



Spire Healthcare

# Spire Healthcare

Workforce Race Equality 2018

*Looking after you.*

Indicator	Data Item	Measure	31 March 2017			31 March 2018			Notes	
			White	BME	Ethnicity Unknown/Null	White	BME	Ethnicity Unknown/Null		
1 Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce		<b>1a) Non Clinical workforce</b>	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures		
	1	Support	Headcount	3255	220	752	3540	244	716	The number of BME staff is greater in 2018 than in 2017 and the number of 'unknown' has reduced.
	2	Middle	Headcount	91	4	18	109	1	11	
	3	Senior	Headcount	66	1	13	74	2	10	
	4	VSM	Headcount	14	0	5	17	0	7	
		<b>1b) Clinical workforce of which Non Medical</b>								
	15	Support	Headcount	819	74	184	803	81	190	
	16	Middle	Headcount	2565	415	635	2481	440	601	
	17	Senior	Headcount	32	1	4	41	3	7	
	18	VSM	Headcount	0	0	0	0	0	0	All very senior management are categorised as non-clinical as per Spire's HR database
		<i>of which Medical &amp; Dental</i>								
	29	Consultants	Headcount	0	0	0	0	0	0	Most consultants (RMOs) at Spire are agency workers and they are not directly employed by Spire, hence not on our HR database. There are 18 RMOs at Spire who are permanent employees, they have been classed as middle management.
	30	<i>of which Senior medical manager</i>	Headcount							
	31	Non-consultant career grade	Headcount							
32	Trainee grades	Headcount								
33	Other	Headcount								

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2 Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants	Headcount						Spire didn't collect data on the ethnic background of applicants prior to April 2018 when recruitment was outsourced to another Company. We are finding ways to enable us to report on this for future data submissions.	
	35	Number appointed from shortlisting	Headcount							
	36	Relative likelihood of shortlisting/appointed	Auto calculated							
	37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated							
3 Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation  Note: This indicator will be based on data from a two year rolling average of the current year and the previous year	38	Number of staff in workforce	Auto calculated	6842	715	1611	7065	771	1542	
	39	Number of staff entering the formal disciplinary process	Headcount	43	15	6	38	9	18	
	40	Likelihood of staff entering the formal disciplinary process	Auto calculated	0.006	0.021	0.004	0.005	0.012	0.012	
	41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated		3.34			2.17		
4 Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce	Auto calculated	6842	715	1611	7065	771	1542	
	43	Number of staff accessing non-mandatory training and CPD (White):	Headcount							Spire doesn't have an LMS system therefore non-mandatory training isn't recorded centrally. Funding for an LMS system was requested in 2018 however this was not approved due to budget restrictions.
	44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.000	0.000	0.000	0.000	0.000	0.000	
	45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated							
5 KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	46	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage				16%	17%		This data is collected via employee engagement survey and therefore we are unable to verify and validate responses.
6 KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	47	% of staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage				15%	19%		This data is collected via employee engagement survey and therefore we are unable to verify and validate responses.

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7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	48	% staff believing that trust provides equal opportunities for career progression or promotion	Percentage				63%	55%	4%	This data is collected via employee engagement survey and therefore we are unable to verify and validate responses.  We don't have this data prior to the period of 2018.
8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	49	% staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage				4%	9%		This data is collected via employee engagement survey and therefore we are unable to verify and validate responses.
9	Percentage difference between the organisations' Board voting membership and its overall workforce  Note: Only voting members of the Board should be included when considering this indicator	50	Total Board members	Headcount	9	0	0	8	0	0	
		51	<i>of which: Voting Board members</i>	Headcount							
		52	<i>: Non Voting Board members</i>	Auto calculated	9	0	0	8	0	0	
		53	Total Board members	Auto calculated	9	0	0	8	0	0	
		54	<i>of which: Exec Board members</i>	Headcount							
		55	<i>: Non Executive Board members</i>	Auto calculated	9	0	0	8	0	0	
		56	Number of staff in overall workforce	Auto calculated	6842	715	1611	7065	771	1542	
		57	Total Board members - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		58	Voting Board Member - % by Ethnicity	Auto calculated							
		59	Non Voting Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		60	Executive Board Member - % by Ethnicity	Auto calculated							
		61	Non Executive Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		62	Overall workforce - % by Ethnicity	Auto calculated	74.6%	7.8%	17.6%	75.3%	8.2%	16.4%	BME % of workforce has increased and number of 'unknown' has decreased.
63	Difference (Total Board -Overall workforce)	Auto calculated	25.4%	-7.8%	-17.6%	24.7%	-8.2%	-16.4%			