

## Unify2 Upload Template

### Workforce Race Equality Standards annual collection

RYD

South East Coast Ambulance Service NHS FT

| Question                  |   |                                    |              | 31st MARCH 2015      | Verified figures (leave blank if accepting pre-populated data) | 31st MARCH 2016      | Verified figures (leave blank if accepting pre-populated data) |       |  |  |
|---------------------------|---|------------------------------------|--------------|----------------------|--|----------------------|--|-------|--|--|
| DATA ITEM                 |   |                                    | Measure      | Prepopulated figures |  | Prepopulated figures |  | Notes |  |  |
| 1                         | Percentage of staff in each of the A/C Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce | 1a) Non Clinical workforce (White) |              |                      |  |                      |  |       |  |  |
|                           |   | 1                                  | Under Band 1 | Headcount            | 0  |                      | 0  | 0     |  |  |
|                           |   | 2                                  | Band 1       | Headcount            | 0  | 2                    | 2  | 2     |  |  |
|                           |   | 3                                  | Band 2       | Headcount            | 16   | 97                   | 86   | 89    |  |  |
|                           |   | 4                                  | Band 3       | Headcount            | 256  | 254                  | 238  | 240   |  |  |
|                           |   | 5                                  | Band 4       | Headcount            | 250  | 245                  | 234  | 232   |  |  |
|                           |   | 6                                  | Band 5       | Headcount            | 107  | 106                  | 107  | 106   |  |  |
|                           |   | 7                                  | Band 6       | Headcount            | 129  | 126                  | 138  | 136   |  |  |
|                           |   | 8                                  | Band 7       | Headcount            | 100  | 99                   | 114  | 108   |  |  |
|                           |   | 9                                  | Band 8A      | Headcount            | 25   | 26                   | 21   | 20    |  |  |
|                           |   | 10                                 | Band 8B      | Headcount            | 11   | 11                   | 15   | 16    |  |  |
|                           |   | 11                                 | Band 8C      | Headcount            | 13   | 13                   | 11   | 11    |  |  |
|                           |   | 12                                 | Band 8D      | Headcount            | 0  | 0                    | 0  | 0     |  |  |
|                           |   | 13                                 | Band 9       | Headcount            | 0  | 1                    | 1  | 0     |  |  |
|                           |   | 14                                 | VSM          | Headcount            | 5  | 8                    | 5  | 7     | Headcount apportioned correctly into Band 8 and VSM grades |  |
|                           |   | 1b) Non Clinical workforce (BME)   |              |                      |  |                      |  |       |  |  |
|                           |   | 15                                 | Under Band 1 | Headcount            | 0  | 0                    | 0  | 0     |  |  |
|                           |   | 16                                 | Band 1       | Headcount            | 0  | 0                    | 0  | 0     |  |  |
|                           |   | 17                                 | Band 2       | Headcount            | 0  | 6                    | 3  | 4     |  |  |
|                           |   | 18                                 | Band 3       | Headcount            | 12   | 11                   | 14   | 12    |  |  |
|                           |   | 19                                 | Band 4       | Headcount            | 6  | 5                    | 7  | 7     |  |  |
|                           |   | 20                                 | Band 5       | Headcount            | 6  | 6                    | 6  | 6     |  |  |
|                           |   | 21                                 | Band 6       | Headcount            | 6  | 6                    | 7  | 7     |  |  |
|                           |   | 22                                 | Band 7       | Headcount            | 5  | 4                    | 8  | 8     |  |  |
|                           |   | 23                                 | Band 8A      | Headcount            | 0  | 0                    | 1  | 1     |  |  |
|                           |   | 24                                 | Band 8B      | Headcount            | 0  | 0                    | 0  | 0     |  |  |
|                           |   | 25                                 | Band 8C      | Headcount            | 1  | 1                    | 1  | 1     |  |  |
|                           |   | 26                                 | Band 8D      | Headcount            | 0  | 0                    | 0  | 0     |  |  |
|                           |   | 27                                 | Band 9       | Headcount            | 0  | 0                    | 0  | 0     |  |  |
|                           |   | 28                                 | VSM          | Headcount            | 1  | 1                    | 1  | 1     | Headcount apportioned correctly into Band 8 and VSM grades |  |
|                           |   | 1c) Clinical workforce (White)     |              |                      |  |                      |  |       |  |  |
|                           |   | of which Non Medical               |              |                      |  |                      |  |       |  |  |
|                           |   | 29                                 | Under Band 1 | Headcount            | 0  | 0                    | 0  | 0     |  |  |
|                           |   | 30                                 | Band 1       | Headcount            | 0  | 0                    | 0  | 0     |  |  |
|                           |   | 31                                 | Band 2       | Headcount            | 35   | 109                  | 95   | 95    |  |  |
|                           |   | 32                                 | Band 3       | Headcount            | 485  | 477                  | 497  | 492   |  |  |
|                           |   | 33                                 | Band 4       | Headcount            | 617  | 608                  | 577  | 589   |  |  |
|                           |   | 34                                 | Band 5       | Headcount            | 693  | 689                  | 708  | 677   |  |  |
|                           |   | 35                                 | Band 6       | Headcount            | 363  | 363                  | 407  | 402   |  |  |
|                           |   | 36                                 | Band 7       | Headcount            | 34   | 34                   | 32   | 32    |  |  |
|                           |   | 37                                 | Band 8A      | Headcount            | 2  | 2                    | 0  | 0     |  |  |
|                           |   | 38                                 | Band 8B      | Headcount            | 4  | 4                    | 8  | 8     |  |  |
| 39                        | Band 8C   | Headcount                          | 0            | 0                    | 0  | 0                    |  |       |  |  |
| 40                        | Band 8D   | Headcount                          | 0            | 0                    | 0  | 0                    |  |       |  |  |
| 41                        | Band 9  | Headcount                          | 0            | 0                    | 0  | 0                    |  |       |  |  |
| 42                        | VSM   | Headcount                          | 6            | 0                    | 7  | 0                    |  |       |  |  |
| Of which Medical & Dental |   |                                    |              |                      |  |                      |  |       |  |  |

|   |  |  |  |                 |      |      |      |      |  |
|---|--|--|--|-----------------|------|------|------|------|--|
|   |  | 44                                       | Consultants  | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 45                                       | <i>of which Senior medical staff</i>   | Headcount       |      |      |      |      |  |
|   |  | 46                                       | Non-consultant career grade  | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 47                                       | Trainee grades   | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 48                                       | Other  | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | <b>1d) Clinical workforce (BME)</b>      |  |                 |      |      |      |      |  |
|   |  | <i>of which Non Medical</i>              |  |                 |      |      |      |      |  |
|   |  | 49                                       | Under Band 1   | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 50                                       | Band 1   | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 51                                       | Band 2   | Headcount       | 1    | 4    | 4    | 4    |  |
|   |  | 52                                       | Band 3   | Headcount       | 12   | 12   | 13   | 13   |  |
|   |  | 53                                       | Band 4   | Headcount       | 9    | 6    | 11   | 11   |  |
|   |  | 54                                       | Band 5   | Headcount       | 11   | 11   | 18   | 16   |  |
|   |  | 55                                       | Band 6   | Headcount       | 10   | 9    | 8    | 8    |  |
|   |  | 56                                       | Band 7   | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 57                                       | Band 8A  | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 58                                       | Band 8B  | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 59                                       | Band 8C  | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 60                                       | Band 8D  | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 61                                       | Band 9   | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 62                                       | VSM  | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | <i>Of which Medical &amp; Dental</i>     |  |                 |      |      |      |      |  |
|   |  | 63                                       | Consultants  | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 64                                       | <i>of which Senior medical staff</i>   | Headcount       |      |      |      | 0    |  |
|   |  | 65                                       | Non-consultant career grade  | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 66                                       | Trainee grades   | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | 67                                       | Other  | Headcount       | 0    | 0    | 0    | 0    |  |
|   |  | <b>1e) Workforce ethnicity reporting</b> |  |                 |      |      |      |      |  |
|   |  | 68                                       | White  | Headcount       | 3313 | 3274 | 3306 | 3262 |  |
|   |  | 69                                       | BME  | Headcount       | 89   | 82   | 102  | 99   |  |
|   |  | 70                                       | Z NULL   | Headcount       | 1    | 0    | 2    | 0    |  |
|   |  | 71                                       | Z Not Stated/Not Given   | Headcount       | 172  | 171  | 175  | 171  |  |
| 2 | Relative likelihood of staff being appointed from shortlisting across all posts  | 72                                       | Number of shortlisted applicants (White):  | Headcount       |      | 2520 |      | 2108 |  |
|   |  | 73                                       | Number of shortlisted applicants(BME):   | Headcount       |      | 223  |      | 289  |  |
|   |  | 74                                       | Number appointed from shortlisting (White):  | Headcount       |      | 631  |      | 112  |  |
|   |  | 75                                       | Number appointed from shortlisting (BME):  | Headcount       |      | 31   |      | 4    |  |
|   |  | 76                                       | Relative likelihood of shortlisting/appointed (White):   | Auto calculated |      | 0.25 |      | 0.05 |  |
|   |  | 77                                       | Relative likelihood of shortlisting/appointed (BME):   | Auto calculated |      | 0.14 |      | 0.01 |  |
|   |  | 78                                       | Relative likelihood of White staff being appointed from shortlisting compared to BME staff:        | Auto calculated |      | 1.80 |      | 3.84 |  |
| 3 | Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation<br>Note: This indicator will be based on data from a two year rolling average of the current year and the previous year | 79                                       | Number of staff in workforce (White):  | Headcount       |      | 3245 |      | 3285 |  |
|   |  | 80                                       | Number of staff in workforce (BME):  | Headcount       |      | 85   |      | 94   |  |
|   |  | 81                                       | Number of staff entering the formal disciplinary process (White):                                  | Headcount       |      | 176  |      | 152  |  |
|   |  | 82                                       | Number of staff entering the formal disciplinary process (BME):                                    | Headcount       |      | 3    |      | 5    |  |
|   |  | 83                                       | Likelihood of White staff entering the formal disciplinary process:                                | Auto calculated |      | 0.05 |      | 0.05 |  |
|   |  | 84                                       | Likelihood of BME staff entering the formal disciplinary process:                                  | Auto calculated |      | 0.04 |      | 0.05 |  |
|   |  | 85                                       | Relative likelihood of BME staff entering the formal disciplinary process compared to White staff: | Auto calculated |      | 0.65 |      | 1.15 |  |
|   |  | 86                                       | Number of staff in workforce (White):  | Headcount       |      | 3274 |      | 3262 |  |
|   |  | 87                                       | Number of staff in workforce (BME):  | Headcount       |      | 96   |      | 99   |  |

|   |   |     |  |                 |        |       |        |       |   |
|---|---|-----|--|-----------------|--------|-------|--------|-------|---|
| 4 | Relative likelihood of staff accessing non-mandatory training and CPD   | 88  | Number of staff accessing non-mandatory training and CPD (White):  | Headcount       |        | 1895  |        | 2177  | <p>The figures provided in 110 &amp; 111 are based on the data available and are joint figures for both clinical / non clinical education as there doesn't appear to be a requirement to report these figures separately.</p> <p>There is work underway to review the Training &amp; Educational Development (TED) procedure, with the first working group taking place on the 10th June. Part of the review will be looking at the receiving of all TED applications (approved by a line manager or not) by Clinical Education to record on the training database. Also, as part of this work will be the review of recording Continued Professional Development (CPD) undertaken locally at station level onto the training database, as this is not currently accounted for. A proposal for a monitoring form to be included as part of the TED submission / CPD recording will be part of the procedure review working group.</p> <p>Also under review is using the training database (OLM) more effectively so as to be able to undertake greater reporting capabilities. The first meeting with IBM to look at this development is taking place on the 27th June.</p> |
|   |   | 89  | Number of staff accessing non-mandatory training and CPD (BME):  | Headcount       |        | 42    |        | 54    |   |
|   |   | 90  | Likelihood of White staff accessing non-mandatory training and CPD:  | Auto calculated |        | 0.58  |        | 0.67  |   |
|   |   | 91  | Likelihood of BME staff accessing non-mandatory training and CPD:  | Auto calculated |        | 0.44  |        | 0.55  |   |
|   |   | 92  | Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff:                   | Auto calculated |        | 1.32  |        | 1.22  |   |
| 5 | KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months  | 93  | % of White staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months | Percentage      | 59.65% |       | 60.94% |       |   |
|   |   | 94  | % of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months   | Percentage      | 52.00% |       | 39.39% |       |   |
| 6 | KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months  | 95  | % of White staff experiencing harassment, bullying or abuse from staff in last 12 months                             | Percentage      | 33.12% |       | 32.16% |       |   |
|   |   | 96  | % of BME staff experiencing harassment, bullying or abuse from staff in last 12 months                               | Percentage      | 30.77% |       | 27.27% |       |   |
| 7 | KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion   | 97  | % White staff believing that trust provides equal opportunities for career progression or promotion                  | Percentage      | 60.79% |       | 66.45% |       |   |
|   |   | 98  | % BME staff believing that trust provides equal opportunities for career progression or promotion                    | Percentage      | 50.00% |       | 66.67% |       |   |
| 8 | Q17. In the last 12 months have you personally experienced discrimination at work from any of the following?<br>b) Manager/team leader or other colleagues                                      | 99  | % White staff personally experienced discrimination at work from Manager/team leader or other colleague              | Percentage      | 14.92% |       | 13.26% |       |   |
|   |   | 100 | % BME staff personally experienced discrimination at work from Manager/team leader or other colleague                | Percentage      | 32.00% |       | 15.63% |       |   |
| 9 | Percentage difference between the organisations' Board voting membership and its overall workforce<br>Note: Only voting members of the Board should be included when considering this indicator | 101 | Voting Board Members - White   | Headcount       |        | 14    |        | 15    |   |
|   |   | 102 | Voting Board Members - BME   | Headcount       |        | 0     |        | 0     |   |
|   |   | 103 | Voting Board Member - %BME   | Auto calculated |        | 0.0%  |        | 0.0%  |   |
|   |   | 104 | Overall workforce - % BME  | Auto calculated |        | 2.8%  |        | 2.9%  |   |
|   |   | 105 | Total Difference   | Auto calculated |        | -2.8% |        | -2.9% |   |













































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































































