

# Unify2 Upload Template

## Workforce Race Equality Standards annual collection

Organisation: RBD Dorset County Hospital 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	<b>1a) Non Clinical workforce (White)</b>							
	1	Under Band 1	Headcount	0		0		
	2	Band 1	Headcount	19		126		
	3	Band 2	Headcount	113		122		
	4	Band 3	Headcount	146		145		
	5	Band 4	Headcount	115		111		
	6	Band 5	Headcount	45		51		
	7	Band 6	Headcount	35		35		
	8	Band 7	Headcount	21		21		
	9	Band 8A	Headcount	17		16		
	10	Band 8B	Headcount	9		9		
	11	Band 8C	Headcount	6		6		
	12	Band 8D	Headcount	2		3		
	13	Band 9	Headcount	0		1		
	14	VSM	Headcount	3		4		
		<b>1b) Non Clinical workforce (BME)</b>						
	15	Under Band 1	Headcount	0		0		
	16	Band 1	Headcount	1		8		
	17	Band 2	Headcount	2		3		
	18	Band 3	Headcount	4		4		
	19	Band 4	Headcount	2		1		
	20	Band 5	Headcount	0		0		
	21	Band 6	Headcount	0		0		
	22	Band 7	Headcount	0		0		
	23	Band 8A	Headcount	0		0		
	24	Band 8B	Headcount	0		0		
	25	Band 8C	Headcount	1		1		
	26	Band 8D	Headcount	0		0		
	27	Band 9	Headcount	0		0		
	28	VSM	Headcount	1		1		
		<b>1c) Clinical workforce (White)</b>						
		<i>of which Non Medical</i>						
	29	Under Band 1	Headcount	0		0		
	30	Band 1	Headcount	0		0		
	31	Band 2	Headcount	234		405		
	32	Band 3	Headcount	107		122		
	33	Band 4	Headcount	21		18		
	34	Band 5	Headcount	430		443		
	35	Band 6	Headcount	297		309		
	36	Band 7	Headcount	191		190		
	37	Band 8A	Headcount	41		41		
	38	Band 8B	Headcount	16		16		
	39	Band 8C	Headcount	4		4		
	40	Band 8D	Headcount	1		1		
	41	Band 9	Headcount	0		0		
	42	VSM	Headcount	12		8		
		<i>Of which Medical &amp; Dental</i>						
	44	Consultants	Headcount	82		96		
	45	<i>of which Senior medical staff</i>	Headcount					
	46	Non-consultant career grade	Headcount	23		25		
	47	Trainee grades	Headcount	98		96		
	48	Other	Headcount	0		0		
	<b>1d) Clinical workforce (BME)</b>							
	<i>of which Non Medical</i>							
49	Under Band 1	Headcount	0		0			
50	Band 1	Headcount	0		0			
51	Band 2	Headcount	8		22			
52	Band 3	Headcount	4		6			

		53	Band 4	Headcount	0		0				
		54	Band 5	Headcount	49		49				
		55	Band 6	Headcount	11		11				
		56	Band 7	Headcount	7		10				
		57	Band 8A	Headcount	1		2				
		58	Band 8B	Headcount	0		0				
		59	Band 8C	Headcount	0		0				
		60	Band 8D	Headcount	0		0				
		61	Band 9	Headcount	0		0				
		62	VSM	Headcount	0		0				
		<i>Of which Medical &amp; Dental</i>									
		63	Consultants	Headcount	22		21				
		64	<i>of which Senior medical staff</i>	Headcount		22		21			
		65	Non-consultant career grade	Headcount	21		15				
66	Trainee grades	Headcount	28		36						
67	Other	Headcount	0		0						
<b>1a) Workforce ethnicity reporting</b>											
68	White	Headcount	2398		2433						
69	BME	Headcount	176		190						
70	Z NULL	Headcount	0		19						
71	Z Not Stated/Not Given	Headcount	94		79						
2	Relative likelihood of staff being appointed from shortlisting across all posts	72	Number of shortlisted applicants (White):	Headcount		1729		1169			
		73	Number of shortlisted applicants(BME):	Headcount		266		215			
		74	Number appointed from shortlisting (White):	Headcount		445		316			
		75	Number appointed from shortlisting (BME):	Headcount		33		75			
		76	Relative likelihood of shortlisting/appointed (White):	Auto calculated		0.26		0.27			
		77	Relative likelihood of shortlisting/appointed (BME):	Auto calculated		0.12		0.35			
		78	Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated		2.07		0.77			
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		2398		2433			
		80	Number of staff in workforce (BME):	Headcount		176		190			
		81	Number of staff entering the formal disciplinary process (White):	Headcount		42		33			
		82	Number of staff entering the formal disciplinary process (BME):	Headcount		1		4			
		83	Likelihood of White staff entering the formal disciplinary process:	Auto calculated		0.02		0.01			
		84	Likelihood of BME staff entering the formal disciplinary process:	Auto calculated		0.01		0.02			
85	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated		0.32		1.55					
4	Relative likelihood of staff accessing non-mandatory training and CPD	86	Number of staff in workforce (White):	Headcount		2398		2433			
		87	Number of staff in workforce (BME):	Headcount		176		190			
		88	Number of staff accessing non-mandatory training and CPD (White):	Headcount		0		0	Not Centrally Recorded		
		89	Number of staff accessing non-mandatory training and CPD (BME):	Headcount		0		0	Not Centrally Recorded		
		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			
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	26.69%		28.51%				
		94	% of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	20.00%		20.00%				
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	23.93%		26.16%				
		96	% of BME staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	30.43%		18.67%				

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	90.92%		91.32%		
		98	% BME staff believing that trust provides equal opportunities for career progression or promotion	Percentage	74.47%		92.16%		
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	6.64%		6.41%		
		100	% BME staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	20.00%		8.00%		
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		11		11	
		102	Voting Board Members - BME	Headcount		1		1	
		103	Voting Board Member - %BME	Auto calculated		8.3%		8.3%	
		104	Overall workforce - % BME	Auto calculated		6.8%		7.2%	
		105	Total Difference	Auto calculated		1.5%		1.1%	