

## Unify2 Upload Template

### Workforce Race Equality Standards 2017/18 template

Organisation:

Ryv

Cambridgeshire Community Services NHS Trust

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	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	3	0	0	0	0	0	0	0	0	0	0	0	
		2	Band 1	Headcount	0	3	0	0	0	0	0	0	0	0	0	0	0	
		3	Band 2	Headcount	95	91	6	6	24	24	77	75	6	6	20	23		
		4	Band 3	Headcount	137	150	18	18	13	11	144	146	14	14	14	12		
		5	Band 4	Headcount	47	44	7	7	7	7	55	54	5	5	8	8		
		6	Band 5	Headcount	35	34	6	6	3	3	32	32	12	12	3	3		
		7	Band 6	Headcount	32	31	6	6	0	2	38	37	10	10	2	3		
		8	Band 7	Headcount	33	32	2	2	2	1	31	30	2	2	2	2		
		9	Band 8A	Headcount	12	12	1	1	2	1	15	14	2	2	1	1		
		10	Band 8B	Headcount	4	5	2	2	0	0	4	5	2	2	0	0		
		11	Band 8C	Headcount	7	8	2	2	0	0	7	8	2	2	0	0		
		12	Band 8D	Headcount	3	3	0	0	0	0	3	3	0	0	0	0		
		13	Band 9	Headcount	0	0	0	0	0	0	0	0	0	0	0	0		
		14	VSM	Headcount	4	3	0	0	0	0	4	3	0	0	0	0		
				1b) Clinical workforce														
				of which Non Medical														
		15	Under Band 1	Headcount	0		0		0		0		0		0		0	
		16	Band 1	Headcount	0		0		0		0		0		0		0	
		17	Band 2	Headcount	45	33	0		7	7	25	24	0		6	7		
		18	Band 3	Headcount	121	120	22	21	11	11	112	111	21	21	12	12		
		19	Band 4	Headcount	173	171	21	21	15	14	172	170	21	20	13	13		
		20	Band 5	Headcount	171	142	25	20	24	21	185	149	25	23	15	15		
		21	Band 6	Headcount	532	524	49	49	80	80	499	496	42	42	74	75		
		22	Band 7	Headcount	221	214	19	19	18	18	214	209	22	21	17	17		
		23	Band 8A	Headcount	47	45	1	1	3	4	51	51	1	1	4	4		
		24	Band 8B	Headcount	13	12	1	1	1	1	10	9	2	2	1	1		
		25	Band 8C	Headcount	3	3	0	0	2	2	2	2	1	1	0	0		
		26	Band 8D	Headcount	0		0		0		0		0		0			
		27	Band 9	Headcount	1		0		0		1		0		0			
		28	VSM	Headcount	2	2	0		0		2	2	0		0			
				Of which Medical & Dental														
		29	Consultants	Headcount	25	26	8	9	9	9	25	26	9	10	11	17		
30	of which Senior medical manager	Headcount																
31	Non-consultant career grade	Headcount	29	33	11	12	15	15	26	27	13	14	11	11				
32	Trainee grades	Headcount	11	10	4	4	1	1	9	11	2	5	1	1				
33	Other	Headcount	2		1		0		2		4		0					
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		1696		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		0.0000000000			
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	
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount	3741	452	526	5670	669	720	Number of training attendances
		44	Likelihood of staff accessing non-mandatory training and CPD:	Auto calculated	2.1364934323	2.1941747573	2.2969432314	3.3431603774	3.1116279070	3.2000000000	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME 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 last 12 months	46	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	25.78%	40.00%		20.65%	21.11%		
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	18.23%	30.00%		17.89%	15.56%		
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	92.69%	93.10%		92.02%	88.14%		
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	7.37%	10.26%		3.36%	5.56%		
9	Percentage difference between the organisations' Board voting membership and its overall workforce Main: Executive members of the Board	50	Total Board members	Headcount	9		2	8		2	
		51	of which: Voting Board members	Headcount	9		2	8		2	
		52	: Non Voting Board members	Autocalculated	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	Autocalculated	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%			