

Appendix (ii) WRES Indicator - Raw Data

Indicator 1: Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce

Ethnicity by pay Band

All

Assignment Category (Multiple Items)
Staff Group (All)

Count of Employees	Column Labels			
Row Labels	White	BME	Other	Grand Total
Apprentice	100.0%	0.0%	0.0%	100.0%
Band 1	95.2%	4.8%	0.0%	100.0%
Band 2	97.4%	2.4%	0.2%	100.0%
Band 3	98.3%	1.2%	0.4%	100.0%
Band 4	98.6%	0.7%	0.7%	100.0%
Band 5	95.0%	3.3%	1.7%	100.0%
Band 6	94.8%	4.2%	1.0%	100.0%
Band 7	96.3%	1.2%	2.4%	100.0%
Band 8a	100.0%	0.0%	0.0%	100.0%
Band 8b	100.0%	0.0%	0.0%	100.0%
Band 8c	100.0%	0.0%	0.0%	100.0%
Band 8d	100.0%	0.0%	0.0%	100.0%
Exec Board	100.0%	0.0%	0.0%	100.0%
Med & Dental	44.8%	48.3%	6.9%	100.0%
Grand Total	95.7%	3.2%	1.1%	100.0%

Clinical Staff

Assignment Category (Multiple Items)
Staff Group (Multiple Items)

CLINICAL Staff as at 31 Mar 2015

Count of Employees	Column Labels			
Row Labels	White	BME	Other	Grand Total
Band 2	97.3%	2.4%	0.3%	100.0%
Band 3	99.3%	0.7%	0.0%	100.0%
Band 4	98.0%	1.0%	1.0%	100.0%
Band 5	95.1%	3.5%	1.4%	100.0%
Band 6	95.3%	3.6%	1.1%	100.0%
Band 7	97.0%	0.9%	2.1%	100.0%
Band 8a	100.0%	0.0%	0.0%	100.0%
Band 8b	100.0%	0.0%	0.0%	100.0%
Band 8c	100.0%	0.0%	0.0%	100.0%
Exec Board	100.0%	0.0%	0.0%	100.0%
Med & Dental	44.8%	48.3%	6.9%	100.0%
Grand Total	95.6%	3.3%	1.2%	100.0%

Non-clinical staff

Assignment Category (Multiple Items)

Staff Group (Multiple Items)

NON-CLINICAL Staff as at 31 Mar 2015

Count of Employees	Column Labels			Grand Total
Row Labels	White	BME	Other	Grand Total
Apprentice	100.0%	0.0%	0.0%	100.0%
Band 1	95.2%	4.8%	0.0%	100.0%
Band 2	97.7%	2.3%	0.0%	100.0%
Band 3	96.9%	2.0%	1.0%	100.0%
Band 4	100.0%	0.0%	0.0%	100.0%
Band 5	94.3%	1.9%	3.8%	100.0%
Band 6	86.7%	13.3%	0.0%	100.0%
Band 7	83.3%	8.3%	8.3%	100.0%
Band 8a	100.0%	0.0%	0.0%	100.0%
Band 8b	100.0%	0.0%	0.0%	100.0%
Band 8c	100.0%	0.0%	0.0%	100.0%
Band 8d	100.0%	0.0%	0.0%	100.0%
Exec Board	100.0%	0.0%	0.0%	100.0%
Grand Total	96.4%	2.7%	0.8%	100.0%

Indicator 2:- Relative likelihood of staff being appointed from shortlisting across all posts.

Ratio of BME compared to White applying to posts 1:13

Ratio of BME compared to White being shortlisted for posts 1:94

Ratio of BME compared to White successfully appointed to a post 1:49

Indicator 3: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

LCCHS presently does not collect ethnicity data for staff entering the formal disciplinary investigation. We have now changed this procedure to include collection of all of the protected characteristics in the disciplinary process going forward'

Indicator 4. Relative likelihood of staff accessing non-mandatory training and CPD

LCCHS presently does not collect ethnicity data for staff accessing non-mandatory training and CPD. We are presently working with the Workforce and Development team on how this data can be collected to include all the protected characteristics.

Indicator 5,6,7,8 National NHS Staff Survey indicators

5. Workforce Race Equality Standard (WRES)

The scores presented below are the un-weighted question level score for question Q17b and un-weighted scores for Key Findings 25, 26, and 21, split between White and Black and Minority Ethnic (BME) staff, as required for the Workforce Race Equality Standard.

Note that for question 17b, the percentage featured is that of “Yes” responses to the question. Key Finding and question numbers have changed since 2014.

In order to preserve the anonymity of individual staff, a score is replaced with a dash if the staff group in question contributed fewer than 11 responses to that score.

			Your Trust in 2015	Average (median) for community trusts	Your Trust in 2014
KF25	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	White	26%	26%	24%
		BME	7%	25%	43%
KF26	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White	23%	22%	21%
		BME	17%	24%	9%
KF21	Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	White	93%	91%	91%
		BME	73%	79%	-
Q17b	In the 12 last months have you personally experienced discrimination at work from manager/team leader or other colleagues?	White	5%	5%	5%
		BME	11%	12%	-

Board representation indicator

Indicator 9. Percentage difference between the organisations Board voting membership and its overall workforce.

2014/15

Assignment Category (Multiple Items)
Staff Group (All)

Count of Employees Column Labels				
Row Labels	White	BME	Other	Grand Total
Apprentice	100.0%	0.0%	0.0%	100.0%
Band 1	95.2%	4.8%	0.0%	100.0%
Band 2	97.4%	2.4%	0.2%	100.0%
Band 3	98.3%	1.2%	0.4%	100.0%
Band 4	98.6%	0.7%	0.7%	100.0%
Band 5	95.0%	3.3%	1.7%	100.0%
Band 6	94.8%	4.2%	1.0%	100.0%
Band 7	96.3%	1.2%	2.4%	100.0%
Band 8a	100.0%	0.0%	0.0%	100.0%
Band 8b	100.0%	0.0%	0.0%	100.0%
Band 8c	100.0%	0.0%	0.0%	100.0%
Band 8d	100.0%	0.0%	0.0%	100.0%
Exec Board	100.0%	0.0%	0.0%	100.0%
Med & Dental	44.8%	48.3%	6.9%	100.0%
Grand Total	95.7%	3.2%	1.1%	100.0%

2015/16

Assignment Category (Multiple Items)
Staff Group (All)

Count of Assignments Column Labels				
Row Labels	White	BME	Other	Grand Total
Apprentice	100.0%	0.0%	0.0%	100.0%
Band 1	95.7%	4.3%	0.0%	100.0%
Band 2	97.8%	2.0%	0.2%	100.0%
Band 3	98.3%	1.3%	0.4%	100.0%
Band 4	97.9%	1.4%	0.7%	100.0%
Band 5	95.2%	3.2%	1.6%	100.0%
Band 6	94.7%	4.1%	1.2%	100.0%
Band 7	95.9%	2.0%	2.0%	100.0%
Band 8a	94.7%	2.6%	2.6%	100.0%
Band 8b	100.0%	0.0%	0.0%	100.0%
Band 8c	100.0%	0.0%	0.0%	100.0%
Band 8d	100.0%	0.0%	0.0%	100.0%
Exec Board	100.0%	0.0%	0.0%	100.0%
Med & Dental	52.0%	44.0%	4.0%	100.0%
Other	100.0%	0.0%	0.0%	100.0%
Grand Total	95.9%	3.0%	1.1%	100.0%

Data for reporting year 2015/16	As at 31 Mar 2016 – Board membership = 100% White
Data for previous year 2014/15	As at 31 Mar 2015 – Board membership = 100% White