



Camden and Islington
NHS Foundation Trust

Workforce Race Equality Standard Report

August 2020

Early and
effective
intervention

Helping
people to
live well

Research
and
innovation

| We value
each other

| We are
empowered

| We keep
things simple

| We are
connected

This report updates the Workforce Race Equality Standard Report published in 2019. These reports are published every 12 months.

	2015/16	2016/17	2017/18	2018/19	2019/20
Total number of staff employed in the organisation	1584	1651	1724	1747	1801
Proportion of BME staff employed within the organisation	41.5%	43.4%	43.6%	44.6%	45.8%
Proportion of total staff who have self-reported their ethnicity	97.3%	98.2%	98.1%	97.5%	97.7%
Standard 1 Percentage of BME staff by band separated by clinical & non-clinical staff	Not available	See Workforce Profile table	See Workforce Profile table	See Workforce Profile table	See Workforce Profile table
Standard 2 Relative likelihood of white staff being appointed from shortlisting	1.43	1.85	1.96	1.67	1.76
Standard 3 Relative likelihood of BME staff entering the formal disciplinary process	1.75	2.91	0.69	10.68	1.70
Standard 4 Relative likelihood of white staff accessing non-mandatory training/CPD	0.58	0.79	0.82	0.89	1.08
Standard 5 Percentage of staff experiencing bullying, harassment or abuse from patients, relatives or the public in the last year	White: 38% BME: 41%	White: 37% BME: 41%	White: 34% BME: 41%	White: 37% BME: 44%	White: 35% BME: 42%
Standard 6 Percentage of staff experiencing bullying, harassment or abuse from staff in the last year	White: 20% BME: 21%	White: 17% BME: 25%	White: 19% BME: 27%	White: 22% BME: 31%	White: 21% BME: 26%
Standard 7 Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	White: 88% BME: 65%	White: 88% BME: 62%	White: 85% BME: 62%	White: 85% BME: 63%	White: 85% BME: 65%
Standard 8 In the last year have you personally experienced discrimination at work from your manager, team leader or other colleagues	White: 6% BME: 13%	White: 5% BME: 15%	White: 6% BME: 13%	White: 6% BME: 15%	White: 7% BME: 14%
Standard 9 Percentage difference between the C&I Board voting membership and its overall workforce	Not available	White: +34.1% BME: -32.3%	White: +37.3% BME: -35.3%	White: +39.4% BME: -36.9%	White: +39.8% BME: -37.5%

Workforce Profiles

Non-Clinical - numbers

	2016/17			2017/18			2018/19			2019/20		
Non-Clinical Staff	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown
Other	0	1	0	0	1	0	0	0	0	0	0	0
Band 1	0	0	0	0	0	0	0	0	0	0	0	0
Band 2	1	1	1	1	1	0	1	0	0	1	0	0
Band 3	13	15	2	11	15	2	11	15	2	15	22	3
Band 4	41	44	2	42	46	2	37	48	4	33	54	3
Band 5	23	20	0	20	24	0	19	24	0	18	27	0
Band 6	15	16	0	22	15	0	17	16	0	16	17	1
Band 7	29	14	0	25	18	1	31	24	1	29	18	1
Band 8A	18	5	1	24	5	2	19	8	1	16	9	0
Band 8B	14	4	0	19	6	0	22	7	0	21	7	1
Band 8C	5	1	0	3	1	0	3	0	0	3	1	0
Band 8D	11	0	1	13	1	0	14	2	0	14	3	0
Band 9	1	0	0	1	0	0	0	1	0	0	1	0
VSM	9	1	1	12	1	0	13	2	0	13	2	0

Non-Clinical - percentages

	2016/17			2017/18			2018/19			2019/20		
Non-Clinical Staff	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown
Other	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	n/a	n/a	n/a	n/a	n/a	n/a
Band 1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Band 2	33.3%	33.3%	33.3%	50.0%	50.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Band 3	43.3%	50.0%	6.7%	39.3%	53.6%	7.1%	39.3%	53.6%	7.1%	37.5%	55.0%	7.5%
Band 4	47.1%	50.6%	2.3%	46.7%	51.1%	2.2%	41.6%	53.9%	4.5%	36.7%	60.0%	3.3%
Band 5	53.5%	46.5%	0.0%	45.5%	54.5%	0.0%	44.2%	55.8%	0.0%	40.0%	60.0%	0.0%
Band 6	48.4%	51.6%	0.0%	59.5%	40.5%	0.0%	51.5%	48.5%	0.0%	47.1%	50.0%	2.9%
Band 7	67.4%	32.6%	0.0%	56.8%	40.9%	2.3%	55.4%	42.9%	1.8%	60.4%	37.5%	2.1%
Band 8A	75.0%	20.8%	4.2%	77.4%	16.1%	6.5%	67.9%	28.6%	3.6%	64.0%	36.0%	0.0%
Band 8B	77.8%	22.2%	0.0%	76.0%	24.0%	0.0%	75.9%	24.1%	0.0%	72.4%	24.1%	3.4%
Band 8C	83.3%	16.7%	0.0%	75.0%	25.0%	0.0%	100.0%	0.0%	0.0%	75.0%	25.0%	0.0%
Band 8D	91.7%	0.0%	8.3%	92.9%	7.1%	0.0%	87.5%	12.5%	0.0%	82.4%	17.6%	0.0%
Band 9	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
VSM	81.8%	9.1%	9.1%	92.3%	7.7%	0.0%	86.7%	13.3%	0.0%	86.7%	13.3%	0.0%

Clinical Non-Medical & Dental - numbers

	2016/17			2017/18			2018/19			2019/20		
Clinical Staff excl. Medical & Dental	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown
Other	0	0	0	0	0	0	0	0	0	0	0	0
Band 1	0	0	0	0	0	0	0	0	0	0	0	0
Band 2	32	121	1	28	115	3	23	110	3	14	97	3
Band 3	42	69	3	45	61	2	37	75	3	31	81	1
Band 4	72	67	2	73	73	3	80	69	2	77	75	1
Band 5	89	137	3	87	141	4	83	133	4	89	129	4
Band 6	160	114	5	149	124	8	164	141	12	160	144	9
Band 7	131	36	1	135	46	2	140	40	2	167	62	7
Band 8A	65	14	0	79	18	1	75	20	2	74	20	3
Band 8B	20	3	0	28	5	1	24	3	1	28	3	1
Band 8C	9	0	0	11	0	0	11	0	0	10	1	0
Band 8D	9	1	0	7	0	0	5	0	0	7	0	0
Band 9	2	0	0	3	0	0	4	0	0	0	0	0
VSM	1	0	0	1	0	0	0	0	0	0	0	0

Clinical Non-Medical & Dental - percentages

	2016/17			2017/18			2018/19			2019/20		
Clinical Staff excl. Medical & Dental	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown
Other	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Band 1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Band 2	20.8%	78.6%	0.6%	19.2%	78.8%	2.1%	16.9%	80.9%	2.2%	12.3%	85.1%	2.6%
Band 3	36.8%	60.5%	2.6%	41.7%	56.5%	1.9%	32.2%	65.2%	2.6%	27.4%	71.7%	0.9%
Band 4	51.1%	47.5%	1.4%	49.0%	49.0%	2.0%	53.0%	45.7%	1.3%	50.3%	49.0%	0.7%
Band 5	38.9%	59.8%	1.3%	37.5%	60.8%	1.7%	37.7%	60.5%	1.8%	40.1%	58.1%	1.8%
Band 6	57.3%	40.9%	1.8%	53.0%	44.1%	2.8%	51.7%	44.5%	3.8%	51.1%	46.0%	2.9%
Band 7	78.0%	21.4%	0.6%	73.8%	25.1%	1.1%	76.9%	22.0%	1.1%	70.8%	26.3%	3.0%
Band 8A	82.3%	17.7%	0.0%	80.6%	18.4%	1.0%	77.3%	20.6%	2.1%	76.3%	20.6%	3.1%
Band 8B	87.0%	13.0%	0.0%	82.4%	14.7%	2.9%	85.7%	10.7%	3.6%	87.5%	9.4%	3.1%
Band 8C	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	90.9%	9.1%	0.0%
Band 8D	90.0%	10.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Band 9	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	n/a	n/a	n/a
VSM	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	n/a	n/a	n/a	n/a	n/a	n/a

Clinical Medical & Dental - numbers

	2016/17			2017/18			2018/19			2019/20		
Clinical - Medical & Dental	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown
Consultants	46	12	2	49	11	2	46	17	3	56	16	2
Non-Consultant career grade	10	4	0	6	5	0	4	9	0	3	7	0
Trainee grades	35	16	5	42	18	2	41	15	4	40	29	1
Other	2	0	0	2	0	0	0	0	0	0	0	0

Clinical Medical & Dental - percentages

	2016/17			2017/18			2018/19			2019/20		
Clinical - Medical & Dental	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown	White	BME	Unknown
Consultants	76.7%	20.0%	3.3%	79.0%	17.7%	3.2%	69.7%	25.8%	4.5%	75.7%	21.6%	2.7%
Non-Consultant career grade	71.4%	28.6%	0.0%	54.5%	45.5%	0.0%	30.8%	69.2%	0.0%	30.0%	70.0%	0.0%
Trainee grades	62.5%	28.6%	8.9%	67.7%	29.0%	3.2%	68.3%	25.0%	6.7%	57.1%	41.4%	1.4%
Other	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	n/a	n/a	n/a	n/a	n/a	n/a



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