



Workforce Race Equality Standard

July 2023

Improving lives together

Workforce Race Equality Standard

This report provides an annual overview of Cygnet Health Care's performance against the Workforce Race Equality Standard (WRES). There is an ongoing inclusion action plan which accompanies this report for how Cygnet will progress this work over the period.

Cygnet Health Care

Name and title of the Board lead of the WRES

Jenny Gibson, Human Resources Director

Name and contact details of the lead manager compiling this report

Kristy Watters, Head of Employee Relations (kristywatters@cygnethealth.co.uk)

Name of the commissioners this report has been sent to

NHS England (NW) – Paula Grange

Name and contact details of coordinating commissioner this report has been sent to

n/a

Unique URL link on which this report and associated action plan will be found

<https://www.cygnethealth.co.uk/help/legal/>

This report has been signed off by on behalf of the Board on (name and date)

Jenny Gibson, Human Resources Director, 20 July 2023

Background

1. Background narrative

Any issues of completeness of data

We have been unable to answer 'WRES indicator 2 - Relative likelihood of staff being appointed from shortlisting across all posts' as our applicant tracking system, Harbour, cannot currently provide the data. It should be accessible by the end of 2023 however.

Any matters relating to the reliability of comparisons with previous year

We have reviewed and amended the ethnicities which are in the 'white' and 'ethnic minority' groupings. When comparing this year's data to the previous year we have amended last year's results as well to reflect the new groupings. Comparison should therefore not be made to the 2022 WRES report.

Are there any other factors or data which should be taken into consideration in assessing progress?

None.

2. Total numbers of employees

Employed within this organisation at the date of the report

8674

Proportion of ethnic minority (EM) employees employed within this organisation at the date of the report

25% (NB: from the Staff Survey it is 34% – see Ethnicity Data slide)

Background

3. Self-reporting

The proportion of total employees who have self-reported their ethnicity

62%

Are any steps planned during the current reporting period to improve the level of self-reporting by ethnicity?

We have had previous campaigns to encourage employees to complete their HR record. Due to staff turnover, this process needs ongoing focus.

3. Workforce data

What period does the organisation's workforce data relate to?

July 2022 to June 2023

Methodology

For each of the WRES indicators, the data has either been taken from Cygnet's HR system (myHub), from the Employee Relations log or from the results of the Staff Survey (2022 and 2023 for comparison). The information is then compared for employees of an Ethnic Minority and White background.

The Staff Survey ran between 6 March and 14 April 2023.

For the purposes of the WRES, the ethnicity groupings are as follows:

- 'White' employees include white British, white Irish, white Gypsy or Traveller and any other white background
- 'Ethnic minority' employees include all other ethnicities, excluding people who answered 'prefer not to say'

Staffing data **excludes** bank staff. This has been the case in previous years and ensures reporting is consistent.

Each slide indicates where the data has originated.

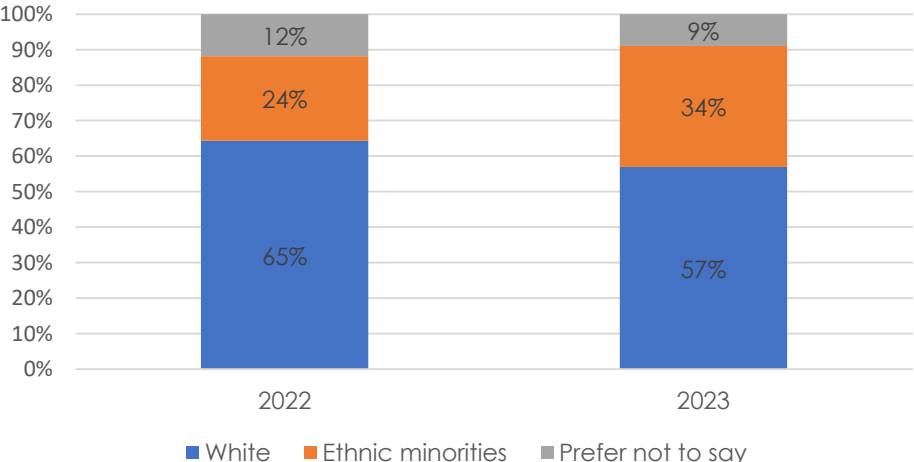
Ethnicity Data

Although we have reported our ethnicity data on the previous slides using Cygnet's HR system we also display below the Staff Survey ethnicity data (71% response rate) as it better reflects the true diversity of Cygnet's employees in comparison. In the HR system, 38% of people's ethnicity is 'unknown', compared to 9% in the 2023 Staff Survey who answered 'prefer not to say'.

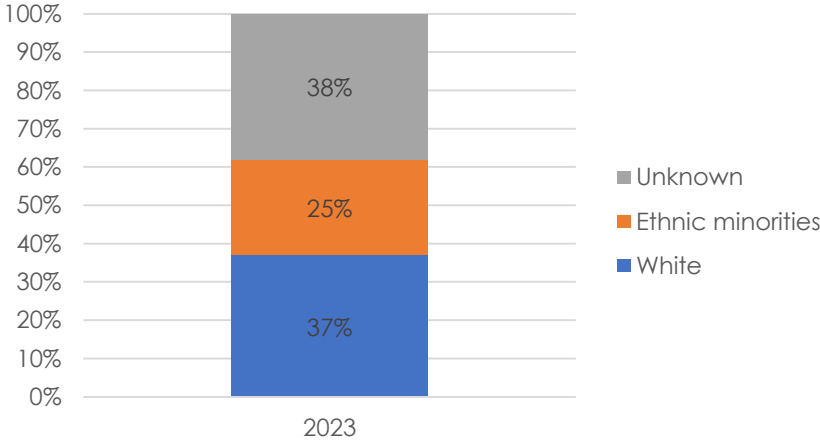
The survey tells us that 57% of our employees are **white** (a difference of 20% from the HR system). This is a **reduction of 8%** from the previous year's survey.

The survey data also tell us that 34% of our employees are from an **ethnic minority** background (a difference of 9% from the HR system) and that **Cygnet employ 10% more employees from an ethnic minority background than last year.** Cygnet are proud that we attract and retain a diverse workforce.

Ethnic Groups from Staff Survey



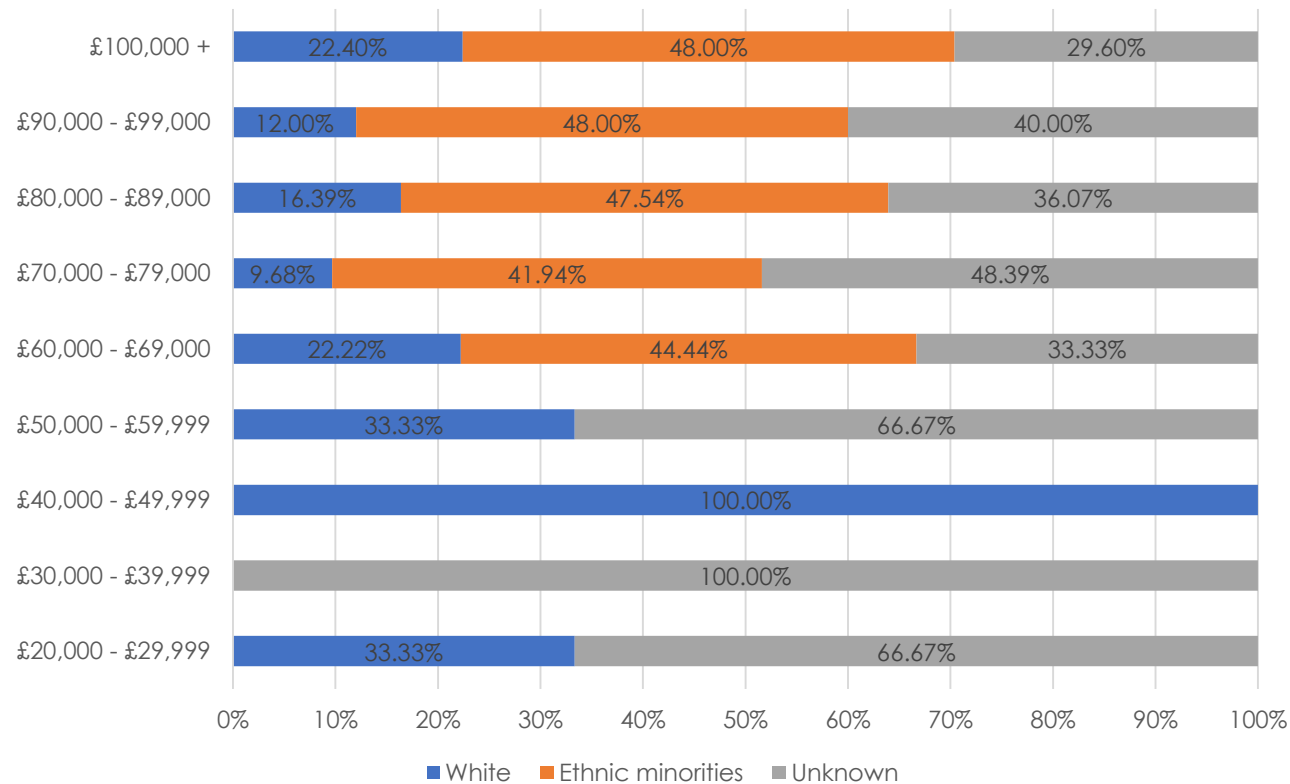
Ethnic Groups from HR System



WRES indicator 1

Percentage of staff in each salary range of £10k compared with the percentage of staff in the overall workforce

Percentage of employees in each salary range
Clinical (Medical)



The data reflects what we would expect to see for our medical employees.

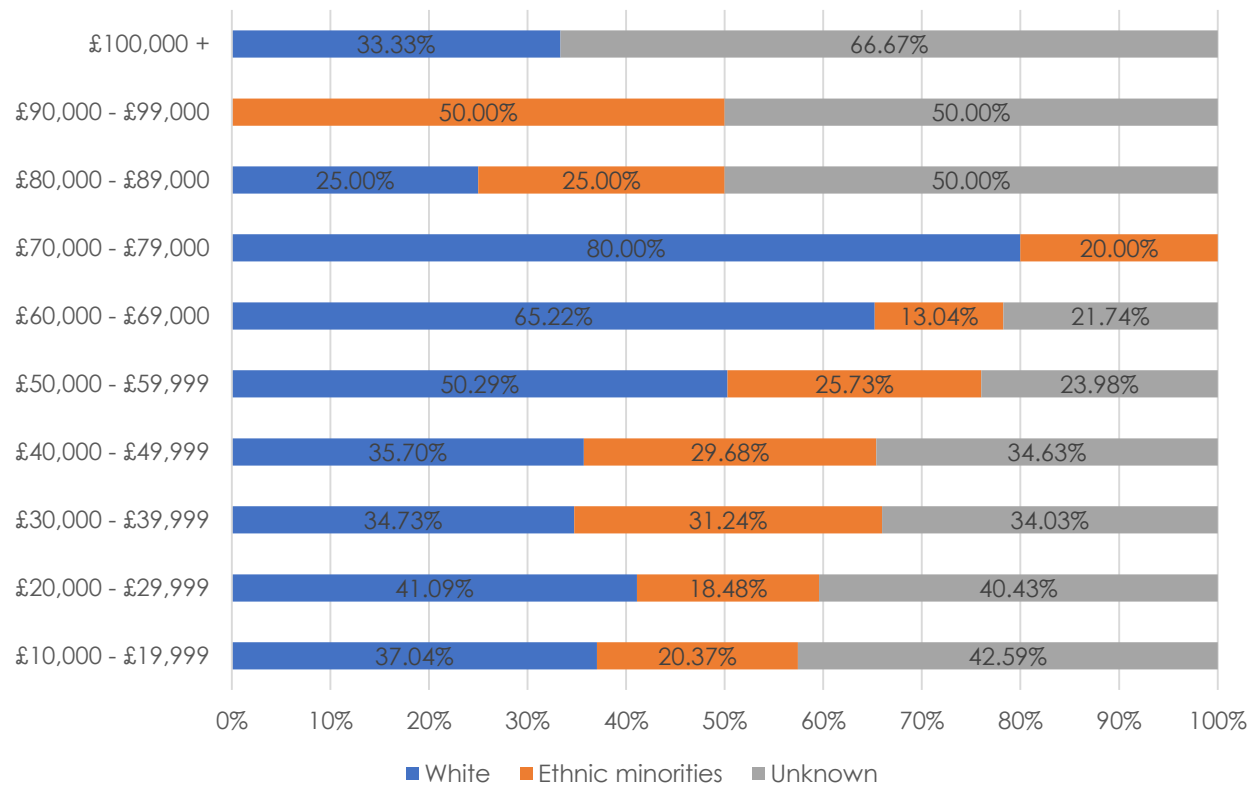
Our analysis is hindered by the high number of 'ethnicity unknowns' in the HR system and we must take action to improve this.

Note: **Clinical (Medical)** includes Doctors and Consultants. Pay data is taken from the HR system.

WRES indicator 1

Percentage of staff in each salary range of £10k compared with the percentage of staff in the overall workforce

Percentage of employees in each salary range
Clinical (Non-Medical)



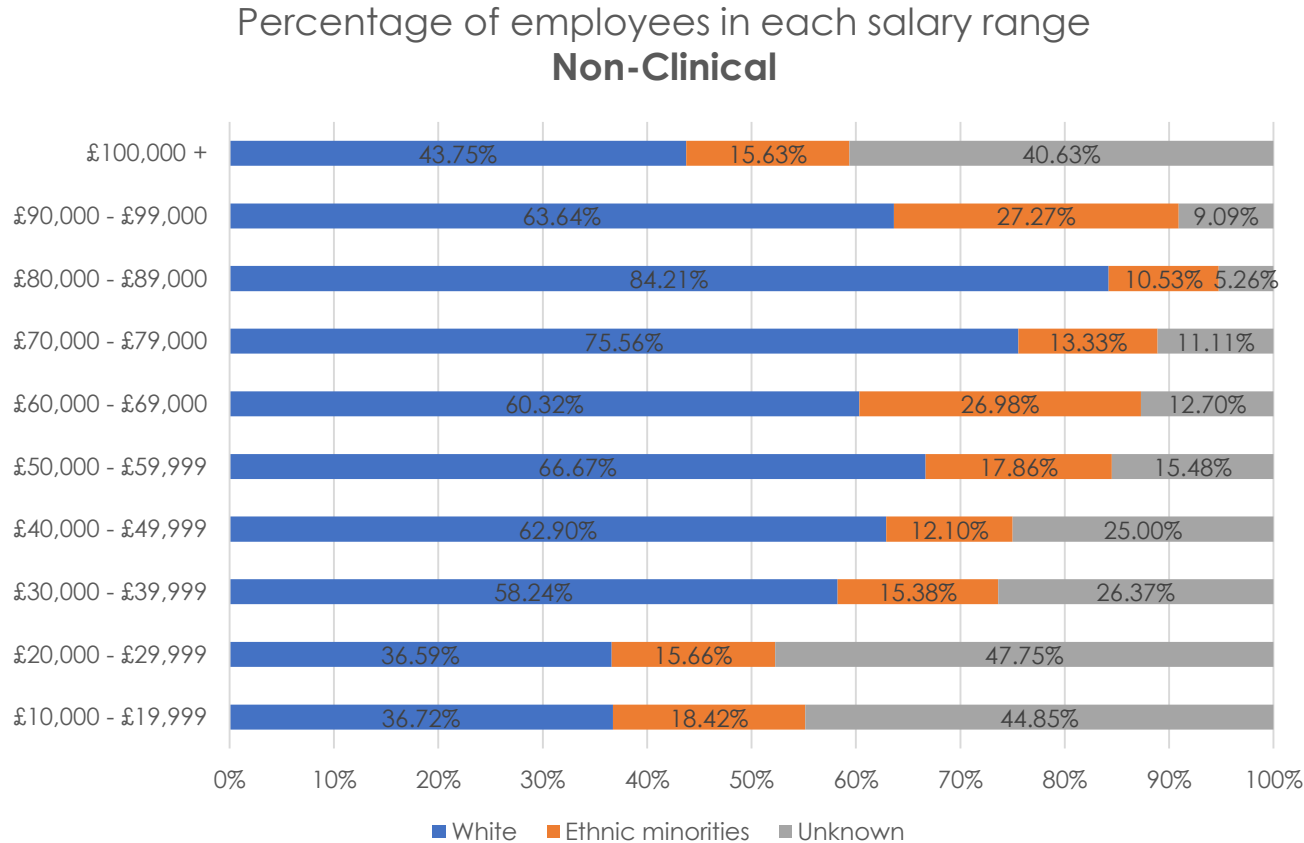
This set of data better reflects Cygnet's overall workforce and what we might expect to see for our clinical employees (nurses and therapists).

Again however, our analysis is hindered by the high number of 'ethnicity unknowns' and we must take action to improve this.

Note: **Clinical (Non-Medical)** includes Nurses and Therapists. Data is taken from the HR system.

WRES indicator 1

Percentage of staff in each salary range of £10k compared with the percentage of staff in the overall workforce

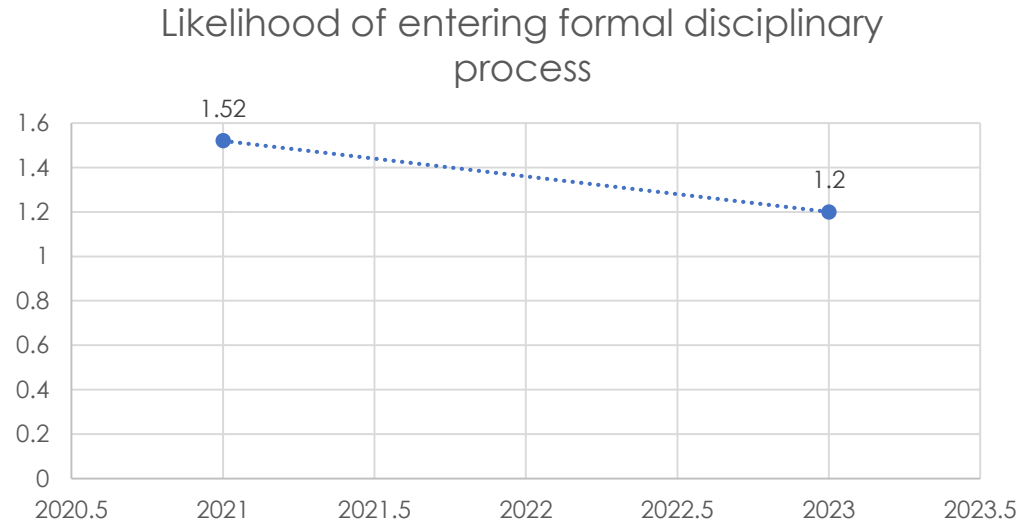


Again, our analysis is hindered by the high number of 'ethnicity unknowns' and we must take action to improve this.

Note: **Non-Clinical** includes all other roles. Data is taken from the HR system.

WRES indicator 3

Relative likelihood of staff entering the formal disciplinary process



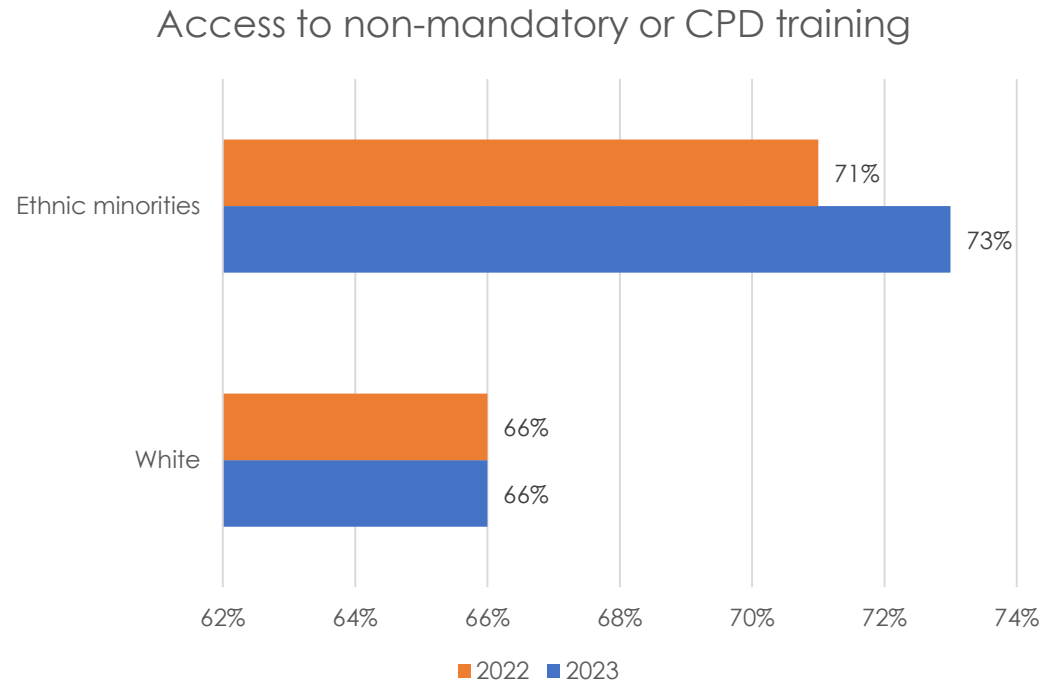
The relative likelihood of ethnic minority employees entering the formal disciplinary process compared to white employees is **1.2 times greater**.

It is reducing from previous years, but there is work and further analysis to be done.

Note: This indicator is measured by entry into a formal disciplinary investigation and is based on data from a two year rolling average of the current year and the previous year. The data is taken from the Employee Relations log and the HR system.

WRES indicator 4

Relative likelihood of staff accessing non-mandatory training and CPD



The data is taken from the Staff Survey question “In the last 12 months I have had access to non-mandatory training or continuing professional development (CPD) training”.

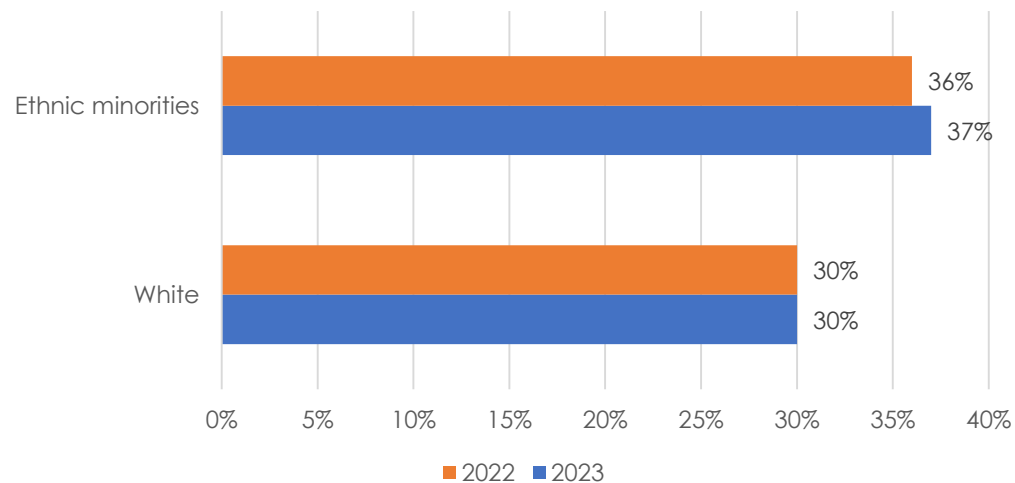
The data shows that across all employees who completed the survey, our ethnic minority background employees report **better access** than their white colleagues (7% difference), and this is improving for them.

Note: Data is taken from the Staff Survey rather than a HR system as not all training is captured in a system. Much ad-hoc training takes place at sites and is not logged. We have used the Staff Survey in previous WRES reports so the data is comparable. Percentages includes the answers ‘agree’ or ‘strongly agree’.

WRES indicator 5

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

Bullying, harassment and abuse at work from service users, their relatives or other members of the public



The data is taken from the Staff Survey question “*In the last 12 months, how many times have you personally experienced bullying, harassment and abuse at work (from service users, their relatives or other members of the public)*”.

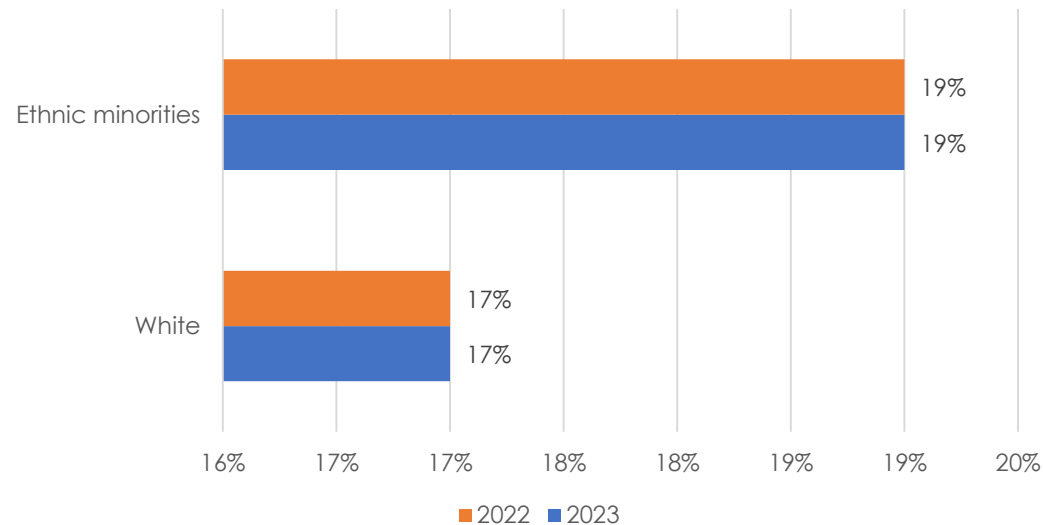
The data shows that our ethnic minority background employees experienced **7% more** harassment, bullying and abuse from patients, relatives or the public in the last 12 months than their white colleagues, and that this has slightly increased since the last survey.

Note: Data is taken from the Staff Survey. Percentages includes the answers ‘1-2, 3-5, 6-10, more than 10 times’.

WRES indicator 6

Percentage of staff experiencing harassment, bullying and abuse from staff in the last 12 months

Bullying, harassment and abuse at work from employees



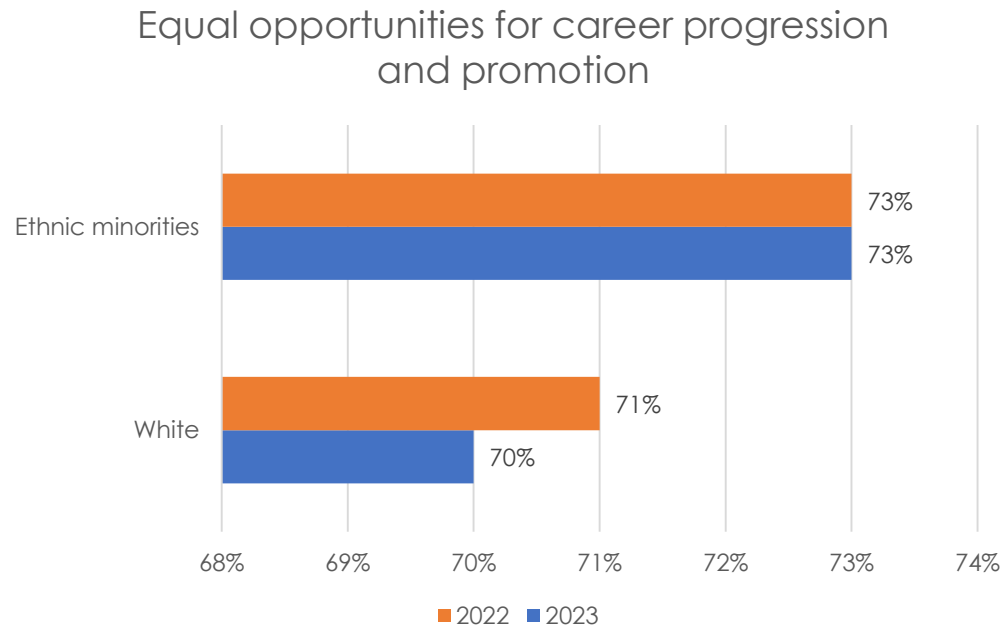
The data is taken from the Staff Survey question “*In the last 12 months, how many times have you personally experienced bullying, harassment and abuse at work (from colleagues)*”.

The data shows that our ethnic minority background employees are **2% more likely** to have experienced harassment, bullying and abuse from their colleagues than white employees. It is unchanged from last year.

Note: Data is taken from the Staff Survey. Percentages includes the answers ‘1-2, 3-5, 6-10, more than 10 times’.

WRES indicator 7

Percentage believing that the organisation provides equal opportunities for career progression or promotion



The data is taken from the Staff Survey question “*Cygnnet provides equal opportunities for career progression and promotion*”.

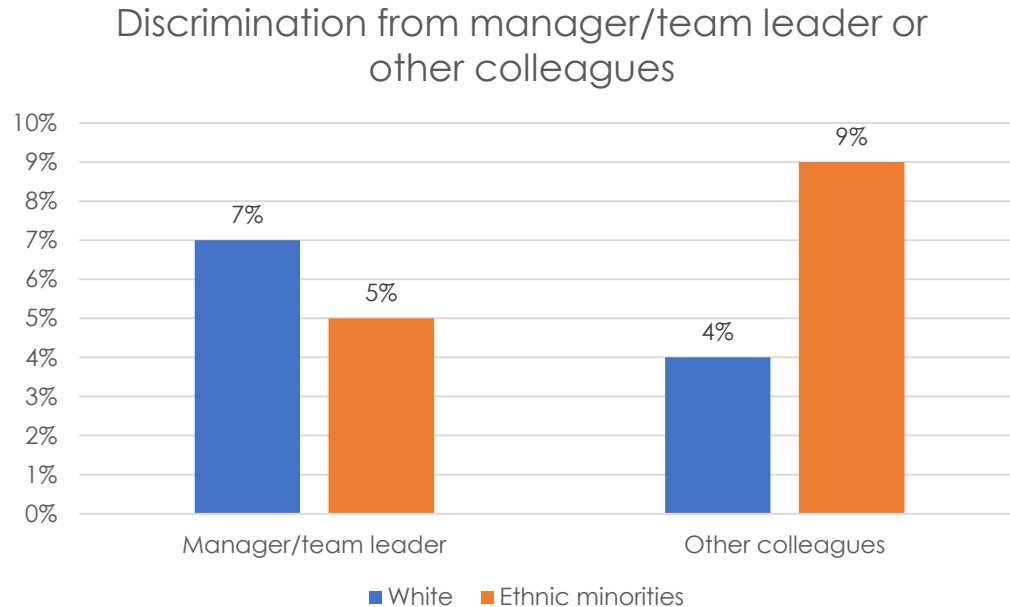
The data shows that our ethnic minority background employees are **3% more likely** to believe they are provided with equal opportunities for career progression or promotion than their white colleagues.

For white employees, their belief in equal opportunity has just slightly reduced.

Note: Data is taken from the Staff Survey. Percentages includes the answers ‘agree’ or ‘strongly agree’.

WRES indicator 8

In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues?



The data is taken from the Staff Survey question “In the last 12 months have you personally experienced discrimination at work”.

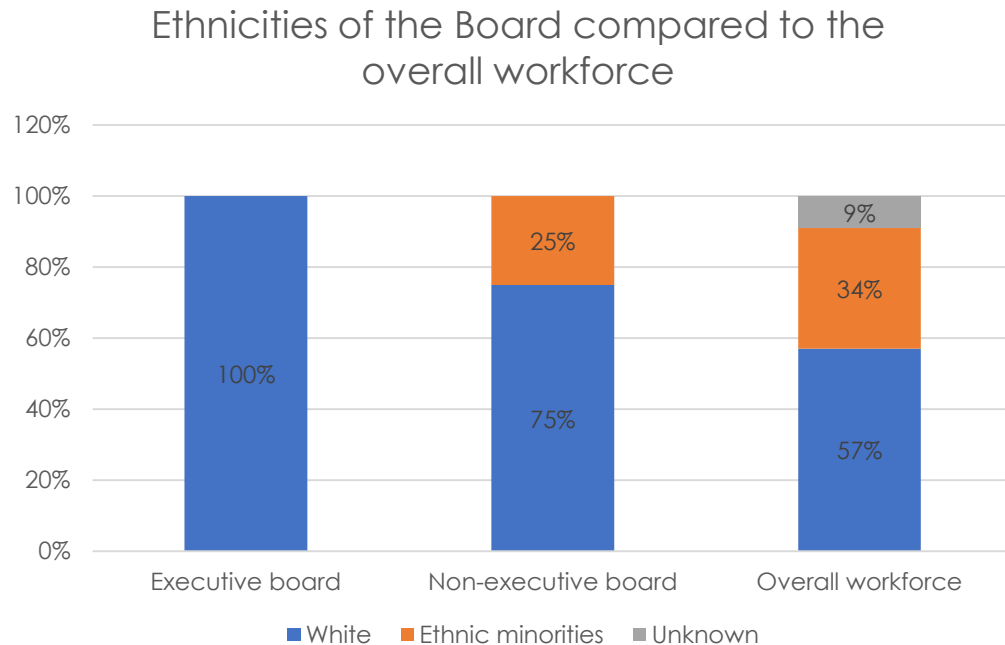
The data shows that white employees are more likely to experience discrimination from their manager/team leader than from their colleagues, and more so than their ethnic minority background colleagues experience (2% difference).

Conversely, our ethnic minority background employees are more likely to experience discrimination from their colleagues than from their manager/team leader, and more so than their white colleagues (5% difference). This has improved by 2% from last year for ethnic minority employees (previous response was 11%).

Note: Data is taken from the Staff Survey. Percentages include the answer ‘yes’.

WRES indicator 9

Percentage difference between the organisation's Board voting membership and its overall workforce



The data show that all of the Executive board and the majority of the Non-executive board are from a white background*.

This is out of balance with the diversity of the organisation as a whole. There is an ongoing action to address this.

Note: Data for the Executive and Non-executive board is taken from the HR system. Data for the overall workforce is taken from the Staff Survey as this better reflects the true diversity of Cygnet.

* Cygnet's most senior leader is from a white Romance ethnic background, considered by some to be a separate ethnic group to white European.