

Unify2 Upload Template

Workforce Race Equality Standards 2017/18 template

Organisation:

RNA

Dudley Group NHS FT

INDICATOR	DATA ITEM	MEASURE	31st MARCH 2016						31st MARCH 2017						Notes		
			WHITE		BME		ETHNICITY UNKNOWN/NULL		WHITE		BME		ETHNICITY UNKNOWN/NULL				
			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 AC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce	1a) Non Clinical workforce															
		1	Under Band 1	Headcount	0		0		0		0	15	4	0	17		
		2	Band 1	Headcount	0		0		0		0	0	0	0	0		
		3	Band 2	Headcount	163		8		35		166	237	9	16	49	60	
		4	Band 3	Headcount	114		9		20		114	114	11	11	30	30	
		5	Band 4	Headcount	185		12		30		190	191	16	17	42	46	
		6	Band 5	Headcount	44		8		7		44	44	7	7	10	9	
		7	Band 6	Headcount	22		3		3		25	30	4	3	7	6	
		8	Band 7	Headcount	25		6		8		25	21	3	3	9	11	
		9	Band 8A	Headcount	12		5		6		9	12	5	4	9	6	
		10	Band 8B	Headcount	13		0		4		19	14	0	1	7	4	
		11	Band 8C	Headcount	5		0		4		2	6	0	0	5	5	
		12	Band 8D	Headcount	3		0		0		3	2	0	0	0	1	
		13	Band 9	Headcount	4		0		0		6	6	0	0	0	0	
		14	VSM	Headcount	1		0		0		0	1	0	0	1	1	
		1b) Clinical workforce															
		Of which Non Medical															
		15	Under Band 1	Headcount	0		0		0		0	0	0	3	0	17	
		16	Band 1	Headcount	0		0		0		0	0	0	0	0	0	
		17	Band 2	Headcount	674		73		135		714	643	81	74	133	123	
		18	Band 3	Headcount	141		8		17		135	135	8	8	24	24	
		19	Band 4	Headcount	78		10		8		79	78	14	14	12	12	
		20	Band 5	Headcount	640		167		155		642	645	180	180	166	166	
		21	Band 6	Headcount	637		93		75		624	622	103	103	95	95	
		22	Band 7	Headcount	294		28		19		303	302	27	27	25	25	
		23	Band 8A	Headcount	56		7		6		55	57	7	7	6	6	
		24	Band 8B	Headcount	24		0		1		22	18	2	1	2	2	
		25	Band 8C	Headcount	4		0		1		4	5	0	0	1	1	
		26	Band 8D	Headcount	5		2		0		5	5	2	3	0	0	
		27	Band 9	Headcount	1		0		0		0	0	0	0	0	0	
		28	VSM	Headcount	1		0		0		1	1	0	0	0	0	
		Of which Medical & Dental															
		29	Consultants	Headcount	86		83		32		89	90	81	84	34	34	
30	of which Senior medical manager	Headcount							27	27	14	14	2	2			
31	Non-consultant career grade	Headcount	13		56		17		19	12	57	35	20	7			
32	Trainee grades	Headcount	79		119		17		62	81	88	133	7	26			
33	Other	Headcount	0		0		0		12	0	21	0	5	0			
2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants:														
		35	Number appointed from shortlisting:	Headcount							3363		1859		96		
		36	Relative likelihood of shortlisting/appointed:	Auto calculated							0.192093965		0.1425497579		0.1458333333		
3	Relative likelihood of White staff being appointed from shortlisting compared to BME staff: Note: This indicator will be based on data from a two year rolling average of the current year and the previous year	37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated						1.35							
		38	Number of staff in workforce:	Headcount							3414		738		739		
		39	Number of staff entering the formal disciplinary process:	Headcount							78		33		22		
40	Likelihood of staff entering the formal disciplinary process:	Auto calculated							0.0228471002		0.0447154472		0.0297699594				
41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated									1.96						

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			WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL			
4	Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce (White):	Headcount				3414	738	739	
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount				142	14	25	
		44	Likelihood of staff accessing non-mandatory training and CPD:	Auto calculated				0.0415934388	0.0189701897	0.0338294993	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff:	Auto calculated				2.19			
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	28.97%	22.45%		24.49%	27.35%		
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	21.11%	18.37%		19.02%	20.92%		
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	92.49%	74.19%		89.34%	76.82%		
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	3.09%	10.20%		4.64%	12.97%		
9	Percentage difference between the organisations' Board voting membership and its overall workforce	50	Total Board members	Headcount				12	0	3	
		51	of which: Voting Board members	Headcount				6	0	1	
		52	: Non Voting Board members	Autocalculated	0	0	0	6	0	2	
		53	Total Board members	Headcount				12	0	3	
		54	of which: Exec Board members	Headcount				4	0	1	
		55	: Non Executive Board members	Autocalculated	0	0	0	8	0	2	
		56	Number of staff in overall workforce	Headcount				3414	738	739	
		57	Total Board members - % by Ethnicity	Auto calculated				80.0%	0.0%	20.0%	
		58	Voting Board Member - % by Ethnicity	Auto calculated				85.7%	0.0%	14.3%	
		59	Non Voting Board Member - % by Ethnicity	Auto calculated				75.0%	0.0%	25.0%	
		60	Executive Board Member - % by Ethnicity	Auto calculated				80.0%	0.0%	20.0%	
		61	Non Executive Board Member - % by Ethnicity	Auto calculated				80.0%	0.0%	20.0%	
		62	Overall workforce - % by Ethnicity	Auto calculated				69.8%	15.1%	15.1%	
		63	Difference (Total Board - Overall workforce)	Auto calculated				10.2%	-15.1%	4.9%	