst BME staff
- Ensuring race equality remains a key priority
- Lack of leverage or sanctions for non-compliance
- Lack of trust and belief that the system will take race equality seriously
- White blindness

Strategy aims to set out clear direction to the system, and accountabilities and consequences for failure to address ongoing issues.