

CCS Workforce Race Equality Standards.2017/18 and 2018/19 - Action Plan last updated 25th April 2018

RYV

Cambridgeshire Community Services NHS Trust

INDICATOR	DATA ITEM	MEASURE	31st MARCH 2016			31st MARCH 2017			NOTES	ACTIONS 2017 / 18 and 2018/19	UPDATES	
			WHITE	BME	ETHNICITY UNKNOWN / NULL	WHITE	BME	ETHNICITY UNKNOWN / NULL				
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	1a) Non Clinical workforce			Verified Figures	Verified Figures	Verified Figures	Verified Figures	Verified Figures	Verified Figures		
		1	Under Band 1	Headcount								
		2	Band 1	Headcount	3			2				
		3	Band 2	Headcount	91	6	24	75	6	23		
		4	Band 3	Headcount	150	18	11	146	14	12		
		5	Band 4	Headcount	44							
		6	Band 5	Headcount	34	7	7	54	5	8		
		7	Band 6	Headcount	31	6	3	32	12	3		
		8	Band 7	Headcount	31	6	2	37	10	3		
		9	Band 8A	Headcount	32	2	1	30	2	2		
		10	Band 8B	Headcount	12	1		14	2	1		
		11	Band 8C	Headcount	5	2		5	2			
		12	Band 8D	Headcount	8	2		8	2			
		13	Band 9	Headcount	3			3				
		14	VSM	Headcount	3			3				
				1b) Clinical workforce								
				<i>of which Non Medical</i>								
		15	Under Band 1	Headcount								
		16	Band 1	Headcount								
		17	Band 2	Headcount	33		7	24		7		
		18	Band 3	Headcount	120	21	11	111	21	12		
		19	Band 4	Headcount	171	20	14	170	20	13		
		20	Band 5	Headcount	142	20	21	149	23	15		
		21	Band 6	Headcount		49	80	496	42	75		
		22	Band 7	Headcount	524							
		23	Band 8A	Headcount	214	19	18	209	21	17		
		24	Band 8B	Headcount	45	1	4	51	1	4		
		25	Band 8C	Headcount	12	1	1	9	2	1		
		26	Band 8D	Headcount	3			2	1			
		27	Band 9	Headcount								
		28	VSM	Headcount								
				<i>Of which Medical & Dental</i>								
		29	Consultants	Headcount	26	9	9	26	10	17		
30	<i>of which Senior medical manager</i>	Headcount										
31	Non-consultant career grade	Headcount	33	12	15	27	14	11				
32	Trainee grades	Headcount	10	4	1	11	5	1				
33	Other	Headcount										
2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants:	Headcount	1177	193	21	1486	412	29		
		35	Number appointed from shortlisting:	Headcount	257	23	5	303	42	7		
		36	Relative likelihood of shortlisting / appointed:	Auto calculated	0.2183517417	0.1191709845	0.2380952381	0.2039030956	0.1019417476	0.2413793103		
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated	1.83			2.00				
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	1751	206	229	1956	215	225		
		39	Number of staff entering the formal disciplinary process:	Headcount	15	6		9	2			
		40	Likelihood of staff entering the formal disciplinary process:	Auto calculated	0.0085665334	0.0291262136	0.0000000000	0.0053066038	0.0093023256	0		
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated		3.40			1.75			

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4	Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce (White):	Headcount	1751	206	229	1696	215	225	Number of training attendance	<ul style="list-style-type: none"> Record of all protected characteristics for all training activity during 2018. to build on that already collected. 	Data reviewed regularly at Workforce Diversity and Inclusion Group
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount	3741	452	526	5670	669	720			
		44	Likelihood of staff accessing non-mandatory training and CPD:	Auto calculated	2.136493432	2.194174757	2.296943231	3.343160377	3.111627907	3.2000000000			
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BM E staff:	Auto calculated	0.97			1.07					
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	46	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	Percentage	25.78%	40.00%		20.65%	21.11%			<ul style="list-style-type: none"> Continue to promote zero tolerance and take action when ever abuse is reported. 	Action in 2017/18 competed and further action will be planned as required based on 2017 Staff Survey Results
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in 12 months	47	% of staff experiencing harassment, bullying or abuse from staff in 12 months	Percentage	18.23%	30.00%		17.89%	15.56%			<ul style="list-style-type: none"> Renforce Zero tolerance message Review SOS feedback 2017. Promote our confidential bullying helpline wider and frequently . 	Action in 2017/18 competed and further action will be planned as required based on 2017 Staff Survey Results
7	KF 21. Percentage believing the trust provides equal opportunities for career progression or promotion	48	% staff believing the trust provides equal opportunities for career progression or promotion	Percentage	92.69%	93.10%		92.02%	88.14%			<ul style="list-style-type: none"> BME panel members on internal recruitment panels to be implemented during 2018/19 	at planning stage now internal recruitment function in place.
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 colleagues	Percentage	7.3%7	10.26%		3.36%	5.56%			As 6 above.	at planning stage now internal recruitment function in place.
9	Percentage difference between the organisations' Board voting membership and its overall workforce	50	Total Board members	Headcount	9		2	8		2	<ul style="list-style-type: none"> Positive action to attract NED applicants from BME heritage Take part in national programmes to support BME representatives on Boards. 	ongoing	
		51	of which: Voting Board members	Headcount	9		2	8		2			
		52	: Non Voting Board members	Auto calculated	0	0	0	0	0	0			
		53	Total Board members	Headcount	9		2	8		2			
		54	of which: Exec Board members	Headcount	5			5					
		55	: Non Executive Board members	Auto calculated	4	0	2	3	0	2			
		56	Number of staff in overall workforce	Headcount	1751	206	229	1696	215	225			
		57	Total Board members - %by Ethnicity	Auto calculated	81.8%	0.0%	18.2%	80.0%	0.0%	20.0%			
		58	Voting Board Member - %by Ethnicity	Auto calculated	81.8%	0.0%	18.2%	80.0%	0.0%	20.0%			
		59	Non Voting Board Member - %by Ethnicity	Auto calculated									
		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	66.7%	0.0%	33.3%	60.0%	0.0%	40.0%			
		62	Overall workforce - % by Ethnicity	Auto calculated	80.1%	9.4%	10.5%	79.4%	10.1%	10.5%			
63	Difference (Total Board - Overall workforce)	Auto calculated	1.7%	-9.4%	7.7%	0.6%	-10.1%	9.5%					