Workforce Race Equality Standard (WRES) Data

# **North Bristol NHS Trust 2020/21**

**All data is for the NBT position as 31 March 2021**

## NBT Workforce Composition

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Financial Year** | **White Head Count** | **White %** | **BAME Head Count** | **BAME %** | **NULL/Not Stated Head Count** | **NULL/Not Stated %** | **NBT Total** |
| **2019/20** | 7283 | 81.01% | 1521 | 16.92% | 186 | 2.07% | **8990** |
| **2020/21** | 7597 | 79.31% | 1642 | 17.14% | 340 | 3.55% | **9579** |

Indicator 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.

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnic Grouping** |  |  |  |
| **White** |  |  |  |
|  | **Count** | **% of Grade Total** | **% Difference from Overall** |
| **Non Clinical** | **2157** | **83.31%** | **4.01%** |
| **Band 2** | 667 | 71.64% | -7.67% |
| **Band 3** | 448 | 88.89% | 9.58% |
| **Band 4** | 426 | 91.03% | 11.72% |
| **Band 5** | 166 | 85.13% | 5.82% |
| **Band 6** | 113 | 87.60% | 8.29% |
| **Band 7** | 155 | 91.72% | 12.41% |
| **Band 8a** | 67 | 94.37% | 15.06% |
| **Band 8b** | 61 | 95.31% | 16.00% |
| **Band 8c** | 22 | 88.00% | 8.69% |
| **Band 8d** | 13 | 92.86% | 13.55% |
| **Band 9** | 11 | 100.00% | 20.69% |
| **VSM** | 8 | 100.00% | 20.69% |
| **Clinical** | **5434** | **77.85%** | **-1.46%** |
| **Band 2** | 686 | 75.14% | -4.17% |
| **Band 3** | 625 | 84.01% | 4.70% |
| **Band 4** | 310 | 77.69% | -1.61% |
| **Band 5** | 1154 | 69.60% | -9.71% |
| **Band 6** | 1075 | 85.86% | 6.55% |
| **Band 7** | 655 | 93.04% | 13.73% |
| **Band 8a** | 149 | 91.41% | 12.10% |
| **Band 8b** | 29 | 96.67% | 17.36% |
| **Band 8c** | 16 | 94.12% | 14.81% |
| **Band 8d** | 11 | 100.00% | 20.69% |
| **Band 9** | 5 | 100.00% | 20.69% |
| **VSM** | 1 | 100.00% | 20.69% |
| **Consultant** | 336 | 70.15% | -9.16% |
| **Trainee Grades** | 259 | 68.70% | -10.61% |
| **Other** | 81 | 49.69% | -29.62% |
| **Non-Consultant Career Grade** | 35 | 62.50% | -16.81% |
| **Consultant - of which SMM** | 7 | 87.50% | 8.19% |
| **Z No Category** | **6** | **60.00%** | **-19.31%** |
| **Band 3** | 1 | 100.00% | 20.69% |
| **VSM** | 5 | 55.56% | -23.75% |
| **Grand Total** | **7597** | **79.31%** |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnic Grouping** |  |  |  |
| **BAME** |  |  |  |
|  | **Head Count** | **% of Grade Total** | **% Difference from Overall** |
| **Non Clinical** | **394** | **15.22%** | **-1.92%** |
|  |  |  |  |
| **Band 2** | 249 | 26.75% | 9.60% |
| **Band 3** | 44 | 8.73% | -8.41% |
| **Band 4** | 38 | 8.12% | -9.02% |
| **Band 5** | 27 | 13.85% | -3.30% |
| **Band 6** | 16 | 12.40% | -4.74% |
| **Band 7** | 12 | 7.10% | -10.04% |
| **Band 8a** | 4 | 5.63% | -11.51% |
| **Band 8b** | 2 | 3.13% | -14.02% |
| **Band 8c** | 1 | 4.00% | -13.14% |
| **Band 8d** | 1 | 7.14% | -10.00% |
| **Band 9** | 0 | 0.00% | -17.14% |
| **VSM** | 0 | 0.00% | -17.14% |
| **Clinical** | **1248** | **17.88%** | **0.74%** |
| **Band 2** | 213 | 23.33% | 6.19% |
| **Band 3** | 108 | 14.52% | -2.63% |
| **Band 4** | 77 | 19.30% | 2.16% |
| **Band 5** | 438 | 26.42% | 9.28% |
| **Band 6** | 160 | 12.78% | -4.36% |
| **Band 7** | 44 | 6.25% | -10.89% |
| **Band 8a** | 11 | 6.75% | -10.39% |
| **Band 8b** | 1 | 3.33% | -13.81% |
| **Band 8c** | 1 | 5.88% | -11.26% |
| **Band 8d** | 0 | 0.00% | -17.14% |
| **Band 9** | 0 | 0.00% | -17.14% |
| **VSM** | 0 | 0.00% | -17.14% |
| **Consultant** | 102 | 21.29% | 4.15% |
| **Trainee Grades** | 43 | 11.41% | -5.74% |
| **Other** | 33 | 20.25% | 3.10% |
| **Non-Consultant Career Grade** | 16 | 28.57% | 11.43% |
| **Consultant - of which SMM** | 1 | 12.50% | -4.64% |
| **Z No Category** | **0** | **0.00%** | **-17.14%** |
| **Band 3** | 0 | 0.00% | -17.14% |
| **VSM** | 0 | 0.00% | -17.14% |

|  |  |  |  |
| --- | --- | --- | --- |
| **Ethnic Grouping** |  |  |  |
| **Not Stated** |  |  |  |
| **Non Clinical** | **Head Count** | **% of Grade Total** | **% Difference from Overall** |
| **Band 2** | **38** | **1.47%** | **-2.08%** |
| **Band 3** | 15 | 1.61% | -1.94% |
| **Band 4** | 12 | 2.38% | -1.17% |
| **Band 5** | 4 | 0.85% | -2.69% |
| **Band 6** | 2 | 1.03% | -2.52% |
| **Band 7** | 0 | 0.00% | -3.55% |
| **Band 8a** | 2 | 1.18% | -2.37% |
| **Band 8b** | 0 | 0.00% | -3.55% |
| **Band 8c** | 1 | 1.56% | -1.99% |
| **Band 8d** | 2 | 8.00% | 4.45% |
| **Band 9** | 0 | 0.00% | -3.55% |
| **VSM** | 0 | 0.00% | -3.55% |
| **Clinical** | 0 | 0.00% | -3.55% |
| **Band 2** | **298** | **4.27%** | **0.72%** |
| **Band 3** | 14 | 1.53% | -2.02% |
| **Band 4** | 11 | 1.48% | -2.07% |
| **Band 5** | 12 | 3.01% | -0.54% |
| **Band 6** | 66 | 3.98% | 0.43% |
| **Band 7** | 17 | 1.36% | -2.19% |
| **Band 8a** | 5 | 0.71% | -2.84% |
| **Band 8b** | 3 | 1.84% | -1.71% |
| **Band 8c** | 0 | 0.00% | -3.55% |
| **Band 8d** | 0 | 0.00% | -3.55% |
| **Band 9** | 0 | 0.00% | -3.55% |
| **VSM** | 0 | 0.00% | -3.55% |
| **Consultant** | 0 | 0.00% | -3.55% |
| **Trainee Grades** | 41 | 8.56% | 5.01% |
| **Other** | 75 | 19.89% | 16.34% |
| **Non-Consultant Career Grade** | 49 | 30.06% | 26.51% |
| **Consultant - of which SMM** | 5 | 8.93% | 5.38% |
| **Z No Category** | 0 | 0.00% | -3.55% |
| **Band 3** | **4** | **40.00%** | **36.45%** |
| **VSM** | 0 | 0.00% | -3.55% |
| **Grand Total** | 4 | 44.44% | 40.90% |
|  | **340** | **3.55%** |  |

**2020/21 Total**

|  |  |
| --- | --- |
| **Non Clinical** | **2589** |
| **Band 2** | **931** |
| **Band 3** | **504** |
| **Band 4** | **468** |
| **Band 5** | **195** |
| **Band 6** | **129** |
| **Band 7** | **169** |
| **Band 8a** | **71** |
| **Band 8b** | **64** |
| **Band 8c** | **25** |
| **Band 8d** | **14** |
| **Band 9** | **11** |
| **VSM** | **8** |
| **Clinical** | **6980** |
| **Band 2** | **913** |
| **Band 3** | **744** |
| **Band 4** | **399** |
| **Band 5** | **1658** |
| **Band 6** | **1252** |
| **Band 7** | **704** |
| **Band 8a** | **163** |
| **Band 8b** | **30** |
| **Band 8c** | **17** |
| **Band 8d** | **11** |
| **Band 9** | **5** |
| **VSM** | **1** |
| **Consultant** | **479** |
| **Trainee Grades** | **377** |
| **Other** | **163** |
| **Non-Consultant Career Grade** | **56** |
| **Consultant - of which SMM** | **8** |
| **Z No Category** | **10** |
| **Band 3** | **1** |
| **VSM** | **9** |
| **Grand Total** | **9579** |

*Table: Number and Percentage of Staff by Ethnic Grouping in each Band, with difference from overall proportion*

*Ethnic Grouping table*

*Table: ALL NBT Staff, Clinical and Non-Clinical by Ethnic Grouping and position grade with head count and percentage of grade total – 2019/20 to 2020/21*

## **Likelihood of White Staff to be in Band 8a and above Non-Clinical Posts**

**NBT Non-Clinical Staff Grade 8a and Above by Ethnic Grouping**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Non-clinical 8a& Above** | **White Head Count** | **% of Grade Total** | **BAME Head Count** | **% of Grade Total** | **NULL/Not Stated Head Count** | **% of Grade Total** | **2019/20 Total** |
| **2019/20** | 171 | 95.00% | 6 | 3.33% | 3 | 1.67% | 180 |
| **2020/21** | 182 | 94.30% | 8 | 4.15% | 3 | 1.55% | 193 |

## Likelihood of White Staff to be in Band 8a and above Clinical Posts

**NBT Clinical Staff Grade 8a and Above by Ethnic Grouping**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Clinical 8a & above** | **White Head Count** | **% of Grade Total** | **BAME Head Count** | **% of Grade Total** | **NULL/Not Stated Head Count** | **% of Grade Total** | **2019/20 Total** |
| **2019/20** | 579 | 75.79% | 135 | 17.67% | 50 | 6.54% | 764 |
| **2020/21** | 589 | 65.88% | 132 | 14.77% | 173 | 19.35% | 894 |

## **2 Relative likelihood of BAME staff being appointed from shortlisting.**

The relative likelihood of what white applicants being appointed after shortlisting **1.46**.

## **3 Relative likelihood of staff entering into a formal disciplinary process.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **White** | **BAME** | **Not Stated** |
| All Staff Head Count | 7597 | 1642 | 340 |
| Number of staff entering formal disciplinary process | 10 | 3 | 0 |

*Table: ALL NBT Staff and number of formal disciplinary process cases*

The relative likelihood of what BAME staff entering into a formal disciplinary process compared to white staff is **1.44**,

## **4 Relative likelihood of staff accessing non-mandatory training and CPD.**

The relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff is **1.42**

## **Indicators 5 to 8 National Staff Survey Results**

## **5 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or staff in the last 12 months**

|  |  |  |
| --- | --- | --- |
| **Sum of Organisation Result %** | **Column Labels** |  |
| **Row Labels** | **BME Staff** | **White Staff** |
| 2017 | 21.51 | 27.74 |
| 2018 | 24.67 | 26.62 |
| 2019 | 26.51 | 27.30 |
| 2020 | 25.08 | 26.35 |

## **6** **Percentage of staff experiencing harassment, bullying or abuse from staff**

|  |  |  |  |
| --- | --- | --- | --- |
| **Sum of Organisation Result %** | **Column Labels** |  |  |
| **Row Labels** | **BME Staff** | **White Staff** | **Grand Total** |
| 2017 | 26.32 | 24.76 | 51.07 |
| 2018 | 26.86 | 25.14 | 52.00 |
| 2019 | 24.59 | 24.02 | 48.61 |
| 2020 | 25.66 | 21.94 | 47.60 |

## **7 Percentage believing the Trust provides equal opportunities for career progression or promotion**

|  |  |  |
| --- | --- | --- |
| **Sum of Organisation Result %** | **Column Labels** |  |
| **Row Labels** | **BME Staff** | **White Staff** |
| 2017 | 65.60 | 86.89 |
| 2018 | 64.13 | 86.11 |
| 2019 | 68.24 | 88.16 |
| 2020 | 64.83 | 88.17 |

## **8 Percentage of staff personally experiencing discrimination at work from a manager**

|  |  |  |
| --- | --- | --- |
| **Sum of Organisation Result %** | **Column Labels** |  |
| **Row Labels** | **BME Staff** | **White Staff** |
| 2017 | 15.21 | 6.29 |
| 2018 | 17.07 | 6.30 |
| 2019 | 12.00 | 5.70 |
| 2020 | 17.61 | 5.86 |

## **Indicator 9 – Percentage difference between the BAME make up of Boards’ voting membership and its overall workforce as at 31 March 2021.**

**Board Members by Ethnic Grouping and Board Voting Rights**

|  |  |
| --- | --- |
|  | **Voting Rights** |
|  | **No** |
|  | **Percentage** |
| **Unknown/ Not Stated** | 40.00% |
| **White British** | 60.00% |
| **Grand Total** | 100.00% |

|  |  |
| --- | --- |
|  | **Voting Rights** |
|  | **No** |
|  | **Head Count** |
| **Unknown/ Not Stated** | 2 |
| **White British** | 3 |
| **Grand Total** | 5 |

|  |  |
| --- | --- |
|  | **Voting Rights** |
|  | **Yes** |
|  | **Percentage** |
| **Unknown/ Not Stated** | 16.67% |
| **White British** | 83.33% |
| **Grand Total** | 100.00% |

|  |  |
| --- | --- |
|  | **Voting Rights** |
|  | **Yes** |
|  | **Head Count** |
| **Unknown/ Not Stated** | 2 |
| **White British** | 10 |
| **Grand Total** | 12 |