

Unify2 Upload Template

Workforce Race Equality Standards annual collection

Organisation: RNK Tavistock and Portman NHS FT

Question	DATA ITEM	Measure	31st MARCH 2015 Prepopulated figures	Verified figures (leave blank if accepting pre-populated data)	31st MARCH 2016 Prepopulated figures	Verified figures (leave blank if accepting pre-populated data)	Notes	
1	1a) Non Clinical workforce (White)							
	1	Under Band 1	Headcount	0	0	0	0	
	2	Band 1	Headcount	0	1	0	1	
	3	Band 2	Headcount	0	0	0	0	
	4	Band 3	Headcount	7	10	5	9	
	5	Band 4	Headcount	21	21	22	22	
	6	Band 5	Headcount	42	43	45	45	
	7	Band 6	Headcount	15	15	16	16	
	8	Band 7	Headcount	10	13	14	16	
	9	Band 8A	Headcount	13	14	12	14	
	10	Band 8B	Headcount	3	4	4	6	
	11	Band 8C	Headcount	5	7	5	7	
	12	Band 8D	Headcount	2	4	2	5	
	13	Band 9	Headcount	0	3	0	1	
	14	VSM	Headcount	7	8	6	8	
		1b) Non Clinical workforce (BME)						
	15	Under Band 1	Headcount	0	0	0	0	
	16	Band 1	Headcount	0	5	0	5	
	17	Band 2	Headcount	0	0	0	0	
	18	Band 3	Headcount	3	3	1	1	
	19	Band 4	Headcount	12	14	16	19	
	20	Band 5	Headcount	20	20	23	24	
	21	Band 6	Headcount	3	5	3	5	
	22	Band 7	Headcount	6	7	5	7	
	23	Band 8A	Headcount	7	7	8	8	
	24	Band 8B	Headcount	1	1	2	2	
	25	Band 8C	Headcount	1	1	0	0	
	26	Band 8D	Headcount	0	0	0	0	
	27	Band 9	Headcount	0	0	0	0	
	28	VSM	Headcount	0	0	0	1	
		1c) Clinical workforce (White)						
		<i>of which Non Medical</i>						
	29	Under Band 1	Headcount	0	0	0	0	
	30	Band 1	Headcount	1	0	1	0	
	31	Band 2	Headcount	0	0	0	0	
	32	Band 3	Headcount	3	2	4	2	
	33	Band 4	Headcount	3	3	5	5	
	34	Band 5	Headcount	9	9	9	8	
	35	Band 6	Headcount	52	54	49	50	
	36	Band 7	Headcount	57	58	69	72	
	37	Band 8A	Headcount	41	36	57	48	
	38	Band 8B	Headcount	35	29	32	27	
	39	Band 8C	Headcount	68	53	53	41	
	40	Band 8D	Headcount	11	9	7	7	
	41	Band 9	Headcount	3	6	2	3	
	42	VSM	Headcount	9	0	10	1	
	<i>Of which Medical & Dental</i>							
44	Consultants	Headcount	35	30	32	32		
45	<i>of which Senior medical staff</i>	Headcount		0				
46	Non-consultant career grade	Headcount	1	1	1	1		

Percentage of staff in each of the AIC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce

		47	Trainee grades	Headcount	13	13	8	8			
		48	Other	Headcount	0	0	0	0			
		1d) Clinical workforce (BME)									
		<i>of which Non Medical</i>									
		49	Under Band 1	Headcount	0	0	0	0			
		50	Band 1	Headcount	0	0	3	0			
		51	Band 2	Headcount	0	0	0	0			
		52	Band 3	Headcount	0	0	0	1			
		53	Band 4	Headcount	3	2	4	3			
		54	Band 5	Headcount	2	2	1	1			
		55	Band 6	Headcount	11	14	13	14			
		56	Band 7	Headcount	10	12	15	18			
		57	Band 8A	Headcount	15	14	16	15			
		58	Band 8B	Headcount	7	4	7	5			
		59	Band 8C	Headcount	9	9	12	11			
		60	Band 8D	Headcount	0	0	0	0			
		61	Band 9	Headcount	0	0	0	0			
		62	VSM	Headcount	1	0	1	0			
		<i>Of which Medical & Dental</i>									
		63	Consultants	Headcount	8	6	8	6			
		64	<i>of which Senior medical staff</i>	Headcount							
65	Non-consultant career grade	Headcount	0	0	0	0					
66	Trainee grades	Headcount	7	7	9	11					
67	Other	Headcount	0	0	0	0					
1e) Workforce ethnicity reporting											
68	White	Headcount	489	446	492	455					
69	BME	Headcount	132	133	150	157					
70	Z NULL	Headcount	10	0	12	0					
71	Z Not Stated/Not Given	Headcount	3	0	7	0					
2	Relative likelihood of staff being appointed from shortlisting across all posts	72	Number of shortlisted applicants (White):	Headcount		473		522			
		73	Number of shortlisted applicants(BME):	Headcount		422		345			
		74	Number appointed from shortlisting (White):	Headcount		88		63			
		75	Number appointed from shortlisting (BME):	Headcount		31		22			
		76	Relative likelihood of shortlisting/appointed (White):	Auto calculated		0.19		0.12			
		77	Relative likelihood of shortlisting/appointed (BME):	Auto calculated		0.07		0.06			
		78	Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated		2.53		1.89			
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	79	Number of staff in workforce (White):	Headcount		446		455			
		80	Number of staff in workforce (BME):	Headcount		133		157			
		81	Number of staff entering the formal disciplinary process (White):	Headcount		0		2			
		82	Number of staff entering the formal disciplinary process (BME):	Headcount		0		0			
		83	Likelihood of White staff entering the formal disciplinary process:	Auto calculated		0.00		0.00			
		84	Likelihood of BME staff entering the formal disciplinary process:	Auto calculated		0.00		0.00			
85	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated		#DIV/0!		0.00					
4	Relative likelihood of staff accessing non-mandatory training and CPD	86	Number of staff in workforce (White):	Headcount		446		455			
		87	Number of staff in workforce (BME):	Headcount		133		157			
		88	Number of staff accessing non-mandatory training and CPD (White):	Headcount		0		0			
		89	Number of staff accessing non-mandatory training and CPD (BME):	Headcount		0		0			
		90	Likelihood of White staff accessing non-mandatory training and CPD:	Auto calculated		0.00		0.00			
		91	Likelihood of BME staff accessing non-mandatory training and CPD:	Auto calculated		0.00		0.00			
		92	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff:	Auto calculated		#DIV/0!		#DIV/0!			

5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	93	% of White staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	17.76%		19.02%		
		94	% of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	18.18%		18.42%		
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	95	% of White staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	14.57%		16.50%		
		96	% of BME staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	13.64%		10.53%		
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	97	% White staff believing that trust provides equal opportunities for career progression or promotion	Percentage	88.71%		89.47%		
		98	% BME staff believing that trust provides equal opportunities for career progression or promotion	Percentage	69.23%		61.11%		
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	99	% White staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	6.45%		5.74%		
		100	% BME staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	13.64%		5.00%		
9	Percentage difference between the organisations' Board voting membership and its overall workforce Note: Only voting members of the Board should be included when considering this indicator	101	Voting Board Members - White	Headcount		10		10	
		102	Voting Board Members - BME	Headcount		1		1	
		103	Voting Board Member - %BME	Auto calculated		9.1%		9.1%	
		104	Overall workforce - % BME	Auto calculated		23.0%		25.7%	
		105	Total Difference	Auto calculated		-13.9%		-16.6%	