

Unify2 Upload Template

Workforce Race Equality Standards 2017/18 template

Organisation:

RBD

Dorset County Hospital 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	125	171	8	9	0	0	116	161	7	8	0	1		
		3	Band 2	Headcount	95	137	3	3	1	1	73	129	2	2	0	4		
		4	Band 3	Headcount	106	121	4	4	3	3	120	138	4	4	0	3		
		5	Band 4	Headcount	99	107	1	1	6	6	105	110	0	0	0	3		
		6	Band 5	Headcount	48	49	0	0	0	0	39	40	1	1	0	0		
		7	Band 6	Headcount	35	36	0	0	0	0	40	42	0	0	0	0		
		8	Band 7	Headcount	20	20	0	0	1	1	24	24	0	0	0	0		
		9	Band 8A	Headcount	16	20	0	0	0	0	19	26	0	0	0	0		
		10	Band 8B	Headcount	9	10	0	0	0	0	10	11	1	1	0	0		
		11	Band 8C	Headcount	6	6	1	1	0	0	5	5	0	0	0	0		
		12	Band 8D	Headcount	3	3	0	0	0	0	4	5	0	0	0	0		
		13	Band 9	Headcount	1	1	0	0	0	0	1	1	0	0	0	0		
		14	VSM	Headcount	4	4	1	1	0	0	4	4	1	1	0	0		
				1b) Clinical workforce of which Non Medical														
				15	Under Band 1	Headcount	0	0	0	0	0	8	0	9	0	0	8	
				16	Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	
				17	Band 2	Headcount	433	653	22	35	14	19	425	650	21	42	0	21
				18	Band 3	Headcount	158	182	6	7	5	5	170	200	8	10	0	4
				19	Band 4	Headcount	32	40	0	0	0	0	37	45	0	0	0	1
				20	Band 5	Headcount	440	539	49	54	13	17	421	510	42	50	0	19
				21	Band 6	Headcount	313	348	11	10	10	13	322	367	17	17	0	14
				22	Band 7	Headcount	191	207	10	10	5	6	199	214	7	7	0	6
				23	Band 8A	Headcount	42	46	2	3	0	0	48	59	2	3	0	1
				24	Band 8B	Headcount	16	16	0	0	1	1	12	12	0	0	0	1
				25	Band 8C	Headcount	4	4	0	0	0	0	4	4	0	0	0	1
				26	Band 8D	Headcount	1	1	0	0	0	0	1	1	0	0	0	0
				27	Band 9	Headcount	0	0	0	0	0	0	0	0	0	0	0	0
				28	VSM	Headcount	3	3	0	0	1	1	3	3	0	0	0	1
					<i>Of which Medical & Dental</i>													
				29	Consultants	Headcount	97	104	21	24	22	38	97	103	18	19	0	41
				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	25	33	15	29	9	11	22	31	21	25	0	11		
		32	Trainee grades	Headcount	94	104	36	38	4	7	58	99	37	42	0	8		
		33	Other	Headcount	0	4	0	1	0	4	27	17	3	1	0	2		
2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants:	Headcount		380		60		25		519		51		39		
		35	Number appointed from shortlisting:	Headcount		372		42		18		350		36		30		
		36	Relative likelihood of shortlisting/appointed:	Auto calculated		0.9789473684		0.7000000000		0.7200000000		0.6743737958		0.7056823529		0.7692307692		
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated		1.40						0.96						
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		2995		220		144		3018		233		151		
		39	Number of staff entering the formal disciplinary process:	Headcount		37		3		4		38		1		1		
		40	Likelihood of staff entering the formal disciplinary process:	Auto calculated		0.012353232		0.0136363636		0.0277777778		0.0108943936		0.011673820		0.0066225166		
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated				1.10						1.57				

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4	Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce (White):	Headcount	2995	220	144	3018	233	151	
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount	1810	136	71	1717	157	71	
		44	Likelihood of staff accessing non-mandatory training and CPD:	Auto calculated	0.6043405676	0.6181818182	0.4930555556	0.5689198144	0.6738197425	0.4701986755	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff:	Auto calculated	0.98			0.84			
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	28.51%	20.00%		25.24%	22.50%		
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	26.16%	18.67%		25.37%	24.69%		
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	91.32%	92.16%		91.42%	96.30%		
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	6.41%	8.00%		5.77%	6.17%		
9	Percentage difference between the organisations' Board voting membership and its overall workforce	50	Total Board members	Headcount	12	1	2	14	1	1	
		51	of which: Voting Board members	Headcount	8	1	1	6	1	1	
		52	: Non Voting Board members	Autocalculated	4	0	1	8	0	0	
		53	Total Board members	Headcount	12	1	2	14	1	1	
		54	of which: Exec Board members	Headcount	8	1	1	6	1	1	
		55	: Non Executive Board members	Autocalculated	4	0	1	8	0	0	
		56	Number of staff in overall workforce	Headcount	2995	220	144	3018	233	151	
		57	Total Board members - % by Ethnicity	Auto calculated	80.0%	6.7%	13.3%	87.5%	6.3%	6.3%	
		58	Voting Board Member - % by Ethnicity	Auto calculated	80.0%	10.0%	10.0%	75.0%	12.5%	12.5%	
		59	Non Voting Board Member - % by Ethnicity	Auto calculated	80.0%	0.0%	20.0%	100.0%	0.0%	0.0%	
		60	Executive Board Member - % by Ethnicity	Auto calculated	80.0%	10.0%	10.0%	75.0%	12.5%	12.5%	
		61	Non Executive Board Member - % by Ethnicity	Auto calculated	80.0%	0.0%	20.0%	100.0%	0.0%	0.0%	
		62	Overall workforce - % by Ethnicity	Auto calculated	89.2%	6.5%	4.3%	88.7%	6.8%	4.4%	
		63	Difference (Total Board - Overall workforce)	Auto calculated	-9.2%	0.1%	9.0%	-1.2%	-0.6%	1.8%	