

Unify2 Upload Template

Workforce Race Equality Standards 2017/18 template

Organisation:

RY9

Hounslow and Richmond Community Healthcare NHS Trust

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 A/C 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	0	0	0	0	0	0		
		2	Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0		
		3	Band 2	Headcount	6	6	1	1	0	0	8	8	2	2	3	3		
		4	Band 3	Headcount	69	67	54	54	8	0	76	74	69	68	10	10		
		5	Band 4	Headcount	26	24	18	18	2	0	26	24	21	21	2	2		
		6	Band 5	Headcount	13	12	6	6	0	0	15	14	7	7	1	1		
		7	Band 6	Headcount	9	9	8	8	1	0	7	7	7	7	2	2		
		8	Band 7	Headcount	12	12	5	5	0	0	13	12	15	15	0	0		
		9	Band 8A	Headcount	3	3	6	6	0	0	9	10	6	6	0	0		
		10	Band 8B	Headcount	9	9	2	2	1	0	11	10	2	2	0	0		
		11	Band 8C	Headcount	3	3	0	0	0	0	2	2	0	0	1	1		
		12	Band 8D	Headcount	5	5	1	0	0	0	2	2	0	0	0	0		
		13	Band 9	Headcount	0	2	0	0	0	0	0	0	0	0	0	0		
		14	VSM	Headcount	4	2	0	1	0	0	4	5	2	2	0	1		
				1b) Clinical workforce of which Non Medical														
				15	Under Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	
				16	Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	
				17	Band 2	Headcount	11	11	12	12	2	0	11	11	13	13	1	1
				18	Band 3	Headcount	71	69	37	37	5	0	66	65	49	50	11	11
				19	Band 4	Headcount	21	21	11	11	2	0	28	27	9	8	3	2
				20	Band 5	Headcount	61	58	56	53	10	0	77	75	56	56	12	12
				21	Band 6	Headcount	155	148	58	54	12	0	170	161	80	79	11	11
				22	Band 7	Headcount	140	135	43	42	15	0	141	138	56	54	16	16
				23	Band 8A	Headcount	32	26	6	4	2	0	35	30	5	5	1	1
				24	Band 8B	Headcount	3	3	1	1	0	0	3	3	1	1	0	0
				25	Band 8C	Headcount	1	0	0	0	0	0	1	1	0	0	0	0
				26	Band 8D	Headcount	0	0	0	0	0	0	0	0	0	0	0	0
				27	Band 9	Headcount	0	0	0	0	0	0	0	0	0	0	0	0
				28	VSM	Headcount	1	6	0	0	0	0	1	0	0	0	0	0
				Of which Medical & Dental														
				29	Consultants	Headcount	2	2	3	3	0	0	2	3	6	6	0	0
				30	of which Senior medical manager	Headcount	0	0	0	0	0	0	0	0	0	0	0	0
		31	Non-consultant career grade	Headcount	1	2	4	4	1	0	1	3	3	3	1	1		
		32	Trainee grades	Headcount	1	1	1	1	0	0	0	0	0	0	0	0		
		33	Other	Headcount	0	0	0	0	0	0	0	0	0	0	0	0		
2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants:	Headcount		707		878		49		505		630		48		
		35	Number appointed from shortlisting:	Headcount		89		54		2		135		109		12		
		36	Relative likelihood of shortlisting/appointed:	Auto calculated		0.1258840170		0.0615034169		0.0408163265		0.2673267327		0.1730158730		0.2500000000		
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated		2.05						1.55						
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		648		332		75		683		405		75		
		39	Number of staff entering the formal disciplinary process:	Headcount		5		7		0		4		0				
		40	Likelihood of staff entering the formal disciplinary process:	Auto calculated		0.0077160494		0.0210843373		0.0000000000		0.0000000000		0.0098765432		0.0000000000		
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated														

Because nobody with a white ethnicity had a disciplinary case 2016/17 the ratio between BME and White could not be calculated by the given formula

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4	Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce (White):	Headcount	648	332	75	683	405	75	
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount	113	31	19	95	41	14	
		44	Likelihood of staff accessing non-mandatory training and CPD:	Auto calculated	0.1743827160	0.0933734940	0.2533333333	0.1390922401	0.1012345679	0.1866666667	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff:	Auto calculated	1.87			1.37			
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	22.85%	23.78%		24.05%	23.91%		
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	15.55%	26.35%		17.29%	24.57%		
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	90.59%	78.57%		89.58%	77.93%		
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	4.51%	13.69%		3.98%	9.44%		
9	Percentage difference between the organisations' Board voting membership and its overall workforce <i>Note: Only voting members of the Board</i>	50	Total Board members	Headcount	10	4	0	8	4	0	
		51	of which: Voting Board members	Headcount	7	2		6	2	0	
		52	: Non Voting Board members	Autocalculated	3	2	0	2	2	0	
		53	Total Board members	Headcount	10	4	0	8	4	0	
		54	of which: Exec Board members	Headcount	7	1	0	5	2	0	
		55	: Non Executive Board members	Autocalculated	3	3	0	3	2	0	
		56	Number of staff in overall workforce	Headcount	648	332	75	683	405	75	
		57	Total Board members - % by Ethnicity	Auto calculated	71.4%	28.6%	0.0%	66.7%	33.3%	0.0%	
		58	Voting Board Member - % by Ethnicity	Auto calculated	77.8%	22.2%	0.0%	75.0%	25.0%	0.0%	
		59	Non Voting Board Member - % by Ethnicity	Auto calculated	60.0%	40.0%	0.0%	50.0%	50.0%	0.0%	
		60	Executive Board Member - % by Ethnicity	Auto calculated	87.5%	12.5%	0.0%	71.4%	28.6%	0.0%	
		61	Non Executive Board Member - % by Ethnicity	Auto calculated	50.0%	50.0%	0.0%	60.0%	40.0%	0.0%	
		62	Overall workforce - % by Ethnicity	Auto calculated	61.4%	31.5%	7.1%	58.7%	34.8%	6.4%	
63	Difference (Total Board -Overall workforce)	Auto calculated	10.0%	-2.9%	-7.1%	7.9%	-1.5%	-6.4%			