

Copy of 2016 - WRES - Trust Board Paper - 201609021  
Appendix 1 - Data Submission

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Organisation:

RAX

Kingston Hospital NHS FT

Question	Measure	31st MARCH 2015	31st MARCH 2016	Notes
1	<b>1a) Non Clinical workforce (White)</b>			
	1 Under Band 1	Headcount	0	7
	2 Band 1	Headcount	13	13
	3 Band 2	Headcount	276	322
	4 Band 3	Headcount	171	181
	5 Band 4	Headcount	140	138
	6 Band 5	Headcount	329	338
	7 Band 6	Headcount	296	315
	8 Band 7	Headcount	216	236
	9 Band 8A	Headcount	90	109
	10 Band 8B	Headcount	26	31
	11 Band 8C	Headcount	8	7
	12 Band 8D	Headcount	11	12
	13 Band 9	Headcount	1	3
	14 VSM	Headcount	6	5
	<b>1b) Non Clinical workforce (BME)</b>			
	15 Under Band 1	Headcount	0	2
	16 Band 1	Headcount	5	6
	17 Band 2	Headcount	190	222
	18 Band 3	Headcount	54	59
	19 Band 4	Headcount	32	36
	20 Band 5	Headcount	176	214
	21 Band 6	Headcount	139	145
	22 Band 7	Headcount	37	42
	23 Band 8A	Headcount	17	24
	24 Band 8B	Headcount	5	7
	25 Band 8C	Headcount	4	4
	26 Band 8D	Headcount	0	0
	27 Band 9	Headcount	0	0
	28 VSM	Headcount	1	0
	<b>1c) Clinical workforce (White)</b>			
	<i>of which Non Medical</i>			
	29 Under Band 1	Headcount	0	0
	30 Band 1	Headcount	13	13
	31 Band 2	Headcount	139	172
	32 Band 3	Headcount	94	99
	33 Band 4	Headcount	38	36
	34 Band 5	Headcount	280	286
	35 Band 6	Headcount	260	275
	36 Band 7	Headcount	188	203
	37 Band 8A	Headcount	68	79
	38 Band 8B	Headcount	9	11
	39 Band 8C	Headcount	4	3
	40 Band 8D	Headcount	6	6
	41 Band 9	Headcount	0	0
	42 VSM	Headcount	1	1
	<i>Of which Medical &amp; Dental</i>			
	44 Consultants	Headcount	104	119
	45 <i>of which Senior medical staff</i>	Headcount		
	46 Non-consultant career grade	Headcount	16	13
	47 Trainee grades	Headcount	127	122
	48 Other	Headcount	0	0
	<b>1d) Clinical workforce (BME)</b>			
	<i>Of which Non Medical</i>			
	49 Under Band 1	Headcount	0	0
50 Band 1	Headcount	4	6	
51 Band 2	Headcount	125	153	
52 Band 3	Headcount	27	24	
53 Band 4	Headcount	10	11	
54 Band 5	Headcount	162	192	
55 Band 6	Headcount	124	130	

Percentage of 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

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Question		Measure	31st MARCH 2015	31st MARCH 2016	Notes	
	56	Band 7	Headcount	28	33	
	57	Band 8A	Headcount	7	11	
	58	Band 8B	Headcount	3	3	
	59	Band 8C	Headcount	1	1	
	60	Band 8D	Headcount	0	0	
	61	Band 9	Headcount	0	0	
	62	VSM	Headcount	0	0	
		<i>Of which Medical &amp; Dental</i>				
	63	Consultants	Headcount	74	85	
	64	<i>of which Senior medical staff</i>	Headcount			
	65	Non-consultant career grade	Headcount	13	15	
	66	Trainee grades	Headcount	88	95	
	67	Other	Headcount	0	0	
		<b>1e) Workforce ethnicity reporting</b>				
	68	White	Headcount	1830	1971	
	69	BME	Headcount	835	956	
	70	Z NULL	Headcount	0	0	
	71	Z Not Stated/Not Given	Headcount	54	38	
	2	72	Number of shortlisted applicants (White):	Headcount	1007	1659
		73	Number of shortlisted applicants(BME):	Headcount	1333	2835
		74	Number appointed from shortlisting (White):	Headcount	302	523
75		Number appointed from shortlisting (BME):	Headcount	155	326	
76		Relative likelihood of shortlisting/appointed (White):	Auto calculated	0.30	0.32	
77		Relative likelihood of shortlisting/appointed (BME):	Auto calculated	0.12	0.11	
78		Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated	2.58	2.74	
3	79	Number of staff in workforce (White):	Headcount	1830	1971	
	80	Number of staff in workforce (BME):	Headcount	835	956	
	81	Number of staff entering the formal disciplinary process (White):	Headcount	5	19	
	82	Number of staff entering the formal disciplinary process (BME):	Headcount	9	11	
	83	Likelihood of White staff entering the formal disciplinary process:	Auto calculated	0.00	0.01	
	84	Likelihood of BME staff entering the formal disciplinary process:	Auto calculated	0.01	0.01	
	85	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated	3.94	1.19	
4	86	Number of staff in workforce (White):	Headcount	1830	1971	
	87	Number of staff in workforce (BME):	Headcount	835	956	
	88	Number of staff accessing non- mandatory training and CPD (White):	Headcount	971	622	
	89	Number of staff accessing non- mandatory training and CPD (BME):	Headcount	353	360	
	90	Likelihood of White staff accessing non- mandatory training and CPD:	Auto calculated	0.53	0.32	
	91	Likelihood of BME staff accessing non- mandatory training and CPD:	Auto calculated	0.42	0.38	
	92	Relative likelihood of White staff accessing non- mandatory training and CPD compared to BME staff:	Auto calculated	1.26	0.84	

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Question			Measure	31st MARCH 2015	31st MARCH 2016	Notes	
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	28.74%	29.57%	
		94	% of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	35.29%	28.17%	
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	29.28%	27.96%	
		96	% of BME staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	42.65%	31.58%	
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	87.89%	88.03%	
		98	% BME staff believing that trust provides equal opportunities for career progression or promotion	Percentage	65.79%	68.66%	
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	99	% White staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	8.08%	5.97%	
		100	% BME staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	23.53%	15.17%	
9	Percentage difference between the organisations' Board voting membership and its overall workforce Note: Only voting members of the Board should be included when considering this indicator	101	Voting Board Members - White	Headcount	13	13	
		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	31.3%	32.7%	
		105	Total Difference	Auto calculated	-31.3%	-32.7%	