

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, since 1976. 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 31st March 2019, Marie Stopes UK employed 583 colleagues consisting of permanent and sessional staff. Of these:

- 124 colleagues self-reported their ethnicity as BME, a percentage of 21% which is an increase compared to the 2018 figure of 18%.
- 436 colleagues had self-reported their ethnicity as White, a percentage of 75% compared to 79% in 2018.
- 22 colleague's ethnicity was not known or had not been reported, equating to 4%.
- The self-reporting percentage therefore equates to 96%. No steps have been taken to improve the level of self-reporting in the last year. However, as stated in our 2018 statement, a new applicant tracker system was introduced at the end of October 2018, which has enabled us firstly to ensure shortlisting takes place without the hiring manager being aware of the applicants ethnicity, and this also allows us to capture the ethnicity for any all starters joining the organisation and likelihood of being appointed from shortlisting.

Workforce Race Equality Indicators:
Indicator 1:

INDICATOR	DATA ITEM	MEASURE	31st MARCH 2018			31st MARCH 2019			
			WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL	
			Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	
		1a) Non Clinical workforce							
1	1	Support	Headcount	192	34	6	200	30	4
	2	Middle	Headcount	53	7	1	60	5	1
	3	Senior	Headcount	15	3	2	15	0	0
	4	VSM	Headcount	1	0	0	1	0	0
		1b) Clinical workforce of which Non Medical							
	15	Support	Headcount	30	10	0	26	8	0
	16	Middle	Headcount	125	75	14	133	77	14
	17	Senior	Headcount	4	0	2	1	4	3
	18	VSM	Headcount	0	0	0	0	0	0

An action from last years report 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'. For the time period March 2018 – March 2019, 1 Senior Leadership Team position was advertised – there were 2 candidates, 1 BME and 1 not disclosed, the BME candidate was successful.

Indicator 2:

2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants	Headcount	0	0	0	356	151	35
		35	Number appointed from shortlisting	Headcount	0	0	0	97	29	3
		36	Relative likelihood of shortlisting/appointed	Auto calculated				0.2724719101	0.1920529801	0.0857142857
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated				1.42		

As previously detailed, we are now able to report on the likelihood of staff being appointed from shortlisting across all areas, the relative likelihood of white staff being appointed from shortlisting compared to BME staff is 1.42%.

Indicator 3:

3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation Note: This indicator will be based on data from a two year rolling average of the current year and the previous year	38	Number of staff in workforce	Auto calculated	420	129	25	436	124	22
		39	Number of staff entering the formal disciplinary process	Headcount	2	2	0	20	1	0
		40	Likelihood of staff entering the formal disciplinary process	Auto calculated	0.0047619048	0.0155038760	0.0000000000	0.0458715596	0.0080645161	0.0000000000
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated		3.26			0.18	

The figures leading up to 31st March 2018 were difficult to establish, as explained in last years report, because there was a new HR team with few records being found for previous disciplinary cases. However, since then accurate records have been taken for the 31st March 2019 figures, and since May 2019 we also now have an online employee relations tracker which will be able to publish data from by the next data set.

Indicator 4:

4	Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce (White)	Auto calculated	420	129	25	436	124	22
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount	161	41	7	232	66	12
		44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.3833333333	0.3178294574	0.2800000000	0.5321100917	0.5322580645	0.5454545455
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	1.21			1.00		

In the year leading up to 31st March 2018, 209 colleagues accessed CPD training, this figure has increased due to our online learning management system 'iLearn' being able to capture additional courses that have been undertaken. Of all white colleagues, 38% of white colleagues compared to 32% of BME colleagues accessed the additional training, this platform is available to all colleagues.

Similarly, leading up 31st March 2019, 310 colleagues accessed CPD training, equating to 53% of white and BME colleagues, a significant increase on the year prior again being linked to the 'iLearn' functionality.

Indicator 5: The percentage of staff experiencing harassment, bullying or abuse from patients' relatives or the public in the last 12 months:

Firstly, our Datix data does not differentiate by ethnicity, we are working with our governance team to see if this will be possible to report on in future. A Datix search from 1st April 2017 to 31st March 2018, there were 93 incidents reported relating to violence and aggression or bullying and harassment. 33 of those specifically relate to protesters.

26 incidents have been reported between 31st March 2018 and 31st March 2019, 2 specifically relating to protesters.

Indicator 6:

6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	47	% of staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	0.00%	1.25%	0.00%	0.00%
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Our Datix data does not differentiate by ethnicity, for our 2018 figures there were no formal concerns raised or through speaking up. For 2019, 2 incidents have been reported and 2 further through the formal process.

Indicator 7:

7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	48	% staff believing that trust provides equal opportunities for career progression or promotion	Percentage	0.00%	0.00%	0.00%	0.00%	0.00%
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For 2018 we did not include this information in our annual survey, however this was added in for the 2019 data set. Data captured from 32 people gave a score of 3.2/5 believing Marie Stopes has fair progression. This is not split by ethnicity because the data is anonymous to encourage validity.

Indicator 8:

8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	49	% staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	0.00%	0.00%
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No formal cases reported, our employee engagement survey reports a 4.2 out of 5 rating for the indicator 'my manager treats me with respect' for the indicator 'people are treated respectfully regardless of their ethnic diversity scored 4.4 out of 5.

Below is an extract from over the last 6 months since our employee engagement data has been launched. This particular indicator is in relation to culture and diversity.

KEY DRIVER				AVERAGE SCORE				
Culture & Diversity				3.8 / 5				
QUESTION	RESPONSES	SKIPS	AVERAGE SCORE	1	2	3	4	5
I can see myself working at Marie Stopes UK one year from now	52	0	3.8	■	■	■	■	■
At Marie Stopes UK, people are treated respectfully, regardless of their ethnic diversity	48	1	4.4	■	■	■	■	■
Marie Stopes UK work to attract, develop, and retain people with diverse backgrounds	48	2	3.1	■	■	■	■	■
Marie Stopes UK have a good reputation as an employer and I would recommend their services	48	1	3.5	■	■	■	■	■
Marie Stopes UK are making a positive impact on society as a whole	47	0	4.1	■	■	■	■	■

Indicator 9:

INDICATOR	DATA ITEM	MEASURE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL	
9 Percentage difference between the organisations' Board voting membership and its overall workforce Note: Only voting members of the Board should be included when considering this indicator		1a) Non Clinical workforce	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	
	50	Total Board members	Headcount	0	0	9	0	0
	51	of which: Voting Board members	Headcount	0	0	9	0	0
	52	: Non Voting Board members	Auto calculated	0	0	0	0	0
	53	Total Board members	Auto calculated	0	0	9	0	0
	54	of which: Exec Board members	Headcount	1	0	4	1	0
	55	: Non Executive Board members	Auto calculated	-1	0	5	-1	0
	56	Number of staff in overall workforce	Auto calculated	129	25	436	124	22
	57	Total Board members - % by Ethnicity	Auto calculated	0.0%	0.0%	100.0%	0.0%	0.0%
	58	Voting Board Member - % by Ethnicity	Auto calculated	0.0%	0.0%	100.0%	0.0%	0.0%
	59	Non Voting Board Member - % by Ethnicity	Auto calculated					
	60	Executive Board Member - % by Ethnicity	Auto calculated	14.3%	0.0%	80.0%	20.0%	0.0%
	61	Non Executive Board Member - % by Ethnicity	Auto calculated	-50.0%	0.0%	125.0%	-25.0%	0.0%
	62	Overall workforce - % by Ethnicity	Auto calculated	22.5%	4.4%	74.9%	21.3%	3.8%
63	Difference (Total Board -Overall workforce)	Auto calculated	-22.5%	-4.4%	25.1%	-21.3%	-3.8%	

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