

Unify2 Upload Template

Workforce Race Equality Standards 2017/18 template

Organisation: RPA Medway 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 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	0	0	0	0	0	0	
		2	Band 1	Headcount	283	274	29	29	7	7	4	4	0	0	0	0	
		3	Band 2	Headcount	342	332	26	26	4	4	616	614	69	68	10	10	
		4	Band 3	Headcount	172	172	20	20	3	3	182	182	21	21	4	3	
		5	Band 4	Headcount	202	202	10	10	7	7	216	216	15	15	7	7	
		6	Band 5	Headcount	81	81	6	6	0	0	94	94	12	12	0	0	
		7	Band 6	Headcount	55	55	3	3	1	1	70	70	5	5	0	0	
		8	Band 7	Headcount	38	38	3	3	1	1	47	47	6	6	2	2	
		9	Band 8A	Headcount	30	30	4	4	0	0	25	25	5	5	0	0	
		10	Band 8B	Headcount	20	20	1	1	0	0	22	22	2	2	0	0	
		11	Band 8C	Headcount	9	9	0	0	1	1	9	9	1	1	1	1	
		12	Band 8D	Headcount	5	5	0	0	0	0	7	7	1	1	0	0	
		13	Band 9	Headcount	2	2	0	0	0	0	2	2	0	0	0	0	
		14	VSM	Headcount	2	2	0	0	0	0	5	5	0	0	0	0	
				1b) Clinical workforce of which Non Medical													
		15	Under Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
		16	Band 1	Headcount	67	67	5	5	0	0	14	14	3	3	0	0	
		17	Band 2	Headcount	477	477	79	79	9	9	538	537	86	85	9	9	
		18	Band 3	Headcount	145	145	6	6	1	1	141	141	9	9	1	1	
		19	Band 4	Headcount	64	64	4	4	1	1	79	79	13	13	4	4	
		20	Band 5	Headcount	404	404	210	206	13	13	398	399	187	186	19	18	
		21	Band 6	Headcount	449	449	102	101	7	7	454	454	127	126	12	11	
		22	Band 7	Headcount	249	249	29	29	4	4	254	254	35	35	5	5	
		23	Band 8A	Headcount	58	58	8	8	0	0	60	60	9	9	0	0	
		24	Band 8B	Headcount	6	6	2	2	0	0	9	9	3	3	0	0	
		25	Band 8C	Headcount	3	3	2	2	0	0	3	3	2	2	0	0	
		26	Band 8D	Headcount	2	2	1	1	0	0	1	1	1	1	0	0	
		27	Band 9	Headcount	0	0	1	1	0	0	0	0	0	0	0	0	
		28	VSM	Headcount	3	3	1	1	0	0	4	4	2	2	1	1	
				<i>Of which Medical & Dental</i>													
		29	Consultants	Headcount	70	70	107	107	6	6	67	67	110	110	8	8	
		30	of which Senior medical manager	Headcount													
31	Non-consultant career grade	Headcount	22	22	94	94	13	13	28	28	82	82	14	14			
32	Trainee grades	Headcount	96	96	112	112	11	11	89	89	119	119	15	15			
33	Other	Headcount	0	0	0	0	0	0	1	1	4	4	0	0			
2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants:	Headcount	see notes	see notes	see notes	see notes	3152	1365	384					31/03/2016 - baseline figures not available (pre-Trac), but outturn figures were reported as: Likelihood of appointment 0.20 White, 0.08 BME; relative likelihood 2.58	
		35	Number appointed from shortlisting:	Headcount	see notes	see notes	see notes	see notes	1063	383	333						
		36	Relative likelihood of shortlisting/appointed:	Auto calculated						0.3372461929	0.2805860806	0.8671875000					
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated						1.20							
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	3337	860	89	3433	925	109							
		39	Number of staff entering the formal disciplinary process:	Headcount	35	15	42	8	8	0							
		40	Likelihood of staff entering the formal disciplinary process:	Auto calculated	0.0104884627	0.0174418605	0.0000000000	0.0122341975	0.0086486486	0.0000000000							
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated						0.71							

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4	Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce (White):	Headcount	3337	860	89	3433	925	109	
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount	634	335		2091	687		
		44	Likelihood of staff accessing non-mandatory training and CPD:	Auto calculated	0.1999910099	0.3895348837	0.0000000000	0.6090882610	0.7427027027	0.0000000000	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff:	Auto calculated	0.49			0.82			
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	28.21%	27.09%		27.91%	25.99%		
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	29.36%	31.28%		27.13%	27.74%		
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	80.80%	72.99%		87.10%	76.29%		
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	7.25%	14.63%		6.94%	13.00%		
9	Percentage difference between the organisations' Board voting membership and its overall workforce Main: % of the members of the Board	50	Total Board members	Headcount	18	0	0	18	0	0	
		51	of which: Voting Board members	Headcount	13	0	0	13	0	0	
		52	: Non Voting Board members	Autocalculated	5	0	0	5	0	0	
		53	Total Board members	Headcount	18	0	0	18	0	0	
		54	of which: Exec Board members	Headcount	6	0	0	6	0	0	
		55	: Non Executive Board members	Autocalculated	12	0	0	12	0	0	
		56	Number of staff in overall workforce	Headcount	3337	860	89	3433	925	109	
		57	Total Board members - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		58	Voting Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		59	Non Voting Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		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	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		62	Overall workforce - % by Ethnicity	Auto calculated	77.9%	20.1%	2.1%	76.9%	20.7%	2.4%	
		63	Difference (Total Board -Overall workforce)	Auto calculated	22.1%	-20.1%	-2.1%	23.1%	-20.7%	-2.4%	