

# Unify2 Upload Template

## Workforce Race Equality Standards annual collection

Organisation: RYV Cambridgeshire Community Services NHS Trust

Question	DATA ITEM	Measure	31st MARCH 2016 Prepopulated figures	Verified figures (leave blank if accepting pre-populated data)	31st MARCH 2018 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	1	1	0		
	3	Band 2	Headcount	99	139	96	96	
	4	Band 3	Headcount	126	196	137	135	
	5	Band 4	Headcount	53	95	47	43	
	6	Band 5	Headcount	37	55	36	35	
	7	Band 6	Headcount	25	38	32	31	
	8	Band 7	Headcount	25	37	33	31	
	9	Band 8A	Headcount	10	23	12	12	
	10	Band 8B	Headcount	7	14	4	4	
	11	Band 8C	Headcount	7	11	7	8	
	12	Band 8D	Headcount	3	3	3	3	
	13	Band 9	Headcount	0		0		
	14	VSM	Headcount	3	8	4	3	
		<b>1b) Non Clinical workforce (BME)</b>						
	15	Under Band 1	Headcount	0		0		
	16	Band 1	Headcount	0		0		
	17	Band 2	Headcount	11	15	6	7	
	18	Band 3	Headcount	19	19	18	18	
	19	Band 4	Headcount	6	6	7	7	
	20	Band 5	Headcount	4	5	6	6	
	21	Band 6	Headcount	4	9	6	6	
	22	Band 7	Headcount	3	5	2	2	
	23	Band 8A	Headcount	0	0	1	1	
	24	Band 8B	Headcount	1	2	2	2	
	25	Band 8C	Headcount	1	1	2	2	
	26	Band 8D	Headcount	0		0		
	27	Band 9	Headcount	0		0		
	28	VSM	Headcount	0		0		
		<b>1c) Clinical workforce (White)</b>						
		<i>of which Non Medical</i>						
	29	Under Band 1	Headcount	0		0		
	30	Band 1	Headcount	0	5	0		
	31	Band 2	Headcount	49	270	46	46	
	32	Band 3	Headcount	113	304	121	120	
	33	Band 4	Headcount	135	232	173	171	
	34	Band 5	Headcount	182	441	172	145	
	35	Band 6	Headcount	358	588	533	529	
	36	Band 7	Headcount	191	340	220	209	
	37	Band 8A	Headcount	39	59	47	46	
	38	Band 8B	Headcount	9	13	13	13	
	39	Band 8C	Headcount	5	2	3	3	
	40	Band 8D	Headcount	0	1	0		
	41	Band 9	Headcount	1		1		
	42	VSM	Headcount	7	8	5	9	
		<i>Of which Medical &amp; Dental</i>						
44	Consultants	Headcount	28	21	25	18		
45	<i>of which Senior medical staff</i>	Headcount						
46	Non-consultant career grade	Headcount	30	35	29	29		
47	Trainee grades	Headcount	12	14	11	12		

		48	Other	Headcount	4	2	3	2		
		<b>1d) Clinical workforce (BME)</b>								
		<i>of which Non Medical</i>								
		49	Under Band 1	Headcount	0		0			
		50	Band 1	Headcount	0	1	0			
		51	Band 2	Headcount	4	41	0			
		52	Band 3	Headcount	24	30	22	20		
		53	Band 4	Headcount	19	26	21	20		
		54	Band 5	Headcount	28	48	25	20		
		55	Band 6	Headcount	47	59	49	51		
		56	Band 7	Headcount	17	27	19	19		
		57	Band 8A	Headcount	2	2	1	1		
		58	Band 8B	Headcount	1	1	1	1		
		59	Band 8C	Headcount	0		0			
		60	Band 8D	Headcount	0		0			
		61	Band 9	Headcount	0		0			
		62	VSM	Headcount	0	1	0	1		
		<i>Of which Medical &amp; Dental</i>								
		63	Consultants	Headcount	9	11	8	9		
		64	<i>of which Senior medical staff</i>	Headcount						
		65	Non-consultant career grade	Headcount	13	16	11	11		
		66	Trainee grades	Headcount	1	4	5	5		
		67	Other	Headcount	1		1			
		<b>1e) Workforce ethnicity reporting</b>								
		68	White	Headcount	1561	2955	1817	1753		
		69	BME	Headcount	215	329	213	209		
		70	Z NULL	Headcount	193	206	154	152		
71	Z Not Stated/Not Given	Headcount	76	136	83	82				
2	Relative likelihood of staff being appointed from shortlisting across all posts	72	Number of shortlisted applicants (White):	Headcount		1650	1147			
		73	Number of shortlisted applicants(BME):	Headcount		430	299			
		74	Number appointed from shortlisting (White):	Headcount		423	191			
		75	Number appointed from shortlisting (BME):	Headcount		59	24			
		76	Relative likelihood of shortlisting/appointed (White):	Auto calculated		0.28	0.17			
		77	Relative likelihood of shortlisting/appointed (BME):	Auto calculated		0.14	0.08			
		78	Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated		1.87	2.07			
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		2955	1753			
		80	Number of staff in workforce (BME):	Headcount		329	209			
		81	Number of staff entering the formal disciplinary process (White):	Headcount		28	15			
		82	Number of staff entering the formal disciplinary process (BME):	Headcount		3	6			
		83	Likelihood of White staff entering the formal disciplinary process:	Auto calculated		0.01	0.01			
		84	Likelihood of BME staff entering the formal disciplinary process:	Auto calculated		0.01	0.03			
		85	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated		0.98	3.38			
4	Relative likelihood of staff accessing non-mandatory training and CPD	86	Number of staff in workforce (White):	Headcount		2955	1753			
		87	Number of staff in workforce (BME):	Headcount		329	209			
		88	Number of staff accessing non-mandatory training and CPD (White):	Headcount		3300	3741			
		89	Number of staff accessing non-mandatory training and CPD (BME):	Headcount		382	452			
		90	Likelihood of White staff accessing non-mandatory training and CPD:	Auto calculated		1.12	2.13			
		91	Likelihood of BME staff accessing non-mandatory training and CPD:	Auto calculated		1.18	2.18			
		92	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff:	Auto calculated		0.98	0.98			

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	27.13%		25.78%		
		94	% of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	21.88%		40.00%		
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	16.54%		18.23%		
		96	% of BME staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	21.88%		30.00%		
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	95.64%		92.69%		
		98	% BME staff believing that trust provides equal opportunities for career progression or promotion	Percentage	88.89%		93.10%		
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	3.66%		7.37%		
		100	% BME staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	3.23%		10.26%		
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		9	
		102	Voting Board Members - BME	Headcount		0		0	
		103	Voting Board Member - %BME	Auto calculated		0.0%		0.0%	
		104	Overall workforce - % BME	Auto calculated		10.0%		10.7%	
		105	Total Difference	Auto calculated		-10.0%		-10.7%	