

Appendix 1: Workforce Race Equality Standard: Our data as at 31st March 2021

Metric		2017	2018	2019	2020	2021	Comments
Metric 1 -Percentage of staff in each of the AfC bands 1 - 9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce.	Workforce headcount	5255	4827	5110	5361	5736	Workforce Headcount has steadily increased since 2018
	% declared BME	4.8%	4.7% ↑	4.9% ↑	5.3% ↑	6.1% ↑	This has positively increased but YAS remains underrepresented compared to our region's community (11%)
	BME headcount	254	228 ↑	253 ↑	284 ↑	348 ↑	The increase in the overall workforce has meant an increase in BME staff
	White headcount	5001	4600	4857	5059	5373	Workforce headcount has steadily increased since 2018
	Not stated	-	-	4	18	15	Ideally, all staff would share details of their ethnicity. However, this is not mandated. The launch of a Diversity Census is planned to encourage staff to do so.
Metric 2 - Relative likelihood of white staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts <i>(The target here is 1.0 where BAME and White staff have equal likelihood of being appointed.)</i>		2.7	1.77 ↓	1.79 ↑	2.43 ↑	2.04 ↓	This ratio has improved slightly, but still means that if you are White, you are more than twice as likely to be appointed. The number of BAME employees has increased, but the number of white employees increased more.
Metric 3 - Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff, as measured by entry into a formal disciplinary investigation. <i>(The target here is 1.0 where BAME and White staff have equal likelihood of entering the disciplinary process.)</i>		1.5	1.97 ↑	1.48 ↓	1.01 ↓	1.98 ↑	A disappointing increase this year. The Gate Review process remains in place to ensure all disciplinary cases are reviewed before progression to a formal process. There were 2 additional cases this year compared to last year, there were also fewer cases involving white staff this year. It's also important to note the reporting for this metric has changed; we are required to include data as at year end, instead of a two-year average. This has further exacerbated the increase for this year.

Metric		2017	2018	2019	2020	2021	Comments
Metric 4 - Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME <i>(The target here is 1.0 where BAME and White staff have equal likelihood of accessing training.)</i>		1.05	1.06 ↑	1.18 ↑	1.13 ↓	1.51 ↑	A disappointing increase that may have been influenced by the pandemic, particularly call centre staff who, due to operational demand have not been released for training.
Metric 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White	N/A	44.9%	39.6%	42.7%	40.1%	A reduction for all staff, which may be a result of less face-face interaction with the public due to the pandemic. The public perception of NHS front line staff has also improved as a result of the pandemic.
	BME	N/A	27%	29.8% ↑	40.3% ↑	34.6% ↓	
Metric 6 - Percentage staff experiencing harassment, bullying or abuse from staff in last 12 months.	White	N/A	26.8%	25.5%	21.9%	24.1%	A worrying increase overall for all staff. Potentially due to extreme pressure and impact on leadership style and strained relationships.
	BME	N/A	31.1%	27.6% ↓	28.6% ↑	37.5% ↑	
Metric 7 - Percentage of staff believing that Trust provides equal opportunities for career progression or promotion.	White	N/A	71.3%	73.6%	71.6%	77.9%	An improvement for all staff.
	BME	N/A	66.0%	61.5% ↓	56.0% ↓	63.9% ↑	
Metric 8 - In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	White	N/A	10.3%	8.5%	7.0%	7.4%	The positive decrease for BAME staff maybe due to the continued roll out of the Say Yes to Respect Campaign with staff recognising that behaviour they previously tolerated is not acceptable. However, there are still twice as many BAME staff who experience poor behaviour compared to their White colleagues. Leadership in Action remains ongoing.
	BME	N/A	17.6%	14.5% ↓	20.3% ↑	16.8% ↓	
Metric 9 - Percentage difference between the organisations' board membership and its overall workforce disaggregated:	White	93.8%	93.8%	100%	100%	93.3%	The Trust Board diversity profile has increased positively due to a new appointment this year.
	BME	6.25%	6.25% ↔	0% ↓	0% ↔	7.1% ↑	