

Unify2 Upload Template

Workforce Race Equality Standards 2017/18 template

Organisation:

RVJ

North Bristol NHS Trust

			31st MARCH 2016						31st MARCH 2017								
INDICATOR	DATA ITEM	MEASURE	WHITE		BME		ETHNICITY UNKNOWN/NULL		WHITE		BME		ETHNICITY UNKNOWN/NULL		Notes		
			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 AIC 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		0		0		
		2	Band 1	Headcount	56		37		0		56		39		0		
		3	Band 2	Headcount	738		211		12		641		209		0		
		4	Band 3	Headcount	402		25		3		377		30		0		
		5	Band 4	Headcount	462		32		7		432		29		0		
		6	Band 5	Headcount	139		7		3		122		11		0		
		7	Band 6	Headcount	95		11		0		90		12		0		
		8	Band 7	Headcount	107		8		0		105		6		0		
		9	Band 8A	Headcount	52		2		0		42		2		0		
		10	Band 8B	Headcount	49		1		0		42		1		0		
		11	Band 8C	Headcount	13		0		0		15		0		0		
		12	Band 8D	Headcount	19		0		0		14		0		0		
		13	Band 9	Headcount	2		0		0		4		0		0		
		14	VSM	Headcount	7		1		0		7		0		0		
				1b) Clinical workforce of which Non Medical													
				15	Under Band 1	Headcount	0		0		0		0		0		
				16	Band 1	Headcount	0		0		2		0		0		
				17	Band 2	Headcount	716		181		4		189		0		
				18	Band 3	Headcount	530		52		3		55		0		
				19	Band 4	Headcount	292		29		11		26		0		
				20	Band 5	Headcount	1209		378		13		359		0		
				21	Band 6	Headcount	1213		105		29		105		0		
				22	Band 7	Headcount	783		30		13		25		0		
				23	Band 8A	Headcount	198		4		5		5		0		
				24	Band 8B	Headcount	34		3		1		1		0		
				25	Band 8C	Headcount	25		0		1		1		0		
				26	Band 8D	Headcount	8		0		1		0		0		
				27	Band 9	Headcount	3		0		0		0		0		
				28	VSM	Headcount	5		1		0		1		0		
				<i>Of which Medical & Dental</i>													
				29	Consultants	Headcount	306		79		17		293		83		0
				30	of which Senior medical manager	Headcount		309		81		17		296		84	
		31	Non-consultant career grade	Headcount	41		15		2		30		15		0		
		32	Trainee grades	Headcount	384		94		9		325		86		0		
		33	Other	Headcount	0		0		0		52		3		0		
2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants:	Headcount												The statistics collected are for the calendar years.	
		35	Number appointed from shortlisting:	Headcount							5703		2094		190		
		36	Relative likelihood of shortlisting/appointed:	Auto calculated		783		150		15		0.1548307908		0.0883476600			0.1000000000
37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated								1.75							
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:	Headcount		6460		1150		105		5923		1134		68	
		39	Number of staff entering the formal disciplinary process:	Headcount		37		11		4		28		18		1	
		40	Likelihood of staff entering the formal disciplinary process:	Auto calculated		0.0057275542		0.0095652174		0.0380652381		0.0047273341		0.0158730159		0.0147058824	
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated				1.67						3.36			

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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	6460	1150	105	5923	1134	68	These figures are for staff overall. I these figures are for staff who undertook training only which is why there seems to be a disparity between these and those reported as BEO
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount	1965	481	219	3136	481	202	
		44	Likelihood of staff accessing non-mandatory training and CPD:	Auto calculated	0.3041795666	0.4182608696	2.0857142857	0.5294614216	0.4241622575	2.9705882353	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff:	Auto calculated	0.73			1.25			
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	26.99%	28.35%		30.03%	27.27%		NBT has an Harassment and Bullying helpline with trained, volunteer, staff members who offer support and signposting. The Chair of the BME staff group held a meeting for BME staff to report issues of H&B during Black history month.
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	25.52%	23.72%		25.36%	31.82%		
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	86.69%	71.26%		86.75%	75.76%		accepted) and Ready Now programmes, secondments and various job opportunities. Interview skills training offered. Mentoring offered to BME staff by senior managers. Given individual personal
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	6.59%	16.73%		5.29%	20.45%		Chief Executive attends BME Development Group meetings. She has an open door to members of the BME staff career development group. Staff in main hospital to promotion the group. Black History Month celebrated plus EID and Vaisakhi.
9	Percentage difference between the organisations' Board voting membership and its overall workforce Main: Executive members of the Board	50	Total Board members	Headcount	14	2	1	13	1	1	the West of England Diversity Advantage project. This involved working with an external BME These figures are for calendar years Actively sought BME people to apply to become non-executives for the Trust.
		51	of which: Voting Board members	Headcount	10	1	1	5	0	0	
		52	: Non Voting Board members	Autocalculated	4	1	0	8	1	1	
		53	Total Board members	Headcount	14	2	1	13	1	1	
		54	of which: Exec Board members	Headcount	8	0	0	8	0	0	
		55	: Non Executive Board members	Autocalculated	6	2	1	5	1	1	
		56	Number of staff in overall workforce	Headcount	6460	1150	105	5923	1134	166	
		57	Total Board members - % by Ethnicity	Auto calculated	82.4%	11.8%	5.9%	86.7%	6.7%	6.7%	
		58	Voting Board Member - % by Ethnicity	Auto calculated	83.3%	8.3%	8.3%	100.0%	0.0%	0.0%	
		59	Non Voting Board Member - % by Ethnicity	Auto calculated	80.0%	20.0%	0.0%	80.0%	10.0%	10.0%	
		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	66.7%	22.2%	11.1%	71.4%	14.3%	14.3%	
		62	Overall workforce - % by Ethnicity	Auto calculated	83.7%	14.9%	1.4%	82.0%	15.7%	2.3%	
		63	Difference (Total Board -Overall workforce)	Auto calculated	-1.4%	-3.1%	4.5%	4.7%	-9.0%	4.4%	