



Spire Healthcare

Workforce Race Equality Standard (WRES) report

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Introduction

Name of organisation: Spire Healthcare Ltd.

Date of report: August 2023.

Name and title of Board lead for the Workforce Race Equality Standard: Rachel King, Group People Director.

Name and contact details of lead manager compiling this report: Sue Tracey, Colleague Relations Director.

Names of commissioners this report has been sent to: This Report will be sent to all commissioners with whom Spire Healthcare holds an NHS Contract

Name and contact details of co-ordinating commissioner this report has been sent to: This Report will be sent to all commissioners with whom Spire Healthcare holds an NHS Contract.

Unique URL link on which this report and associated Action Plan will be found: <https://www.spirehealthcare.com/how-to-book/nhs-patients/>

This report has been signed off by on behalf of the board by: Rachel King, Group People Director.

Background narrative

Any issues of completeness of data: Spire Healthcare is currently unable to capture data regarding colleagues who undertake non-mandatory training or CPD therefore it is not possible to report on this indicator. All other indicators are reported.

Any matters relating to reliability of comparisons with previous years: Data for 2023 will draw a comparison to the data that was submitted by Spire Healthcare in 2022. As stated in the 2022 report, submissions prior to 2022 contained several inaccuracies all of which are now remedied.

Workforce Composition

Total number of staff employed within this organisation at the date of the report: The total number of staff employed within this organisation as well as its subsidiaries at the date of this report is 15,279. This number includes 3,747 Bank workers, 151 other workers who do not have an assigned pay band, Spire Claremont and The Doctors Clinic Group.

The workforce composition is illustrated in the table on page 3.

Proportion of BAME staff employed within this organisation at the date of the report?

The proportion of BAME staff employed within Spire Healthcare including its wholly owned subsidiaries as at 31 March 2023 is 15%, which represents a marginal year on year increase.

The proportion of total staff who have self-reporting their ethnicity?

The proportion of total staff who have self-reported their ethnicity is 71.4% overall, which is a significant decrease from 87.03% reported in 2022. This is due to a number of factors but noticeably due to 49% of Spire Claremont colleagues and 60% of the Doctors Clinic Group colleagues who have chosen not to provide their ethnicity information.

Have any steps been taken in the last reporting period to improve the level of self-reporting by ethnicity?

Spire Healthcare has taken positive actions in this regard by amending its Oracle People system to accommodate all necessary diversity fields and to facilitate self-declaration through 'self-serve'. Self-reporting of ethnicity is now mandatory during the recruitment and on-boarding processes albeit, there is a field in the system that allows colleagues to choose not to disclose this information.

Spire Healthcare –Total Workforce Composition						
Spire Pay band	Headcount	Ethnicity			Role type	
		White	Bame	Not stated	Clinical	Non Clinical
1	8	5	2	1	2	6
2	37	31	2	4	1	36
3	102	85	2	15	26	76
4	264	206	24	34	87	177
5	837	583	144	110	680	157
6	3539	2227	763	549	3261	278
7	1195	967	81	147	169	1026
8	4916	3894	517	505	1472	3444
Bank workers	3747	2614	706	427	2584	1163
NED	10					
Other unassigned	151	98	26	27	151	0
Spire Claremont	292	126	24	142	169	123
Doctors Clinic Group	181	67	5	109	83	98
Total Workforce	15279	10903	2296	2070		

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

Additional efforts to promote the importance of colleagues declaring their ethnicity has been communicated to all colleagues.

What period does the organisational workforce data refer to?

The data shown in this report is 1st April 2022 to 31st March 2023



Workforce race equality indicators

Percentage of staff in each of the AfC Bands Groups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by Non-Clinical staff and Clinical staff.

Spire Healthcare does not utilise Agenda for Change (AfC) pay bandings. It has its own pay banding structure, which does not align to AfC.

Spire Healthcare uses Bands 1-8 plus Bank Workers who are not assigned to a specific pay band.

Spire Claremont and Doctors Clinic Group are acquisitions. Both are not yet fully integrated and neither has formal pay structures therefore it is not possible to report their pay band spread. The table below illustrates the current spread by pay band and ethnicity.

Spire Healthcare –Total Workforce Composition							
	Headcount		Ethnicity			Role type	
Spire Pay band	headcount by payband	% by payband	White	Bame	Not stated	Clinical	Non Clinical
1	8	0.05%	62.5%	25.0%	12.5%	25.0%	75.0%
2	37	0.24%	83.8%	5.4%	10.8%	2.7%	97.3%
3	102	0.67%	83.3%	2.0%	14.7%	25.5%	74.5%
4	264	1.73%	78.0%	9.1%	12.9%	33.0%	67.0%
5	837	5.48%	69.7%	17.2%	13.1%	81.2%	18.8%
6	3539	23.16%	62.9%	21.6%	15.5%	92.1%	7.9%
7	1195	7.82%	80.9%	6.8%	12.3%	14.1%	85.9%
8	4916	32.17%	79.2%	10.5%	10.3%	29.9%	70.1%
Bank workers	3747	N/A	69.8%	18.8%	11.4%	69.0%	31.0%
NED	10	N/A	Not Stated				
Other unassigned	151	N/A	64.9%	17.2%	17.9%	100%	0%
Spire Claremont	292	N/A	43.2%	8.2%	48.6%	58%	42%
Doctors Clinic Group	181	N/A	37.0%	2.8%	60.2%	46%	54%

Relative likelihood of staff being appointed from shortlisting across all posts

As illustrated in the below table, the number of BAME applicants during the reporting period compared to 2022 has increased by 34%, which indicates that Spire Healthcare has an attractive company employer proposition. However, the number of BAME applicants who were progressed to shortlisting decreased YOY by 3%.

The number of offers made to BAME applicants has also decreased by 1.4%. Due to improved reporting the data table now illustrates the number of candidates who have chosen not to declare their ethnicity, which represents 12.2% of all applicants.

Recruitment conversion rate				
Total apps all groups	Ethnicity	Apps by ethnicity	Shortlisted	Offered
41,064	Bame	13,012	1,254	777
	Non Bame	28,052	4,841	3,164
	Bame	31.7%	9.6%	6.0%
	Non Bame	68.3%	17.3%	11.3%

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

There were 42 colleagues who went through a formal disciplinary process during the reporting period if 01 April 2022 to 31 March 2023, which is a 50% decrease from the previous year. This comprised of 7 BAME colleagues (16.7%), 31 Non-BAME Colleagues (73.8%). There were a further 4 colleagues whose ethnicity is not stated (9.5%). N.B. Disciplinary data for The Doctors Clinic Group is not available.

Relative likelihood of staff accessing non-mandatory training and CPD

Spire Healthcare is currently unable to capture data regarding colleagues who undertake non-mandatory training or CPD therefore it is not possible to report on this indicator.

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

The data shown in the table below provides a more sophisticated breakdown than that shown in the 2022 submission. Using a direct comparison between the data for 2022 and 2023, 16% of Spire colleagues who are White and BAME say they have experienced harassment, bullying or abuse from patients, relatives or the public in last 12 months. This is an increase from the 7% (White) and 6% (BAME) shown in the 2022 submission. Spire has a large constituent of FTSU Guardians who are accessible across hospitals and central functions. 90% of all Spire colleagues know who their Guardian is and they know how to raise a concern.

	White	BAME
Never	81%	80%
1-2 times	11%	12%
3-5 times	3%	3%
6-10 times	1%	0%
More than 10 times	1%	1%
Didn't answer	2%	4%

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months

The data shown in the table below provides a more sophisticated breakdown than that shown in the 2022 submission. Using a direct comparison between the data for 2022 and 2023, a total of 15% of Spire colleagues who are White and 19% of BAME colleagues have experienced harassment, bullying or abuse from other colleagues in last 12 months. This is a significant increase from the 7% (White) and 9% (BAME) shown in the 2022 submission. Spire has a large constituent of FTSU Guardians who are accessible across hospitals and central functions. 90% of all Spire colleagues know who their Guardian is and they know how to raise a concern.

	White	BAME
Never	81%	73%
1-2 times	11%	14%
3-5 times	2%	3%
6-10 times	1%	1%
More than 10 times	1%	1%
Didn't answer	5%	8%

Percentage believing that Spire Healthcare provides equal opportunities for career progression or promotion

The data shown in the table below provides more detail than the data submitted in 2022 and now includes 'Don't know' and 'didn't' answer therefore a direct comparison is not possible. However, the data illustrates that more BAME colleagues appear to be less inclined to believe that Spire Healthcare offers equal opportunity.

	White	BAME
Yes	70%	61%
No	6%	11%
Don't know	23%	26%
Didn't answer	1%	2%

In the last 12 months have you personally experienced discrimination at work?

This data shows that in 2023, 3% more BAME colleagues believe they have experienced discrimination at work

	White	BAME
Yes	4%	10%
No	94%	86%
Didn't answer	2%	4%

Percentage difference between the organisations' Board voting membership and its overall workforce.

There are 8 members of the Executive Committee, 5 are white, 2 are BAME and 1 member has chosen not to say. Additionally there are 10 Non-Executive Directors whose ethnicity is not currently recorded. BAME representation at ExCo level currently sits at 25% compared to 15.3% BAME representation of the entire Spire Healthcare Workforce.





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3 Dorset Rise

London

EC4Y 8EN

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