

Date: 22/05/2015

FREEDOM OF INFORMATION ACT 2000 - Ref: FOI/012186

With reference to your FOI request that was received in connection with 'Ethnic categories used in ESR', please see response below.

I am interested in broadly grouped data for "Black", "Asian" and "White" based on broad groupings of the categories used in the Electronic Staff Records (ESR). An example of how this can be done can be seen in this table from the HSCIC - <http://www.hscic.gov.uk/catalogue/PUB13951/nhs-work-stat-oct-2013-equal-div.xls>

Please also include figures for "Total Headcount" of staff and any other ethnic groups under "Other" for completeness.

Please can you provide the following data for the period 2010-2015 (or as far back as possible in the range) by these broad ethnic groups:

Data on the disciplinary process:

- Number and percentage of disciplinaries
- What are the main reasons for disciplinaries
- Outcomes of disciplinaries
- Number and percentages of dismissals

Data on staff accessing non mandatory training and Continuous Professional Development (CPD):

- Percentages and numbers days training received
- Broken down by categories of training received (if possible)
- Your Trust's staff survey data on bullying, harassment, career progression and overall discrimination

I would like to receive the information in excel format if possible.

Please find attached the E&D analysis for each financial year since 2010/11. The next E&D review is due to be published in June at the following link: <http://dudleygroup.nhs.uk/about-us/equality-and-diversity/>

For a copy of the E&D analysis please contact FOI@dgh.nhs.uk quoting reference number FOI/012186

Staff Survey information is published at the following link:

http://www.nhsstaffsurveys.com/Caches/Files/NHS_staff_survey_2014_RNA_full.pdf

Your request asks for :

Data on the disciplinary process:

- Number and percentage of disciplinaries
- What are the main reasons for disciplinaries
- Outcomes of disciplinaries
- Number and percentages of dismissals

This information is not held centrally however a process has been introduced which will allow us to capture this information from 01/04/15.

Data on staff accessing non mandatory training and Continuous Professional Development (CPD):

- Percentages and numbers days training received

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- Broken down by categories of training received (if possible)

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- Your Trust's staff survey data on bullying, harassment, career progression and overall discrimination – at above link