

**Workforce Race Equality Standard Indicators Data as at April 2015**

No	Indicator	White	BME	Findings
1	Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce.	Bands 8-9 & VSM 91.43%  Overall Workforce 78.36%	Bands 8-9 & VSM 7.43%  Overall Workforce 18.43%	1.14% of bands 8-9/VSM have not stated their ethnicity on ESR.  3.21% of the overall workforce have not stated their ethnicity on ESR.  When compared to the overall workforce the percentage of BME staff in bands 8-9 & VSM is less than half that of the overall workforce.
2	Relative likelihood of BME staff being appointed from shortlisting compared to that of white staff being appointed from shortlisting across all posts.	Shortlisted 3860  Appointed 464  Ratio 0.12	Shortlisted 1495  Appointed 103  Ratio 0.07	103 individuals shortlisted applicants did not disclose their ethnicity.  8 individuals appointed did not disclose their ethnicity.  The relative likelihood of a White individual being appointed from shortlisting compared to a BME individual is 1.71 times greater.
3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white 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.	Overall Workforce 3776  Formal Disciplinary Process 94  Ratio 0.02	Overall Workforce 888  Formal Disciplinary Process 21  Ratio 0.02	155 members of staff from the overall workforce have not stated their ethnicity on ESR.  2 members of staff in the formal disciplinary process have not stated their ethnicity on ESR.  White staff and BME staff are equally as likely to enter the formal disciplinary process.

4	Relative likelihood of BME staff accessing non mandatory training and CPD as compared to white staff	Overall Workforce 3776  Accessing Non-Mandatory Training 2696  Ratio 0.71	Overall Workforce 888  Accessing Non-Mandatory Training 437  Ratio 0.50	155 members of staff from the overall workforce have not stated their ethnicity on ESR.  75 members of staff who accessed non-mandatory training have not stated their ethnicity on ESR.  The relative likelihood of a White individual accessing non-mandatory training & CPD to a BME individual is 1.42 times greater.
5	KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	38%	38%	The Staff Survey reports there is no difference between the experience and treatment of White staff and BME staff.
6	KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	29%	36%	The Staff Survey reports 7% more BME staff than White staff reported experiencing harassment, bullying or abuse from other members of staff.
7	KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion	87%	47%	The Staff Survey reports 40% less BME staff than White staff do not believe that the Trust provides equal opportunities for career progression.
8	Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues	11%	22%	The Staff Survey reports double the number of BME staff than White staff reported personally experiencing discrimination from a manager/team leader or other colleagues.
9	Boards are expected to be broadly representative of the population they serve (census as at 1 <sup>st</sup> April each year).	Board 82%  N'ptonshire Population 91.48%	Board 0%  N'ptonshire Population 8.52%	18% of the Board have not stated their ethnicity on ESR.  Based on the population of Northamptonshire the Trust Board (voting members only) broadly represents the population they serve, but it should be noted that at the present time there is no BME representation.