

ETHNIC MONITORING REPORT, APRIL 2009 – SEPTEMBER 2009

The second six monthly update to the annual Ethnic Monitoring report has been produced with data from April 2009 – September 2009 and is compared to the 2008 -2009 annual monitoring report.

The report incorporates a new one-page scorecard in table and chart format detailing current workforce, leavers, recruitment, training instances and HR cases (new and on-going) for the BME grouping, Females and the Over 50's. NHS jobs which provides applicants data also reports on Non-Christian, Non-Heterosexual and Disabled applicants. The scorecard is an evolving document and additional tables/charts will appear for the annual report.

Staff in Post and 2001 Census

Staff in Post has been compared to the 2001 Census and the census percentage are shown as a green diamond. The Trust employs 21% BME staff compared to BME statistic of 3.7% for the County. 78% Females are in post. The Census shows 50.3% females in the County.

Staff in Post, Leavers and the Nursing and Midwifery Staff Group

The statistics for the six month period show very minor fluctuations with the previous year 2008 -2009 with no change for Staff in Post and Nursing and Midwifery percentages and 1% increase in BME Leavers.

The Nursing and Midwifery Staff group consist of bands 5 – 8. Further reports will endeavour to revise the grouping to bands 5 – 7.

Promotions

The Electronic Staff Record is unable to provide data on staff gaining a promotion at present and therefore it is not possible to analyse data for the BME staff group, Females or Over 50s.

Applicants

9819 applications were received in the six month period in comparison with 28,337 in 2008 - 2009. This equates to a reduction of two thirds of applicants compared to the previous year. Even with the reduction in applications received Non-Christian applications increased by 7%. There were 8% fewer BME applicants and 18% less non-Heterosexual applications.

NHS jobs provides additional data, enabling additional analysis for non-Christian, non-heterosexual and disabled applicants.

Training instances

10057 training instances/sessions occurred in the period compared to 26718 in 2008 - 2009. The decrease in training instances is due to current Trust priorities and a decrease in staff numbers.

Equality and Diversity Training has increased by 3% in the six month period with 568 instances compared to 295 for the whole of 2008 - 2009. Further increases are expected due to the focus within the Training Plan.

7% more Females and the Over 50's have attended training sessions/instances in the period compared to 2008 -2009.

HR cases

There are 47 HR cases (new and on-going) in April 2009 - September 2009 in comparison to 79 cases for the year 1 April 2008 - 31 March 2009.

Performance and Conduct cases equate to 29 in the six month period with 62 in 2008 - 2009. BME cases have decreased by 14% while Female cases have risen by 25% and the Over 55s cases by 11%.

Grievance cases have risen with 6 in the six month period compared to 7 for the whole of 2008 - 2009. Female cases have risen by 40% and BME cases by 36%.

Bullying and Harassment cases have also risen with 8 in the six month period compared to 7 for the whole of 2008 - 2009. BME cases have risen by 8% and the Over 55s by 13%.

The report now records Employment Tribunal (ET) cases not previously reported. During the period, there is one ET case which represents 1 BME female.

In addition, Capability cases, have been included, with 3 cases in the six month period which equates to 67% BME, 67% female respectively.

Summary

The six-monthly report has shown only marginal changes in Staff in Post, Leavers and Nursing & Midwifery Staff Group percentages. Fewer applicants have applied for positions within the Trust with an 8% decrease in BME numbers. Equality and Diversity Training has risen in the period and is the focus of the Training Plan. The number of HR cases has increased compared to the annual 2008 - 2009 figure. While Performance and Conduct cases for the BME group have decreased by 14%, the BME group raising Grievances have increased by 36% and by 8% for Bullying and Harassment Cases. There are 25% more females Performance and Conduct cases in the period and 40% more Grievances. HR cases will continue to be monitored, in particular focusing on Grievance and Bullying and Harassment Cases.

The ethnic monitoring scorecard report for April 2009 - September 2009 is attached.