

Leicestershire Partnership NHS Trust Workforce Race Equality Standard March 2020

Key findings and information are highlighted in boxes:

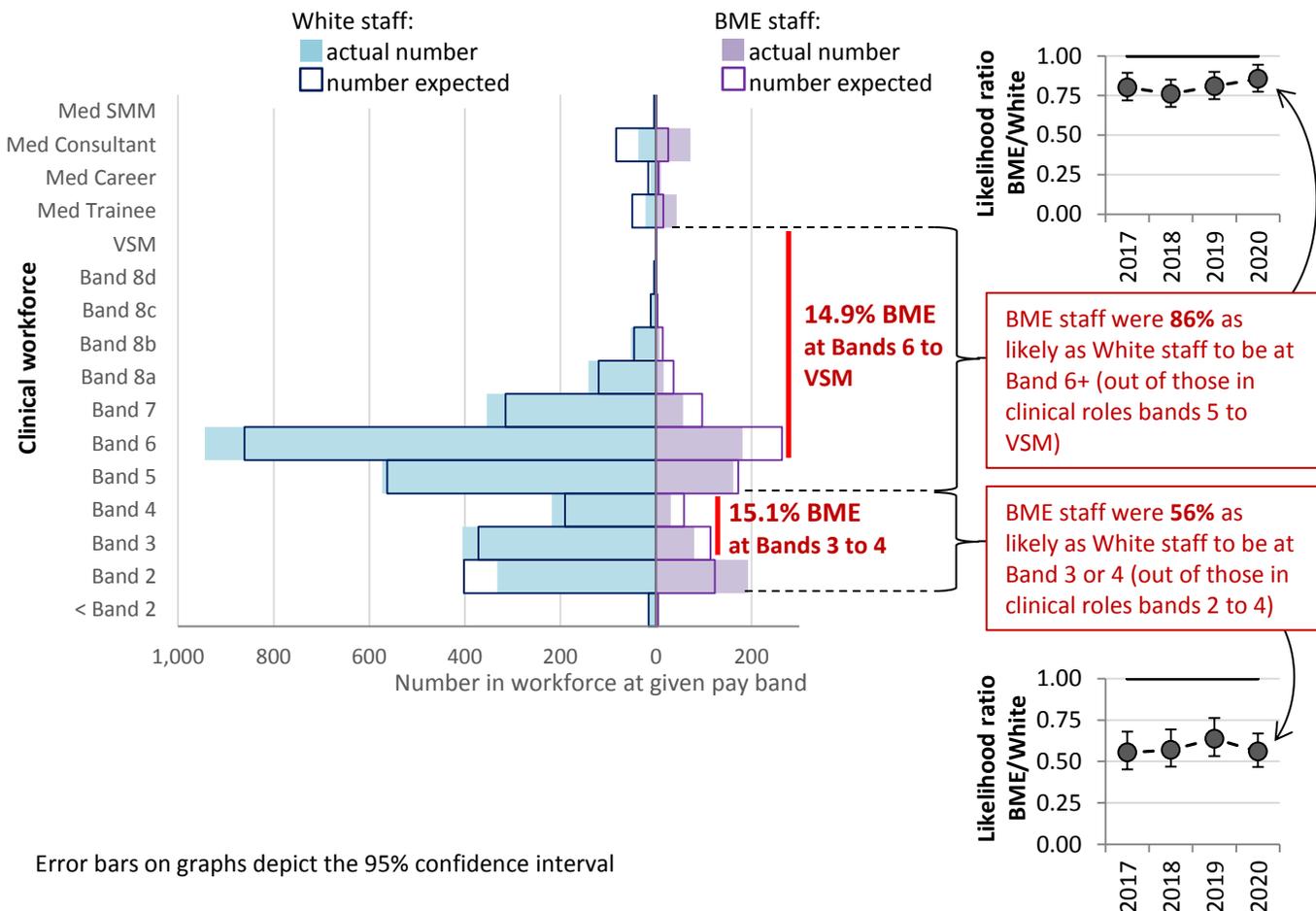
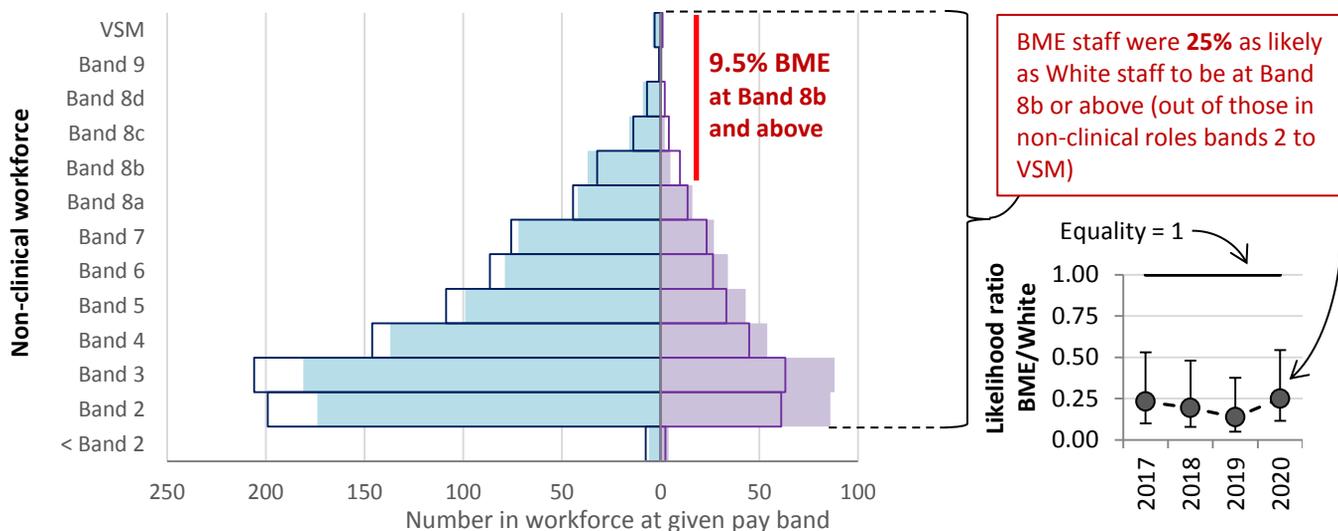
BME people not significantly disadvantaged

BME people significantly disadvantaged

Indicator 1: Workforce ethnicity profile by pay band

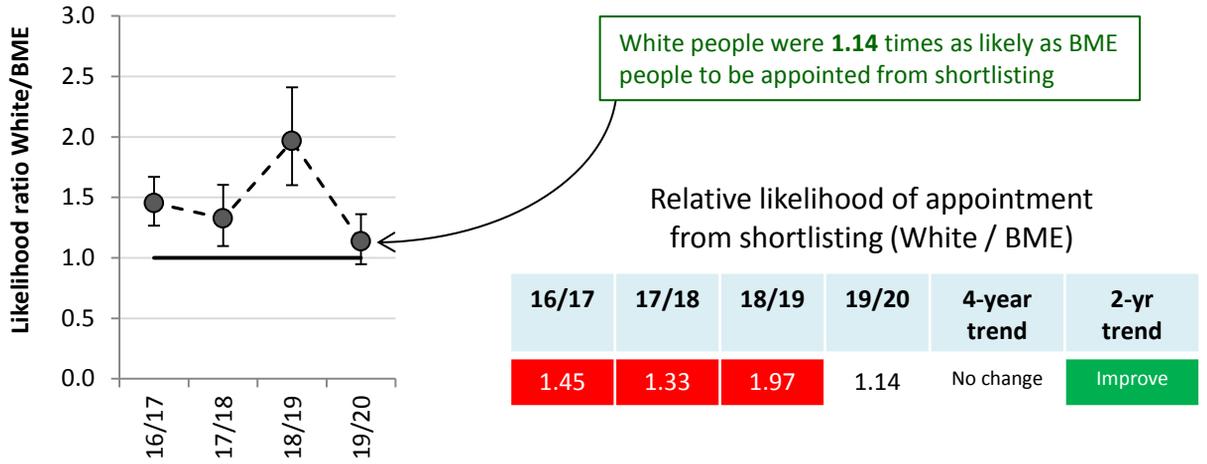
Substantive workforce overall: **23.5% BME** out of 5203 staff of known ethnicity

Ethnicity was not known for 2.4% of staff in the substantive workforce

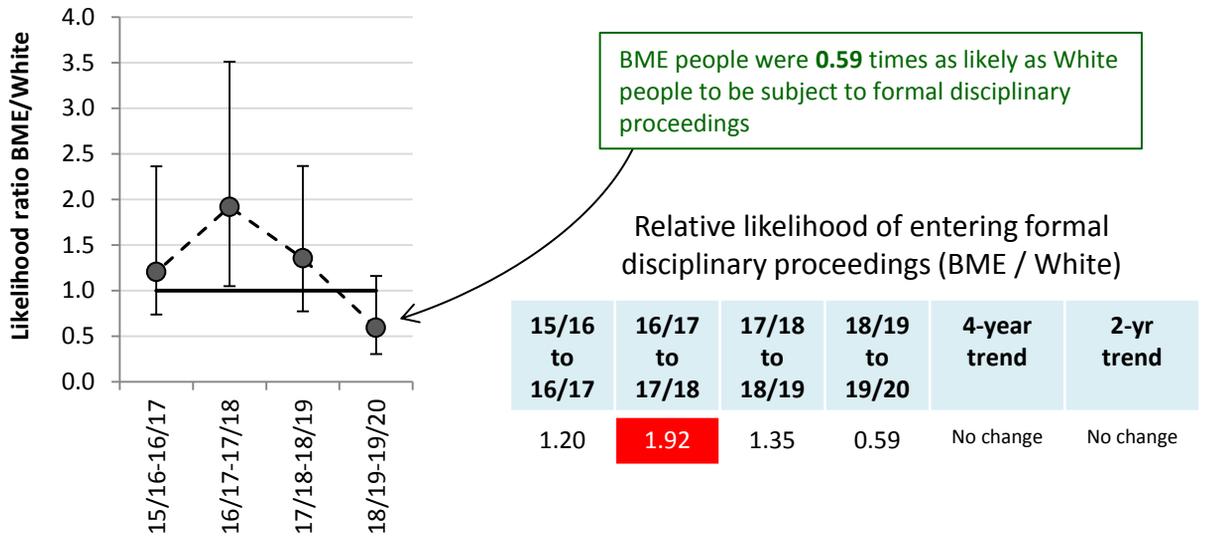


Error bars on graphs depict the 95% confidence interval

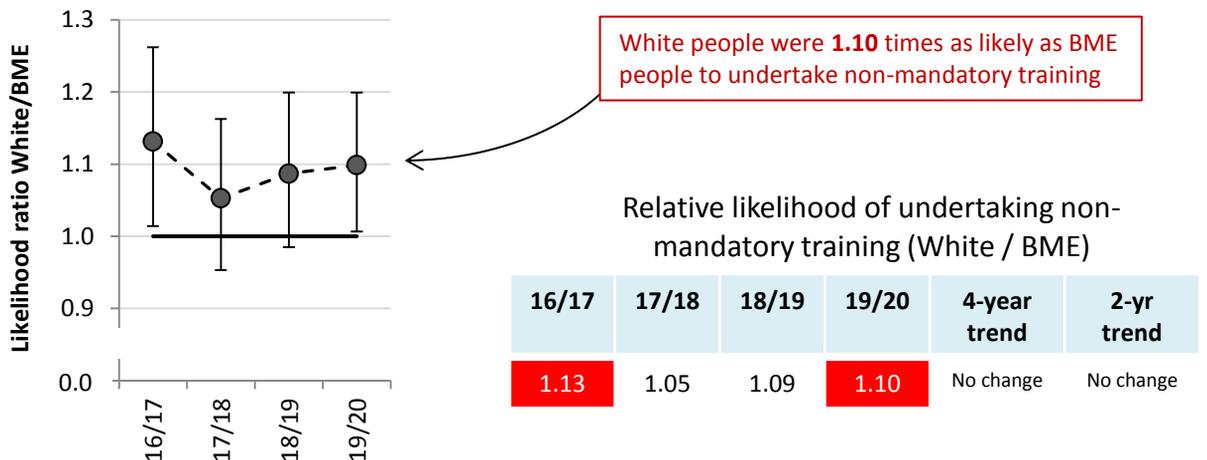
Indicator 2: Recruitment – appointment from shortlisting



Indicator 3: Formal disciplinary proceedings

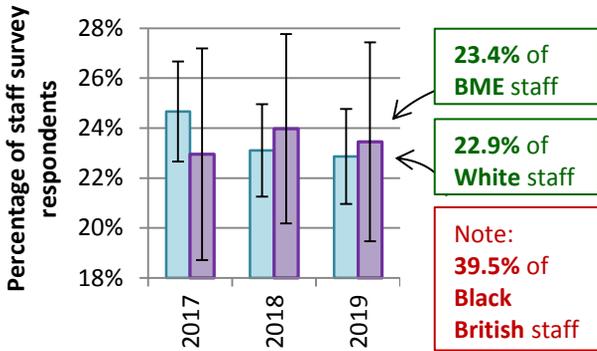


Indicator 4: Uptake of non-mandatory training



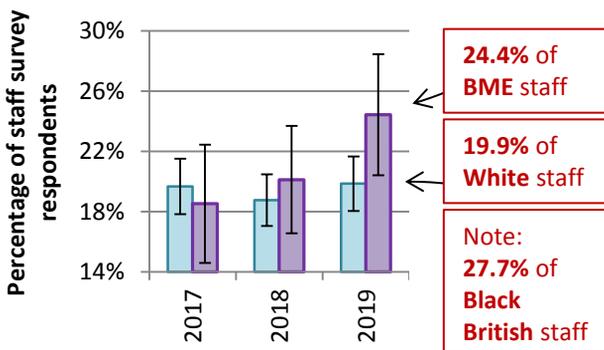
- BME staff survey respondents
- White staff survey respondents

Indicator 5: Staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



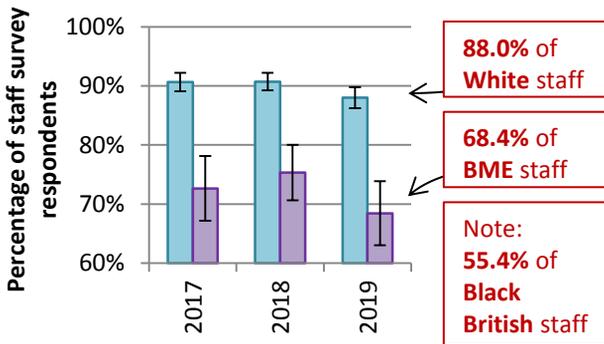
	2017	2018	2019	3-year trend	2-year trend
White	24.7%	23.1%	22.9%	No change	No change
BME	23.0%	24.0%	23.4%	No change	No change
Black British	35.5%	33.3%	39.5%	No change	No change

Indicator 6: Staff harassment, bullying or abuse from staff in last 12 months



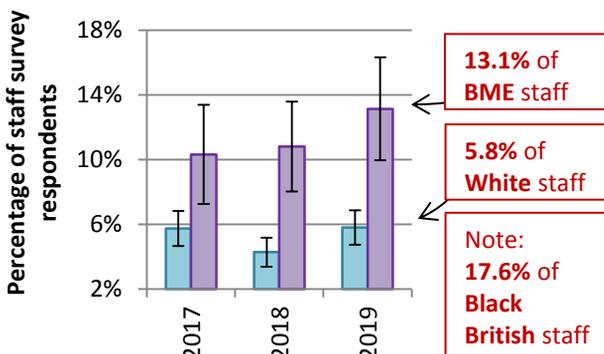
	2017	2018	2019	3-year trend	2-year trend
White	19.7%	18.8%	19.9%	No change	No change
BME	18.5%	20.1%	24.4%	Deteriorate	No change
Black British	32.8%	32.9%	27.7%	No change	No change

Indicator 7: Staff believing that trust provides equal opportunities for career progression or promotion



	2017	2018	2019	3-year trend	2-year trend
White	90.6%	90.7%	88.0%	Deteriorate	Deteriorate
BME	72.7%	75.3%	68.4%	No change	No change
Black British	57.5%	55.8%	55.4%	No change	No change

Indicator 8: Staff experiencing discrimination at work from their manager / team leader or other colleagues in the last 12 months



	2017	2018	2019	3-year trend	2-year trend
White	5.7%	4.3%	5.8%	No change	Deteriorate
BME	10.3%	10.8%	13.1%	No change	No change
Black British	16.7%	16.9%	17.6%	No change	No change

Indicator 9: Difference between BME representation in the workforce overall and on the Trust's Board

	2017	2018	2019	3-year trend	2-year trend	
%BME Workforce overall	21.8%	22.6%	23.5%	Improve	No change	
Difference: %BME Board minus %BME Workforce	All board	-12.7%	-15.5%	-17.6%	No change	No change
	Voting board	-10.7%	-13.5%	-14.4%	No change	No change
Executive board	-1.8%	-22.6%	-23.5%	Deteriorate	No change	

Substantive workforce overall: 23.5% BME out of 5203 staff of known ethnicity

