

Workforce Race Equality Scheme: Our data as at 31st March 2020

Metric		2017	2018	2019	2020	Comments
Metric 1 -Percentage of staff in each of the AfC bands 1 - 9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce.	Workforce headcount	5255	4827	5110	5361	Workforce Headcount has steadily increased since 2018
	% declared BME	4.8%	4.7% ↑	4.9% ↑	5.3% ↑	This has positively increased but YAS remains underrepresented compared to our community (14%)
	BME headcount	254	228 ↑	253 ↑	284 ↑	The increase in the overall workforce has meant an increase in BME staff
	White headcount	5001	4600	4857	5059	Workforce headcount has steadily increased since 2018
	Not stated	-	-	4	18	Ideally all staff should declare their ethnicity. However this is not mandated.
Metric 2 - Relative likelihood of white staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts <i>(The target here is 1.0 where BAME and White staff have equal likelihood of being appointed.)</i>		2.7	1.77 ↓	1.79 ↑	2.43 ↑	The number of BME employees has increased, but the number of white employees increased more. The number of BME candidates who DNA or withdraw prior to interview is significant, compared to white candidates.
Metric 3 - Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff, as measured by entry into a formal disciplinary investigation. <i>(The target here is 1.0 where BAME and White staff have equal likelihood of entering the disciplinary process.)</i>		1.5	1.97 ↑	1.48 ↓	0.96 ↓	This year the Employee Relations team introduced a gate review process to ensure all disciplinary cases should be progressed to a formal process
Metric 4 - Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME <i>(The target here is 1.0 where BAME and White staff have equal likelihood of accessing training.)</i>		1.05	1.06 ↑	1.18 ↑	1.13 ↓	This has improved following equal opportunities monitoring data being submitted with applications for course approvals,

Metric		2017	2018	2019	2020	Comments
Metric 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White	N/A	44.9%	39.6%	42.7%	This could have increased due to the start of the Say Yes to Respect Campaign with staff recognising that behaviour they previously tolerated is not acceptable.
	BME	N/A	27%	29.8% ↑	40.3% ↑	
Metric 6 - Percentage staff experiencing harassment, bullying or abuse from staff in last 12 months.	White	N/A	26.8%	25.5%	21.9%	
	BME	N/A	31.1%	27.6% ↓	28.6% ↑	
Metric 7 - Percentage of staff believing that Trust provides equal opportunities for career progression or promotion.	White	N/A	71.3%	73.6%	71.6%	This data needs further analysis to determine areas of concern.
	BME	N/A	66.0%	61.5% ↓	56.0% ↓	
Metric 8 - In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	White	N/A	10.3%	8.5%	7.0%	This could have changed due to the start of the Say Yes to Respect Campaign with staff recognising that behaviour they previously tolerated is not acceptable.
	BME	N/A	17.6%	14.5% ↓	20.3% ↑	
Metric 9 - Percentage difference between the organisations' board membership and its overall workforce disaggregated:	White	93.8%	93.8%	100%	100%	The Trust Board diversity profile has not changed during 2019-20
	BME	6.25%	6.25% ↔	0% ↓	0% ↔	