



Camden and Islington  
NHS Foundation Trust

# Workforce Race Equality Standard Report

August 2018

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 July 2017. These reports are published every 12 months.**

	<b>2016/17</b>	<b>2017/18</b>
Total number of staff employed in the organisation	<b>1651</b>	<b>1724</b>
Proportion of BME staff employed within the organisation	<b>43.4%</b>	<b>43.6%</b>
Proportion of total staff who gave self-reported their ethnicity	<b>98.2%</b>	<b>98.1%</b>
Standard 1 Percentage of BME staff by band separated by clinical & non-clinical staff	<b>See Workforce Profile table</b>	<b>See Workforce Profile table</b>
Standard 2 Relative likelihood of white staff being appointed from shortlisting	<b>1.85</b>	<b>1.96</b>
Standard 3 Relative likelihood of BME staff entering the formal disciplinary process	<b>2.91</b>	<b>0.69</b>
Standard 4 Relative likelihood of white staff accessing non-mandatory training/CPD	<b>0.79</b>	<b>0.82</b>
Standard 5 Percentage of staff experiencing bullying, harassment or abuse from patients, relatives or the public in the last year	<b>White: 37.1%</b> <b>BME: 40.6%</b>	<b>White: 34.2%</b> <b>BME: 41.1%</b>
Standard 6 Percentage of staff experiencing bullying, harassment or abuse from staff in the last year	<b>White: 16.9%</b> <b>BME: 24.9%</b>	<b>White: 19.0%</b> <b>BME: 27.3%</b>
Standard 7 Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	<b>White: 88.1%</b> <b>BME: 61.9%</b>	<b>White: 85.1%</b> <b>BME: 61.7%</b>
Standard 8 In the last year have you personally experienced discrimination at work from your manager, team leader or other colleagues	<b>White: 5.2%</b> <b>BME: 15.1%</b>	<b>White: 5.8%</b> <b>BME: 13.4%</b>
Standard 9 Percentage difference between the C&I Board voting membership and its overall workforce	<b>White: +34.1%</b> <b>BME: -32.3%</b>	<b>White: +27.4%</b> <b>BME: -25.4%</b>

## Workforce Profiles

### Non-Clinical

	2016/17			2017/18		
<u>Non-Clinical Staff</u>	White	BME	Unknown	White	BME	Unknown
Other	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Band 1	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%
Band 3	43.3%	50.0%	6.7%	39.3%	53.6%	7.1%
Band 4	47.1%	50.6%	2.3%	46.7%	51.1%	2.2%
Band 5	53.5%	46.5%	0.0%	45.5%	54.5%	0.0%
Band 6	48.4%	51.6%	0.0%	59.5%	40.5%	0.0%
Band 7	67.4%	32.6%	0.0%	56.8%	40.9%	2.3%
Band 8A	75.0%	20.8%	4.2%	77.4%	16.1%	6.5%
Band 8B	77.8%	22.2%	0.0%	76.0%	24.0%	0.0%
Band 8C	83.3%	16.7%	0.0%	75.0%	25.0%	0.0%
Band 8D	91.7%	0.0%	8.3%	92.9%	7.1%	0.0%
Band 9	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
VSM	81.8%	9.1%	9.1%	92.3%	7.7%	0.0%

### Clinical Non-Medical & Dental

	2016/17			2017/18		
<u>Clinical Staff excl. Medical &amp; Dental</u>	White	BME	Unknown	White	BME	Unknown
Other	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
Band 2	20.8%	78.6%	0.6%	19.2%	78.8%	2.1%
Band 3	36.8%	60.5%	2.6%	41.7%	56.5%	1.9%
Band 4	51.1%	47.5%	1.4%	49.0%	49.0%	2.0%
Band 5	38.9%	59.8%	1.3%	37.5%	60.8%	1.7%
Band 6	57.3%	40.9%	1.8%	53.0%	44.1%	2.8%
Band 7	78.0%	21.4%	0.6%	73.8%	25.1%	1.1%
Band 8A	82.3%	17.7%	0.0%	80.6%	18.4%	1.0%
Band 8B	87.0%	13.0%	0.0%	82.4%	14.7%	2.9%
Band 8C	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
Band 8D	90.0%	10.0%	0.0%	100.0%	0.0%	0.0%
Band 9	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
VSM	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%

## Clinical Medical & Dental

	2016/17			2017/18		
<b>Clinical - Medical &amp; Dental</b>	<b>White</b>	<b>BME</b>	<b>Unknown</b>	<b>White</b>	<b>BME</b>	<b>Unknown</b>
Consultants	76.7%	20.0%	3.3%	79%	17.7%	3.2%
Non-Consultant career grade	71.4%	28.6%	0.0%	54.5%	45.5%	0.0%
Trainee grades	62.5%	28.6%	8.9%	67.7%	29.0%	3.2%
Other	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%



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