

## Equality of Staff Groups

### Request

1. Do you record the ethnic makeup of your staff?

If not, why not, and do you have any plans to do so?

If so, how many years have you been doing this and how regularly?

2. Please provide the ethnic breakdown of all staff employed by your organisation. In addition break these figures down for registered nursing staff.

3. Please provide the ethnic makeup of your band 7 and 8 nursing staff for the following years:

2009

2010

2011

2012

4. Does your trust have a positive discrimination policy to hire underrepresented ethnic groups providing they are as qualified for the role as other applicants? Provide details of what your organisation has done in the past two years to ensure it has a workforce that represents your organisations.

5. The Race Relations Act 2000 requires NHS organisations to monitor the numbers of staff in each ethnic group who :

- receive training
- benefit or suffer detriment as a result of its performance assessment procedures
- are involved in grievance procedures
- are the subject of disciplinary procedures, or
- cease employment with that person.

Please provide a breakdown by ethnic group for the above five categories for the following years: 2009, 2010, 2011, 2012

6. Please provide any other relevant information.

## Our Response

1. Do you record the ethnic makeup of your staff?

If not, why not, and do you have any plans to do so?

If so, how many years have you been doing this and how regularly?

### OUR RESPONSE:

Leicestershire Partnership NHS Trust collects the ethnicity of staff, in line with equality best practice. This is self-identified ethnicity via the self-administered Electronic Staff Record and so is an on-going collection.

2. Please provide the ethnic breakdown of all staff employed by your organisation. In addition break these figures down for registered nursing staff.

### OUR RESPONSE:

This is exempt under Section 21, as the outline ethnic profile is readily accessible and can be found on our website at [http://www.leicspart.nhs.uk/Library/Appendix\\_26Feb2012Formatted.pdf](http://www.leicspart.nhs.uk/Library/Appendix_26Feb2012Formatted.pdf)

This will be updated to end of March 2012 on or before 31/01/13.

A full ethnic profile of current workforce and a breakdown of registered nursing staff is attached.

3. Please provide the ethnic makeup of your band 7 and 8 nursing staff for the following years:

2009

2010

2011

2012

### OUR RESPONSE:

This is included within the same spreadsheet as the ethnicity breakdown for registered nurses attached.

4. Does your trust have a positive discrimination policy to hire underrepresented ethnic groups providing they are as qualified for the role as other applicants? Provide details of what your organisation has done in the past two years to ensure it has a workforce that represents your organisations.

### OUR RESPONSE:

Leicestershire Partnership NHS Trust does not operate a positive discrimination policy as this would be unlawful under the Equality Act 2010 (it was also unlawful under the previous legislation).

The Trusts HR Department is aware of the Equality Act's positive action provision.

Action taken includes the following:

- i) included representation in the workforce as one of the long list of equality objectives - however it was not supported by the public and so did not make the final list

ii) See the Leadership and Workforce chapter of the Trusts Integrated Business Plan  
<http://www.leicspart.nhs.uk/Library/IBP5yearplan.pdf>

iii) IncLeaD mentoring run by the Integrated Equality Team

iv) Access to EMLA Inclusion routes eg: Visible Leaders

5. The Race Relations Act 2000 requires NHS organisations to monitor the numbers of staff in each ethnic group who :

- receive training
- benefit or suffer detriment as a result of its performance assessment procedures
- are involved in grievance procedures
- are the subject of disciplinary procedures, or
- cease employment with that person.

Please provide a breakdown by ethnic group for the above five categories for the following years: 2009, 2010, 2011, 2012

**OUR RESPONSE:**

It should be noted that the Race Relations Act 2000 was repealed some years ago and replaced by the Equality Act 2010. The EHRC's guidance on what information should be published to show compliance with the Act (the first Specific Duty) (See Equality Information and the equality duty: A guide for Public Authorities, available on EHRC's website) only requires information about grievances from the above list. This can be found in the published document referred to previously under our response to Question 2 (see [http://www.leicspart.nhs.uk/Library/Appendix\\_26Feb2012Formatted.pdf](http://www.leicspart.nhs.uk/Library/Appendix_26Feb2012Formatted.pdf)) although it should be noted that the limited numbers of cases prevents the information being published. There are also details of leavers within that information.

The information for 2011/12 will be published for next January as this being collected currently.

Attached is a spreadsheet highlighting a breakdown relating to staff training, although it should be noted that small numbers have been suppressed, as providing this information may make it possible to identify individuals involved.

6. Please provide any other relevant information.

**OUR RESPONSE:**

Leicestershire Partnership NHS Trust is aware that the ethnic groups used for reporting do not reflect the potential precise barriers to progression that may be experienced. However respect for privacy prevents full categories being published - they are, however, used to generate intelligence for internal consideration.



Nurses by ethnicity.xlsx



Training Ethnicity Data 09-12\_suppress

