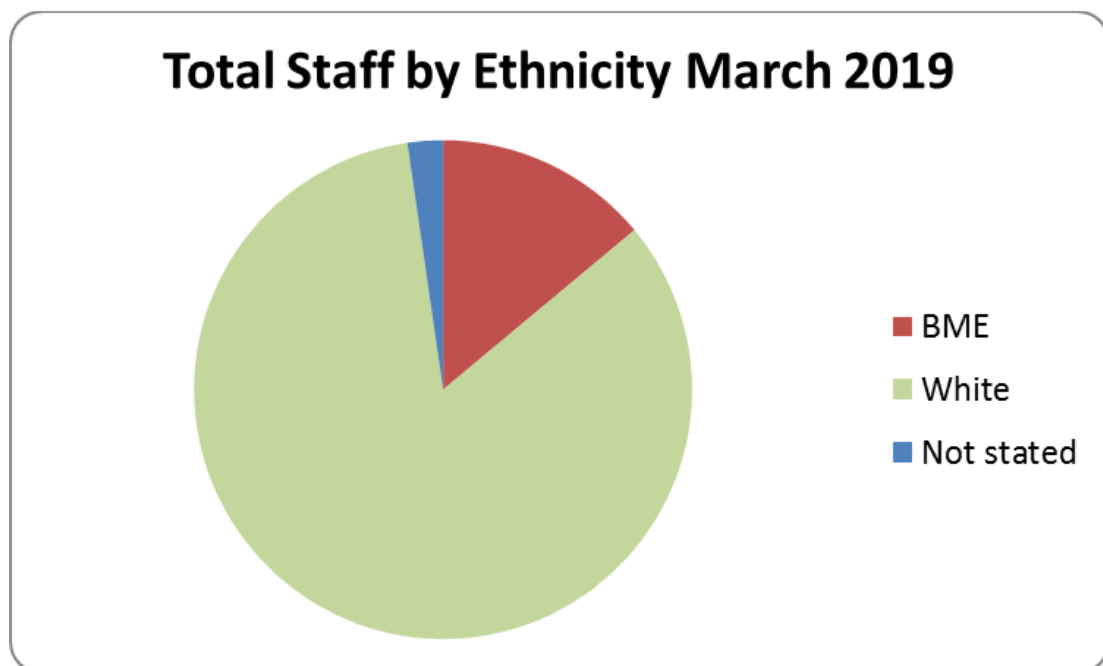


Workforce Race Equality Standards March 2019

At March 2019, a total of 2737 staff were employed by Airedale NHS Foundation Trust. Of these, 382 (13.96%) were BME and 2292 (83.74%) were white. The ethnicity of the remaining 63 (2.30%) staff were not stated.

There was an increase on the previous year for BME staff by 13.35%

Ethnic Group	Headcount	%
BME	382	13.96
White	2292	83.74
Not stated	63	2.30
Total	2737	100.00



Workforce Race Equality Standards March 2019

Indicator 1 - Percentage of Non-Clinical/Clinical 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.

As shown in the table below, as of March 2019, 9% of non-clinical staff and 15% of clinical staff of known ethnicity were from BME backgrounds.

Payscale	Non-Clinical Staff							Clinical Staff						
	White (headcount)	BME (headcount)	Unknown (headcount)	Total (headcount)	White (%)	BME (%)	Not Stated (%)	White (headcount)	BME (headcount)	Unknown (headcount)	Total (headcount)	White (%)	BME (%)	Not Stated (%)
Other	1	0	0	1	100%	0%	0%	3	1	0	4	75%	25%	0%
Band 1	0	0	0	0	0%	0%	0%	0	0	0	0	0%	0%	0%
Band 2	124	18	2	144	86%	13%	1%	309	62	12	383	81%	16%	3%
Band 3	127	11	2	140	91%	8%	1%	208	14	1	223	93%	6%	0%
Band 4	90	3	1	94	96%	3%	1%	57	5	1	63	90%	8%	2%
Band 5	38	3	1	42	90%	7%	2%	405	83	13	501	81%	17%	3%
Band 6	25	2	0	27	93%	7%	0%	327	50	13	390	84%	13%	3%
Band 7	32	5	1	38	84%	13%	3%	219	13	6	238	92%	5%	3%
Band 8a	20	2	0	22	91%	9%	0%	71	3	0	74	96%	4%	0%
Band 8b	10	2	0	12	83%	17%	0%	12	0	0	12	100%	0%	0%
Band 8c	7	0	0	7	100%	0%	0%	6	0	0	6	100%	0%	0%
Band 8d	3	0	0	3	100%	0%	0%	2	0	0	2	100%	0%	0%
Band 9	1	0	0	1	100%	0%	0%	2	1	0	3	67%	33%	0%
VSM	6	0	0	6	100%	0%	0%	2	0	0	2	100%	0%	0%
Medical: Consultants	0	0	0	0	0%	0%	0%	77	41	5	123	63%	33%	4%
Medical: Non-Consultant Career Grades	0	0	0	0	0%	0%	0%	25	22	3	50	50%	44%	6%
Medical: Trainee Grades	0	0	0	0	0%	0%	0%	83	41	2	126	66%	33%	2%
TOTAL	484	46	7	537	90%	9%	1%	1808	336	56	2200	82%	15%	3%

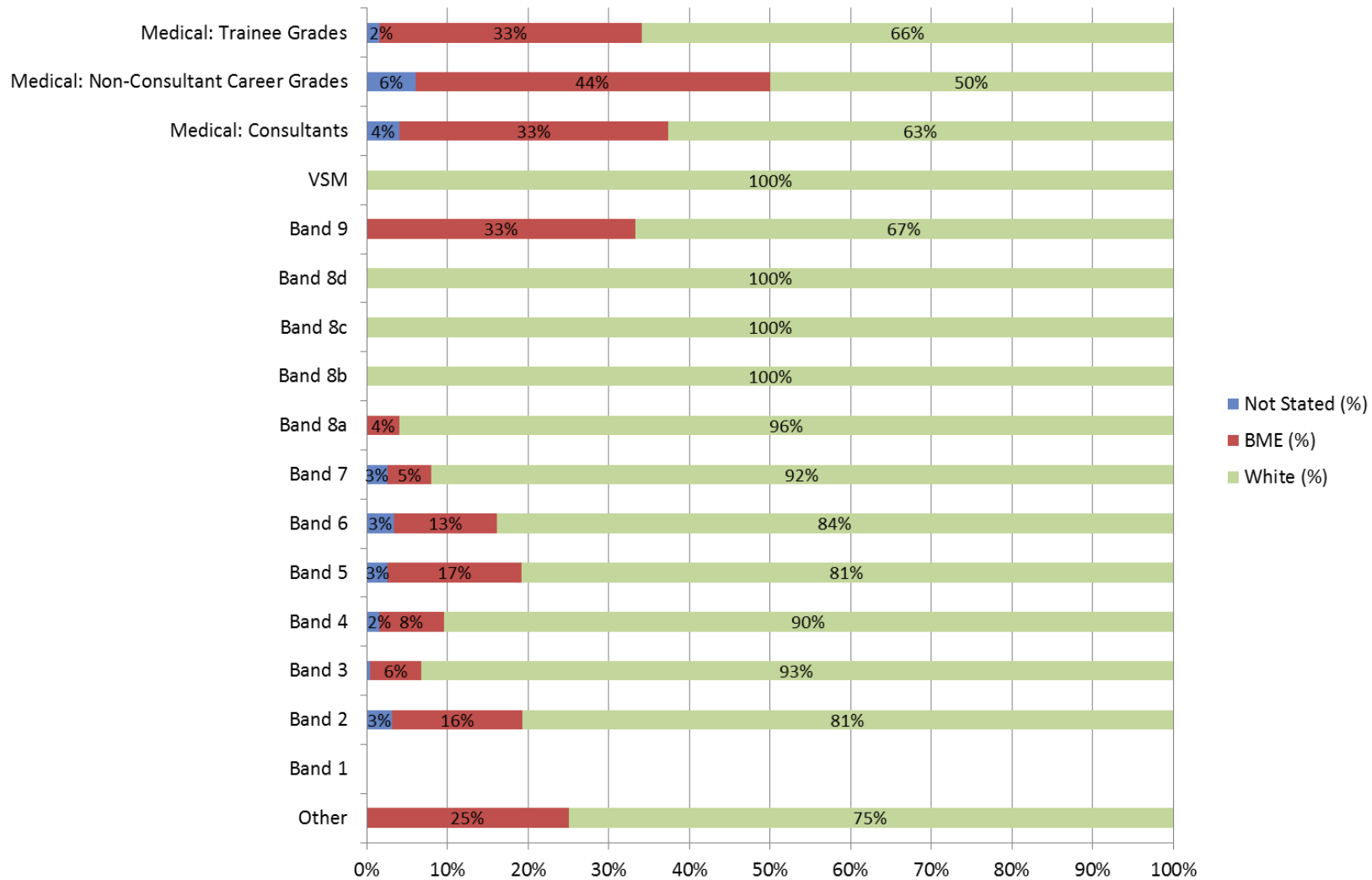
Workforce Race Equality Standards March 2019

Non-Clinical staff by ethnicity: March 2019



Workforce Race Equality Standards March 2019

Clinical staff by ethnicity: March 2019



Workforce Race Equality Standards March 2019

Indicator 2 – Relative likelihood of staff being appointed from shortlisting across all posts

For the reporting period 1 April 2018 to 31 March 2019, the results were as follows:

Data between April and June 2018 has been extracted from NHS Jobs. Trac was implemented in July 2018 so data between July 2018 and April 2019 has been extracted from Trac.

Ethnic Group	Number of Shortlisted Applicants (headcount)	Number appointed from shortlisting (headcount)
White	1556	296
BME	685	70
Not stated	80	16
Total	2321	382

Likelihood of white staff being appointed from shortlisting $(296/1556) = 0.190$

Likelihood of BME staff being appointed from shortlisting $(70/685) = 0.102$

The relative likelihood of white staff being appointed from shortlisting compared to BME staff is therefore $0.190/0.102 = 1.86$ times greater

*The data submitted for 2017-19 showed the relative likelihood of white staff being appointed from shortlisting compared to BME staff was **1.73 times greater**.*

Indicator 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 - based on a two year rolling period 1 April 2017 – 31 March 2019

Ethnic Group	Number of Disciplinary	Number in workforce
White	92	2292
BME	18	382
Not stated	1	63
Total	111	2737

Likelihood of white staff entering the formal disciplinary process $(92/2292) = 0.040$

Likelihood of BME staff entering the formal disciplinary process $(18/382) = 0.047$

The relative likelihood of BME staff entering the formal disciplinary process compared to white staff is therefore $0.047/0.040 = 1.17$ times

*The data submitted for 2016-18 showed the relative likelihood of BME staff entering the formal disciplinary process compared to white staff was **0.81 times***

Workforce Race Equality Standards March 2019

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

For the reporting period 1 April 2018 to 31 March 2019, the results were as follows:

Ethnic Group	Number of staff accessing non-mandatory training	Number in workforce
White	426	2292
BME	52	382
Not stated	7	63
Total	485	2737

Likelihood of white staff accessing non-mandatory training (426/2292) = 0.186

Likelihood of BME staff accessing non-mandatory training (52/382) = 0.136

*The relative likelihood of white staff accessing non-mandatory training compared to BME staff is therefore 0.186/0.136 = **1.37 times greater***

*The data submitted for 2017-18 showed the relative likelihood of white staff accessing non-mandatory training compared to BME staff was **1.34 times greater***

Indicators 5, 6, 7 and 8

		31-Mar-18	31-Mar-19	
Indicator 5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	White	19.89%	20.81%
		BME	28.74%	26.73%
Indicator 6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	White	20.24%	20.04%
		BME	24.42%	24.75%
Indicator 7	Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	White	89.08%	90.73%
		BME	69.49%	82.35%
Indicator 8	In the last 12 months have you personally experienced discrimination at work from manager/team leader or other colleagues?	White	5.08%	3.98%
		BME	13.10%	11.46%

Workforce Race Equality Standards March 2019

Indicator 9 – Percentage difference between the organisations Board voting membership and the organisations Board executive membership and its overall workforce (comparing the difference in percentage of BME staff).

In March 2019, the Trust had 13.96% BME workforce and 1 of its 11 (9.09%), voting members on the Board was of BME origin. The percentage difference between the organisations' Board voting membership and its overall workforce was -4.87%.

In March 2019, the Trust had 13.96% BME workforce and 0 of its 8 (0%), executive members on the Board was of BME origin. The percentage difference between the organisations' Board executive membership and its overall workforce was -13.96%.