



**Mind in the City, Hackney and
Waltham Forest
Workforce Race Equality Standards
Report 2018-2019**

Who we are

Mind in the City, Hackney and Waltham Forest (Mind CHWF) is driven by the needs of people experiencing mental distress.

Part of the community since 1981, we aim to empower people with experience of mental ill health through the delivery of innovative, collaborative services to support people's mental and physical wellbeing, resilience and recovery in the boroughs we serve.

While affiliated with National Mind, we are an independent charity responsible for raising our own funds to support vulnerable people in our local areas.

Our Vision

We won't give up until everyone experiencing a mental health problem gets both support and respect.

Our aim for the report

Two of the boroughs that we represent are some of the most diverse in London, so we want to make sure that our staff represent the rich diversity of our clients. The WRES Report provides an opportunity to review the ethnic diversity of our organisation and identify areas of improvement. We understand that we still have a lot of work to do, so this report is a great way for us to develop an action plan with the intention of improving opportunities for the BME community within our organisation.

There are nine WRES indicators. As an independent sector provider with less than 100 BME staff, Mind CHWF is required to assess its performance against five indicators.

Methods of data collection

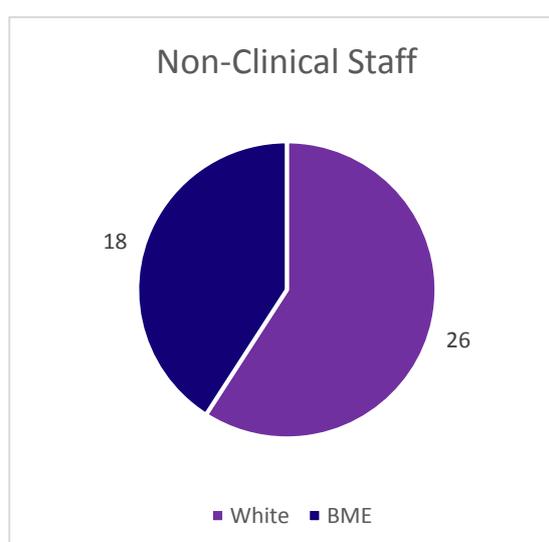
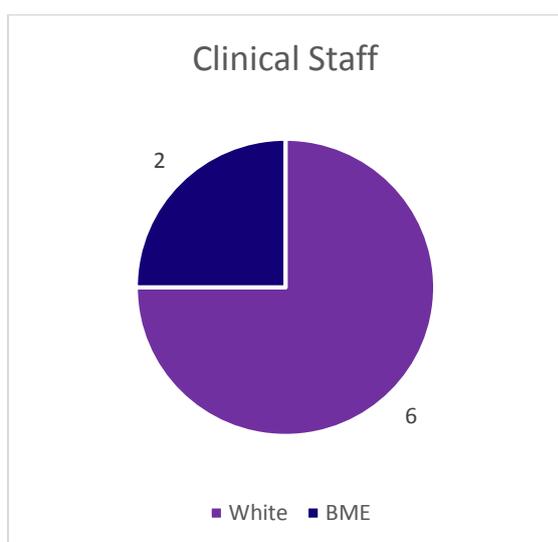
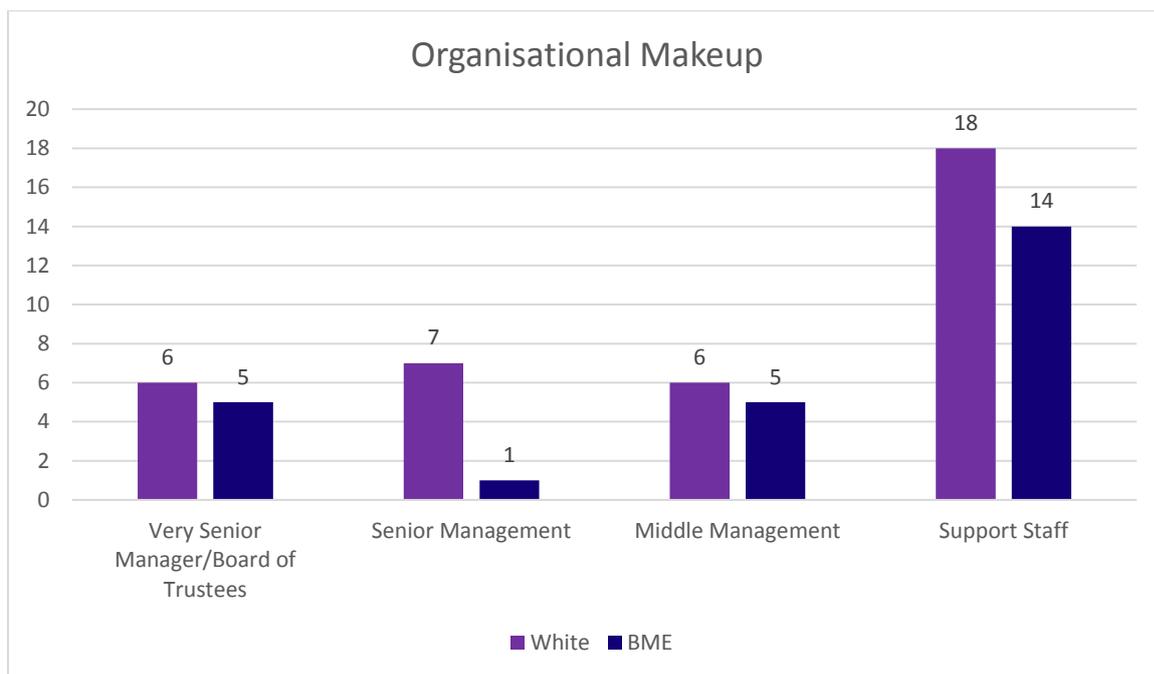
This report covers the period from 1st April 2018 to 31 March 2019. For the purpose of this report, the data has been collected through the following methods:

- Equal opportunities forms filled out at both the recruitment stage and by new starters
- Up-to-date data audit forms completed by staff and Trustees
- Training logs submitted on our HRIS

WRES Indicator 1

The first indicator requires organisations to compare the percentage of staff, including the Board of Trustees, for each category for white and BME staff.

	White	BME
Very Senior Manager/Board of Trustees	55%	45%
Senior Management	88%	12%
Middle Management	55%	45%
Support Staff	56%	44%



The above graphs show that 25% of our Clinical Staff and 41% of our Non-Clinical Staff are of BME origin. Therefore, Mind CHWF's BME staff compounds 38% of the total workforce.

WRES Indicator 2

The second indicator requires organisations to show the likelihood of staff being appointed from shortlisting across all posts in relation to both external and internal posts.

We currently invite applicants to complete an Equal Opportunities Monitoring Form through our advertising channels, emphasising our policy on equal opportunities and our commitment to continue to be a Disability-Confident Employer (please see specific wording below).

Mind in the City, Hackney and Waltham Forest is committed to equality of opportunity for all staff, and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We are a disability confident employer. All applicants with a disability, who meet the minimum essential short-listing criteria are guaranteed an interview. If this applies to you, please email us the attached equal opportunities form to the HR Team.

To apply please send your CV, a supporting statement outlining how you meet the Person Specification and Equal Opportunities Monitoring Form to HR.team@mindchwf.org.uk

However, the completion rate of this form is less than 5% as received by our HR Team. As part of our proposed action plan, we are reflecting on ways in which we could improve the external collection of this data. Our records for internal recruitment are accurate as per the continuing monitoring and collection of ethnicity information, although there are risks of missing data due to the completion of the data audit form being optional; thus, some staff have chosen 'undisclosed' as their response.

We continue to monitor our recruitment process and actively seek ways to improve. This includes reviewing the wording of our Job Descriptions and Person Specification, where we advertise our jobs, and how long we advertise our jobs to ensure equal access for all.

Internal recruitment activity

From the 4 internal posts that were available throughout the year, one of them being a job shared by 4 post holders, 36% of those shortlisted were of BME origin and the remaining 64% were white. In relation to appointments, 50% of the appointed staff were from a BME origin and the other 50% of staff were white. This indicates that the relative likelihood of shortlisting appointed was 1 for BME staff and 0.5 for white staff.

The relative likelihood of white staff being appointed from shortlisting compared to BME staff is therefore 0.5 times less.

External recruitment activity

As per the described challenges regarding obtaining ethnicity information from external applicants, it is relevant to mention that 13 of the 20 posts that were advertised externally are held by current members of staff. Thus, even though missing data prevents us from being able to calculate the relative likelihood of white staff being appointed from shortlisting

compared to BME staff, it is possible for us to report that 53% of the appointed candidates are white staff whilst 47% of the appointed staff are of BME origin.

WRES Indicator 3

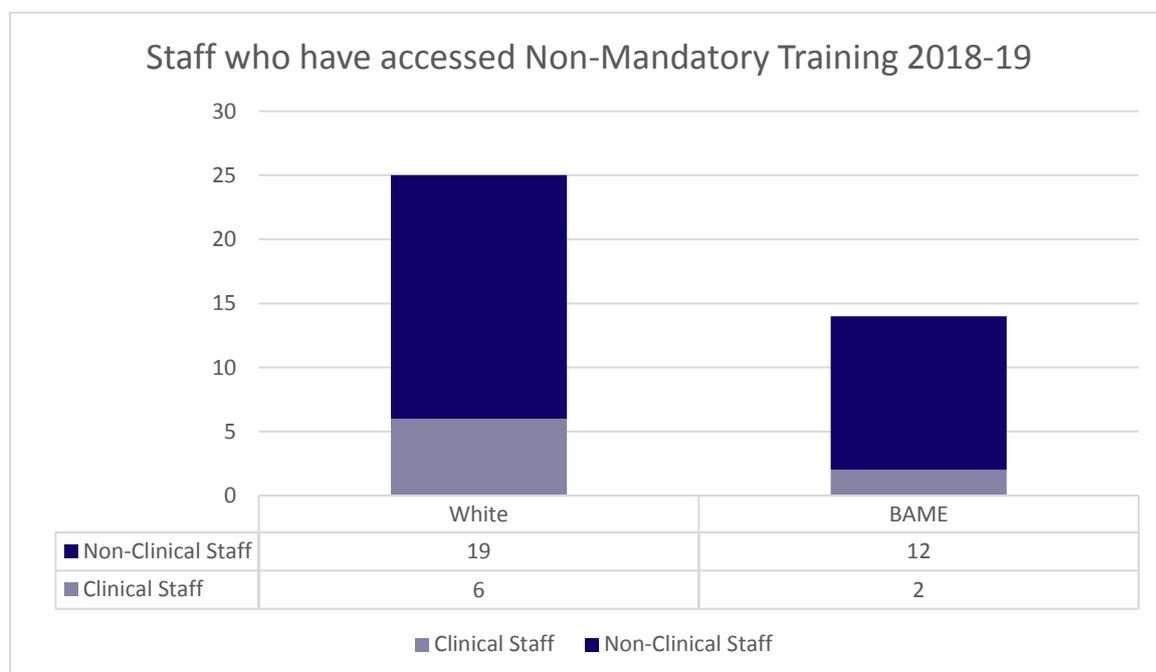
The third indicator requires organisations to report the likelihood of BME staff entering the formal disciplinary process compared to white staff over the last two years.

There have been no members of staff entering Mind CHWF’s formal disciplinary process in the last two years.

WRES Indicator 4

The fourth indicator requires organisations to report the likelihood of staff accessing non-mandatory training and CPD.

“Non-mandatory training and CPD” refers to any learning, education, training or staff development activity undertaken by staff members, the completion of which is neither a statutory requirement nor mandated by the organisation. Mind CHWF’s definition of “non-mandatory training and CPD” is wide and include access to acting up, shadowing, leading projects, bitesize learning sessions, secondments, coaching, mentoring, leadership development programmes, etc.

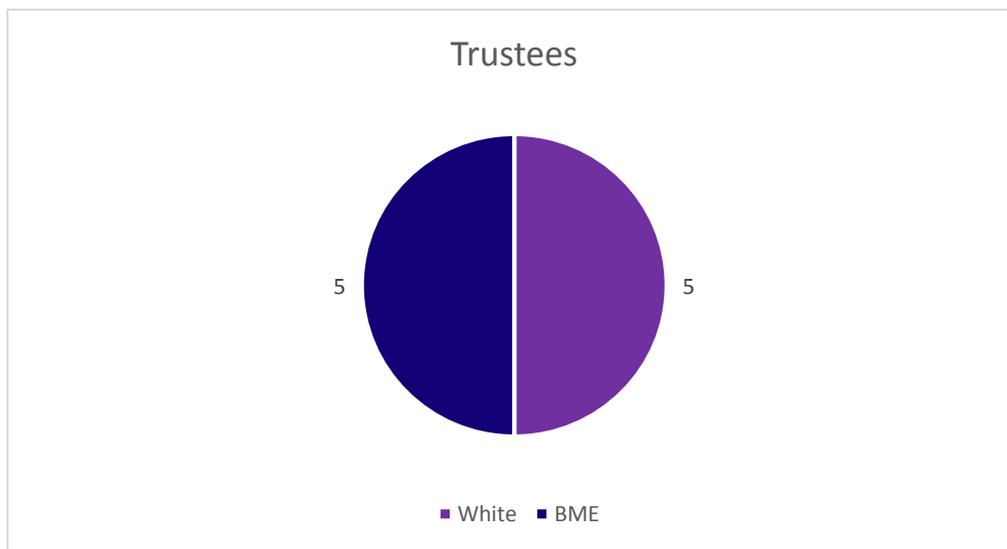


Data shows that 100% of Mind CHWF’s clinical staff have accessed mandatory training in comparison with 70% of non-clinical staff.

The likelihood of white staff accessing non-mandatory training and CPD is 0.78 whilst the likelihood of BME staff accessing this is 0.70. Therefore, the relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff is 1.11 times greater.

WRES Indicator 9

The ninth indicator is the Board representation indicator.



Mind CHWF's Board is a Board of Trustees, who have voting rights and are non-executive members. Mind CHWF's Board is composed of 10 Trustees, 5 of whom are of BME origin. Therefore, half of the Board of Trustees are of BME origin.

As Mind CHWF's BME staff compounds 38% of the total workforce, the percentage between Mind CHWF's Board of Trustees and its overall workforce is +12%.