

# Unify2 Upload Template

## Workforce Race Equality Standards 2017/18 template

Organisation: **RXQ** Buckinghamshire Healthcare 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				
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	<b>1a) Non Clinical workforce</b>																
		1	Under Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0		
		2	Band 1	Headcount	18	18	4	4	5	4	19	19	4	4	0	4		
		3	Band 2	Headcount	250	250	50	50	9	9	254	250	49	49	0	8		
		4	Band 3	Headcount	249	248	26	25	10	10	242	232	24	24	0	10		
		5	Band 4	Headcount	247	241	34	34	12	13	293	250	35	35	0	8		
		6	Band 5	Headcount	101	100	21	21	8	8	104	101	21	20	0	9		
		7	Band 6	Headcount	70	68	11	11	5	5	76	73	14	12	0	2		
		8	Band 7	Headcount	63	64	9	9	3	2	67	66	8	8	0	6		
		9	Band 8A	Headcount	28	28	5	5	1	1	26	26	6	6	0	1		
		10	Band 8B	Headcount	16	17	1	1	3	3	20	19	1	1	0	3		
		11	Band 8C	Headcount	16	15	0	0	1	1	13	13	0	0	0	1		
		12	Band 8D	Headcount	3	3	0	0	0	0	5	5	1	1	0	0		
		13	Band 9	Headcount	8	8	0	0	2	2	7	7	0	0	0	1		
		14	VSM	Headcount	2	6	0	0	0	0	1	7	0	0	0	0		
				<b>1b) Clinical workforce of which Non Medical</b>														
				15	Under Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	
				16	Band 1	Headcount	10	10	6	6	0	0	12	46	5	11	0	3
				17	Band 2	Headcount	470	469	201	204	47	52	435	428	220	219	0	40
				18	Band 3	Headcount	220	223	39	40	14	14	273	269	42	42	0	22
				19	Band 4	Headcount	166	163	16	16	6	6	183	181	25	25	0	10
				20	Band 5	Headcount	719	709	272	270	114	108	688	683	277	276	0	92
				21	Band 6	Headcount	777	769	157	153	51	50	795	780	165	165	0	42
				22	Band 7	Headcount	432	429	52	52	26	27	442	439	58	59	0	25
				23	Band 8A	Headcount	108	107	20	21	4	4	110	108	23	23	0	4
				24	Band 8B	Headcount	37	37	4	4	1	1	37	37	3	3	0	1
				25	Band 8C	Headcount	15	15	2	2	1	1	14	14	1	1	0	1
				26	Band 8D	Headcount	9	9	0	0	1	1	8	8	0	0	0	1
				27	Band 9	Headcount	3	3	1	1	0	0	2	2	1	1	0	0
				28	VSM	Headcount	2	2	0	0	0	0	2	1	0	0	0	0
					<i>Of which Medical &amp; Dental</i>													
				29	Consultants	Headcount	127	127	104	104	9	9	130	126	116	115	0	13
				30	Of which Senior medical manager	Headcount	10	10	6	6	0	0	12	46	5	11	0	3
		31	Non-consultant career grade	Headcount	35	37	48	56	6	6	33	33	53	53	0	5		
		32	Trainee grades	Headcount	196	194	120	112	12	12	127	168	125	155	0	9		
		33	Other	Headcount	0	0	0	0	0	0	36	0	29	0	0	0		
2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants:	Headcount		3243		1969		0		3413		2974		140	Source Trac: Trusts online recruitment system.	
		35	Number appointed from shortlisting:	Headcount		770		230		0		689		249		57	Source Electronic Staff Record (ESR): Actual	
		36	Relative likelihood of shortlisting/appointed:	Auto calculated		0.2374344743		0.1168105637				0.2018751831		0.0837256221		0.4071428571		
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated		2.03						2.41						
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		4371		1201		349		4391		1308		321		
		39	Number of staff entering the formal disciplinary process:	Headcount		45		19		0		23		24		0		
		40	Likelihood of staff entering the formal disciplinary process:	Auto calculated		0.0102851270		0.015201499		0.0000000000		0.0052379868		0.0183486239		0.0000000000		
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated				1.54						3.50				

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4	Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce (White):	Headcount	4371	1201	349	4391	1308	321	
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount	806	214	79	406	274	28	
		44	Likelihood of staff accessing non-mandatory training and CPD:	Auto calculated	0.1849971631	0.1781848460	0.2263610315	0.0924618538	0.2094801223	0.0872274143	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff:	Auto calculated	1.03			0.44			
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	29.69%	31.85%		27.65%	26.92%		
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	25.22%	24.04%		19.59%	23.57%		
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	91.10%	70.03%		92.25%	80.70%		
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	4.94%	13.39%		5.03%	12.19%		
9	Percentage difference between the organisations' Board voting membership and its overall workforce	50	Total Board members	Headcount	9	2	0	11	2	1	
		51	of which: Voting Board members	Headcount	9	2	0	8	2	1	
		52	: Non Voting Board members	Autocalculated	0	0	0	3	0	0	
		53	Total Board members	Headcount	9	2	0	11	2	1	
		54	of which: Exec Board members	Headcount	0	0	0	3	0	0	
		55	: Non Executive Board members	Autocalculated	9	2	0	8	2	1	
		56	Number of staff in overall workforce	Headcount	4371	1201	349	4391	1308	321	
		57	Total Board members - % by Ethnicity	Auto calculated	81.8%	18.2%	0.0%	78.6%	14.3%	7.1%	
		58	Voting Board Member - % by Ethnicity	Auto calculated	81.8%	18.2%	0.0%	72.7%	18.2%	9.1%	
		59	Non Voting Board Member - % by Ethnicity	Auto calculated				100.0%	0.0%	0.0%	
		60	Executive Board Member - % by Ethnicity	Auto calculated				100.0%	0.0%	0.0%	
		61	Non Executive Board Member - % by Ethnicity	Auto calculated	81.8%	18.2%	0.0%	72.7%	18.2%	9.1%	
		62	Overall workforce - % by Ethnicity	Auto calculated	73.8%	20.3%	5.9%	72.9%	21.7%	5.3%	
63	Difference (Total Board -Overall workforce )	Auto calculated	8.0%	-2.1%	-5.9%	5.6%	-7.4%	1.8%			