

## Marie Stopes UK WRES Report 2018

### Introduction:

Marie Stopes UK is a provider of abortion and vasectomy care. We are a charity that has been helping women and men across the UK choose if and when they have children, for more than 40 years. We're proud to be one of the UK's largest providers of abortion services, but what really matters to us is the individual care and attention we give to every woman who comes to us.

### Background Narrative:

In regards to any issues of completeness of data, these have been listed throughout the document.

### Total Numbers of Staff:

As at 31<sup>st</sup> March 2018, 64 colleagues out of a total headcount of 348 colleagues are BME which is a percentage of 18%. This report concerns Marie Stopes UK only.

### Self-Reporting:

Out of 348 colleagues, 338 colleagues have self-reported their ethnicity, which equates to 97%. No steps have been taken to improve the level of self-reporting in the last year, however a new applicant tracker system was introduced at the end of October 2018, which will ask and capture ethnicity for any new starters joining the organisation.

### Workforce Data:

The data refers to the period of time 1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2018, there will be more colleagues than the total headcount as some colleagues have dual roles.

### Workforce Race Equality Indicators:

1. Percentage of colleagues in the agenda for change bands as a percentage of total colleagues is as detailed below:

<b>2018</b>	<b>AfC Band 1-7</b>	<b>AfC Band 8+</b>
<b>Clinical</b>	<b>White 80 = 24%</b> <b>BME 31 = 9%</b>	<b>White 13 = 4%</b> <b>BME 9 = 2%</b>
<b>Non-Clinical</b>	<b>White 161 = 48%</b> <b>BME 23 = 7%</b>	<b>White 20 = 6%</b> <b>BME 1 = &lt;1%</b>

The 2017 figures did not relate to the same metrics as 2018. The response in 2017 was:

- Posts in Marie Stopes' Senior Leadership Team have been identified as equivalent to NHS Bands 8, 9 and VSM. 2 out of these 9 posts (22.2%) are filled by a BME employee.
- One additional BME team member has been recruited to the senior leadership team since last year. This is an improvement from last years' figures.
- Last year's action was that 'The Senior Leadership Team will continue to support the commitment to have at least 1 BME applicant interviewed for any future post on the SMT' however, the current recruitment system capability cannot provide this information. This will however, be captured within the new recruitment system which is due to launch at the end of October 2018.
- Marie Stopes UK has initiated an Equality Strategy for both colleagues and clients. Whilst similar in their mission, the strategies are aimed at supporting all colleagues, clients and visitors to MSUK on the grounds of equal treatment and equal opportunities.

1. Relative likelihood of staff being appointed from shortlisting across all posts:
  - a. The decision has been made to move to a new system which will capture all applicants from all sources and will have standardised application forms for all candidates (direct and agency). This system will be implemented mid-2018 and will enable us to quickly and accurately report on workforce race and equality.
2. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year.
  - a. Previously we reported that in the 12 months to December 2017, seven disciplinary cases have been initiated. Six cases involved white British employees and 1 case involved a black or black British- African employee. However due to an almost full change in HR team, we can only report on the cases between June 2018 until October 2018, which are unfortunately outside of the data capture year. There have been 4 formal disciplinary hearings, 2 colleagues were BME and 2 colleagues were White.
3. During 2018, limited non-mandatory training for CPD was requested by staff. There are currently 2 colleagues who have received financial support for a CPD/professional qualification i.e two white females. During 2017, the focus for MSUK was on the achieve of mandatory training. All colleagues have access to our e-learning platform called iLearn which has over 100 non-mandatory training courses. In 2018, MSUK relaunched it's annual appraisal scheme which is now called HWAID (how well am I doing) which focuses on objectives as well as behaviour and values.
4. For the percentage of staff experiencing harassment, bullying or abuse from patients relatives or the public in the last 12 month. A Datix search from 1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2018, there were 93 incidents reported relating to violence and aggression or bullying and harassment. 33 of those specifically relate to protesters.
5. MSUK have an established process for staff to raise concerns on a confidential basis called Speak Up. Staff are able to directly contact MSUK's Speak Up Guardian (an SLT member of staff) whereby they receive the appropriate support, advice and guidance. Through this process 0 colleagues have been identified as experiencing harassment, bullying or abuse from staff during the reporting period. There have been no grievances upheld in relation to bullying, harassment or abuse from staff since June 2018.

6. We are unable to provide a percentage of colleagues who believe MSUK provides equal opportunities for career progression or promotion, however this will be added to the colleague's survey for 2019.
7. Please see indicator 8 for details regarding discrimination at work, any cases of discrimination are referred to the Grievance policy as per our Equality and Diversity Strategy.
8. There are currently no BME colleagues on MSUK's voting Board.

**WRES Action Plan:**

- We will be monitoring compliance in line with the Equality Diversity Strategy which includes ad hoc equality reports for starters, leavers ER cases and mandatory training compliance in addition to equality impact assessment monitoring and publishing the WRES/WDES report annually.
- Monitoring of recruitment equality diversity through the new applicant tracker system, this will increase our self-reporting and work force data
- Introduction of equality and diversity related questions in our employee engagement survey