NHS England

Workforce Race Equality Standards annual collection

as at March-2017

Please Note:

The associated WRES Action Plan will be uploaded onto the intranet once it has been approved by the Trust Board

WRES Data

					31st MARCH 2017						31st MARCH 2018						
INDICATOR		DATA ITEM		MEASURE	WHITE		BME		ETHNICITY UNKNOWN/NULL		WHITE		BME		ETHNICITY UNKNOWN/NULL		Notes
			1a) Non Clinical workforce		Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	
1	Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce	1	Under Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
		2	Band 1	Headcount	114	114	41	41	0	0	110	110	38	38	2	2	
		3	Band 2	Headcount	122	122	8	8	0	0	128	128	9	9	0	0	
		4	Band 3	Headcount	236	236	10	10	0	0	229	229	13	13	6	6	
		5	Band 4	Headcount	81	81	5	5	0	0	92	92	4	4	1	1	
		6	Band 5	Headcount	64	64	1	1	0	0	64	64	1	1	1	1	
		7	Band 6	Headcount	46	46	2	2	0	0	44	44	2	2	1	1	
		8	Band 7	Headcount	26	26	1	1	0	0	33	33	1	1	1	1	
		9	Band 8A	Headcount	24	24	2	2	0	0	23	23	2	2	0	0	
		10	Band 8B	Headcount	24	24	0	0	0	0	20	20	0	0	0	0	
		11	Band 8C	Headcount	5	5	0	0	0	0	5	5	0	0	1	1	
		12	Band 8D	Headcount	1	1	0	0	0	0	4	4	0	0	0	0	
		13	Band 9	Headcount	4	4	0	0	0	0	4	4	0	0	0	0	
		14	VSM	Headcount	3	3	0	0	0	0	3	3	0	0	0	0	
			1b) Clinical workforce of which Non Medical														
		15	Under Band 1	Headcount	0	0	0	0	0	0	6	6	0	0	1	1	
		16	Band 1	Headcount	1	1	0	0	0	0	1	1	0	0	0	0	
		17	Band 2	Headcount	454	454	43	43	0	0	455	455	46	46	8	8	
		18	Band 3	Headcount	157	157	9	9	0	0	147	147	21	21	4	4	
		19	Band 4	Headcount	134	134	3	3	0	0	102	102	5	5	2	2	
		20	Band 5	Headcount	513	513	101	101	0	0	457	457	110	110	7	7	

		21	Band 6	Headcount	441	441	36	36	0	0	452	452	36	36	9	9	
		22	Band 7	Headcount	227	227	6	6	0	0	228	228	6	6	3	3	
		23	Band 8A	Headcount	48	48	1	1	0	0	48	48	1	1	2	2	
		24	Band 8B	Headcount	21	21	0	0	0	0	21	21	0	0	1	1	
		25	Band 8C	Headcount	6	6	0	0	0	0	7	7	0	0	0	0	
		26	Band 8D	Headcount	4	4	0	0	0	0	4	4	0	0	0	0	
		27	Band 9	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
		28	VSM	Headcount	2	2	0	0	0	0	2	2	0	0	0	0	
			Of which Medical & Dental														
		29	Consultants	Headcount	140	140	31	31	0	0	167	167	34	34	11	11	
		30	*of which Senior medical manager*	Headcount		0		0		0		0		0		0	
		31	Non-consultant career grade	Headcount	26	26	7	7	0	0	20	20	11	11	1	1	
		32	Trainee grades	Headcount	88	88	28	28	0	0	45	45	19	19	2	2	
		33	Other	Headcount	27	27	3	3	0	0	83	83	14	14	1	1	

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					Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	
2	**Relative likelihood of staff being appointed from shortlisting across all posts**	34	Number of shortlisted applicants	Headcount				0		0		2,606		641		53	Data between January & March may be inaccurate due to a transition between two systems.
		35	Number appointed from shortlisting	Headcount				0		0		443		62		3	
		26	Relative likelihood of shortlisting /appointed	Auto calculated		0.31112 43308		0.2004 608295				0.1699 923254		0.0967 238690		0.0566 037736	
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated		1.55						1.76					

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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							3004	3004	373	373	65	65	
		39	Number of staff entering the formal disciplinary process	Headcount								45		8		1	
		40	Likelihood of staff entering the formal disciplinary process	Auto calculated		0.00300 57109		0.0047 505938				0.0149 800266		0.0214 477212		0.0153 846154	
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated				1.58						1.43			

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					Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	
4	**Relative likelihood of staff accessing non-mandatory training and CPD**	42	Number of staff in workforce (White)	Auto calculated								3004		373		65	
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount								0		0		0	We plan to change from MLE to OLM which will link this information to ESR which will mean that we can capture this data in the future.
		44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated		-		-				0.0000000000		0.0000000000		0.0000000000	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated		-											

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					Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	
5	**KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months**	46	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	21.21%		19.74%				22.90%		20.93%				
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	22.51%		29.73%				21.17%		24.62%				
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	89.27%		71.93%				87.06%		72.04%				
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	5.08%		18.67%				6.34%		13.18%				

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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**	50	Total Board members	Headcount		13		0		0		14		0		1	
		51	*of which: Voting Board members*	Headcount		13		0		0		12		0		1	
		52	*: Non Voting Board members*	Auto calculated		0		0		0		2		0		0	
		53	Total Board members	Auto calculated		13		0		0		14		0		1	
		54	*of which: Exec Board members*	Headcount		6		0		0		8		0		0	
		55	*: Non Executive Board members*	Auto calculated		7		0		0		6		0		1	
		56	Number of staff in overall workforce	Auto calculated		3039		338		0		3004		373		65	
		57	Total Board members - % by Ethnicity	Auto calculated		100.0%		0.0%		0.0%		93.3%		0.0%		6.7%	
		58	Voting Board Member - % by Ethnicity	Auto calculated		100.0%		0.0%		0.0%		92.3%		0.0%		7.7%	
		59	Non Voting Board Member - % by Ethnicity	Auto calculated								100.0%		0.0%		0.0%	

		60	Executive Board Member - % by Ethnicity	Auto calculated		100.0%		0.0%		0.0%		100.0%		0.0%		0.0%	
		61	Non Executive Board Member - % by Ethnicity	Auto calculated		100.0%		0.0%		0.0%		85.7%		0.0%		14.3%	
		62	Overall workforce - % by Ethnicity	Auto calculated	0.00%	90.0%	0.00%	10.0%	0.00%	0.0%	0.00%	87.3%		10.8%		1.9%	
		63	Difference (Total Board - Overall workforce)	Auto calculated		10.0%		-10.0%		0.0%		6.1%		-10.8%		4.8%	