

British Pregnancy Advisory Service (BPAS) Workforce Race Equality Standards (WRES) Report

BPAS is the UK's leading abortion care charity - specialists in safe, confidential, high-quality abortion treatment for more than 50 years, in addition we provide contraception, STI testing and vasectomy services. 97% of the women we see have their abortion treatment paid for by the NHS (or other government departments). This report fulfils our obligation to the NHS bodies that commission our services under NHS Standard Contracts.

Context

The data included below is taken from application forms and staff surveys. The requirements to disclose information is voluntary including the option to decline (see Action Plan).

WRES Indicator 1

Staff Numbers as of 31st March 2020

	Number	Percentage
Contracted Staff	782	
Self-reporting as white	314	40%
Self-reporting as BAME	55	7%
Not known or not reported	413	53%

WRES Indicator 2

Relative likelihood of staff being appointed from shortlisting across all posts. 2,406 Applications

	Number		Percentage	
	White	BAME	White	BAME
Applied	1803	551	74.6%	22.8%
Number of Shortlisted applicants (compared to ethnicity applications)	603	151	33.4%	27.4%
Number appointed from shortlisting	481	12	8.00	7.9%
Relative likelihood of shortlisting/appointed	0.08	0.08		
Relative likelihood of white staff being appointed from shortlisting compared to BME candidates to be appointed from shortlisting	1			

Across all ethnic groups, the percentage of people moving from applicant to shortlist is relatively similar – ranging from 26.9% to 33.4%. When we track the ethnicity of shortlisted candidates who make it through to employee, the percentage is almost the same – 8% white and 7.9% BAME.

WRES Indicator 3

Relative likelihood of staff entering the formal disciplinary process, as measure by entry into a formal disciplinary investigation

	Number		
	White	BAME	Not known or not reported
Number of staff in workforce	314	55	327
Number of staff entering formal disciplinary process	3	1	0
Likelihood of white staff entering the formal disciplinary process	0.010		
Likelihood of BAME staff entering the formal disciplinary process		0.018	
Relative likelihood of BAME staff entering the formal disciplinary process compared to white staff	1.88 times greater		

WRES Indicator 4

Relative likelihood of staff accessing non-mandatory training and CPD

Our current Learning & Development data does not record training by ethnicity. See Action Plan

WRES Indicator 5 – 8 Most recent reporting records 55 staff member self-reporting as BAME so under current guidance we are not required to report under these WRES indicators. However, in order to better understand our workforce and any inequalities we hope that future internal data gathering improvements, wherein ethnicity will become better reported, will enable us to report against these indicators.

WRES Indicator 9

Percentage difference between (i) the organisation’s Board voting membership and its overall workforce and (ii) the organisation’s Board executive membership and its overall workforce.

Members of Executive Leadership Team determine regular service delivery and modifications by vote.

Changes to expenditure and substantive changes to service delivery models are voted on by the Board of Trustees

	Number			
Number of staff in workforce	782			
	White	BAME	Not known or not reported	Percentage difference between overall workforce and...
Self-reporting as	314	55	413	
Executive (ELT)	8	0	0	-8%
Board	9	1	0	+4.1%

ACTION PLAN

Objective 1					
Improve data capture					
	Lead	Action	Timescale	Outputs	Status
Quarter 2	HR	Monitor and chase returns of Personal Detail Forms	July – Sept 2020	Increase data holding	9% increase in staff declarations
Quarter 3	HR	Diversity and Equality data to be part of onboarding to increase data base	October ongoing	Increase data holding	HR System going live 27/11/2-
Quarter 4	HR	Access People HR module in place	Jan – March 2021	Improve data collection	
Objective 2					
Improve Data Reporting					
Quarter 1	Learning & Development (L&D)	During lock down L&D worked through all training logs to ensure central training register completes	April – June 2020	Data all in one place	Complete
Quarter 2	Learning & Development (L&D)	<i>Max Learning</i> the central system for L & D records to link	July - September	Complete data base for L & D activity. Allows for agile recording of training start, progress, and completion.	Complete

		to the new HR system		Increases access to online training videos. Will link to Access People to upload training history	
Quarter 3	Learning & Development (L&D) with HR	Develop standard categories or search criteria	October – December 2021	To enable training report by category e.g. ethnicity	MAX Learning will link to Access People to enable reporting
Quarter 4	HR	Recruitment element of Access People goes live	January 2021 onwards	Reduce paperwork Streamline systems Improve onboarding Improve reporting stats e.g ethnicity status of applicants/interview/offers	
Objective 3					
Analysis of Staff survey					
Quarter 1	HR	Temperature check	April 2020	Assess staff reaction to new model and more lone/home working	HO based teams happier than unit based client facing teams
Quarter 2	HR	Temperature check	July 2020	Assess staff mood as new model settles and the 'new normal' settles in	Increased satisfaction in those that replied but reduced response rate

Quarter 3	HR	Staff survey via Survey Monkey	Nov/Dec 2020	Conduct annual staff survey and assess against previous results	
Quarter 4	HR with ELT	Construct Action Plan	Jan 2021	Construct action plan based on staff survey results	
Objective 4					
Equality & Diversity in Service Change & Redesign					
Quarter 1	ELT with Operations/Business Development/HR/IG	Develop process and protocol to ensure QIA/EIA/PIAs are undertaken as a matter of course when systems are changed to a level that would impact on staff or clients	April - June	PIA already in place. Construct template for QIA and EIA	Draft copies tested
Quarter 2	ELT with Operations/Business Development/HR/IG	Develop process and protocol to ensure QIA/EIA/PIAs are undertaken as a matter of course when systems are changed to a level that would impact on staff or clients.	July - September	New policy ratified by Executive Leadership Team with responsibility, reporting structure and templates approved	First draft approved, some amendment to be made and to be ratified by ELT in October.

		Appoint a dedicated project manager to undertake a wholesale review of all HR policies and develop and implement a HR Policy creation and review framework.		Project Manager appointed and work commenced	
Quarter 3	Communications	Complete work on Accessible Information Standards Modern Slavery Statement on Website Register for Disability Confident Status	October - December	Bring together work to date in centralised policy and protocols for future communication and media	Modern Slavery Statement on Website Registered as Disability Confident (Level 2).
Quarter 4	HR	Start work in preparation for EDES2	January - March	Assess reporting requirements and system capability	Engage with CCG offers of support

1. WRES report to be update quarterly.
Lead Department Heads to monitor and update actions. Where this is ELT outstanding actions will be added to the ELT Action Log.

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2. WRES report to be ratified annually by a representative of the Board of Trustees, agreement noted in Board minutes and WRES uploaded to BPAS website.