



Spire Healthcare

# Spire Healthcare

Workforce Race Equality 2019

*Looking after you.*

Indicator	Data Item	Measure	31 March 2018			31 March 2019			Notes		
			White	BME	Ethnicity Unknown/Null	White	BME	Ethnicity Unknown/Null			
1	Number of staff in each of the pay bands OR Medical and Dental subgroups and VSM (including executive Board members)	<b>1a) Non Clinical workforce</b>	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures			
		1	Support	Headcount	3540	244	716	3444	771	174	BME representation in this category is 17.56% which is an improvement on last year which was 5.42%
		2	Middle	Headcount	109	1	11	20	3	0	The total number of employees in this category appears to have decreased, but its actually due to a re-categorisation of management level of staff that this number has changed. BME representation in this category is 13%
		3	Senior	Headcount	74	2	10	69	13	2	The BME representation in this category has improved to 15% compared to 2.3% last year
		4	VSM	Headcount	17	0	7	12	6	0	
		<b>1b) Clinical workforce of which Non Medical</b>									
		15	Support	Headcount	803	81	190	1620	445	99	The number of staff in this category has changed compared to last period as we have done some re-categorisation of staff in management levels
		16	Middle	Headcount	2481	440	601	1672	580	95	The BME representation in this category has increased mostly owing to most employees disclosing their ethnicity
		17	Senior	Headcount	41	3	7	159	46	8	
		18	VSM	Headcount	0	0	0	0	0	0	
		<i>of which Medical &amp; Dental</i>									
		29	Consultants	Headcount	0	0	0	3	7	0	For 2018 - Spire who are permanent employees, they have classed as middle management. Most RMOs at Spire are consultants working through agencies and HR do not keep their records
		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						This is the first time Spire have been able to collect data related to ethnicity of shortlisted candidates. 16.8% of total shortlisted candidates are BME and 14.4% have chosen not to disclose their ethnicity	
		35	Number appointed from shortlisting	Headcount							15.8% of all new hires in the last 12 months have been from BME background, while 7.9% have opted not to disclose their ethnicity
		36	Relative likelihood of shortlisting/ appointed	Auto calculated				0.0820386722	0.0574424436	0.035463259	
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated				1.43			
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	7065	771	1542	6999	1871	378	
		39	Number of staff entering the formal disciplinary process	Headcount	38	9	18	169	40	98	This is the first year that we have been able to consolidate disciplinary data across all hospitals. Likelihood of BME or Non-BME staff entering disciplinary appears to be the same
		40	Likelihood of staff entering the formal disciplinary process	Auto calculated	0.0053786270	0.0116731518	0.0116731518	0.0241463066	0.0213789417	0.2592592593	
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated		2.17			0.89		
4	Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce (White)	Auto calculated	7065	771	1542	6999	1871	378	
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount							Spire do not keep data related to non-mandatory training. We have mandatory training which is completed by all employees
		44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.0000000000	0.0000000000	0.0000000000	0.0000000000	0.0000000000	0.0000000000	
		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%		There is not much difference between White and BME staff in this indicator

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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%		19% BME staff have reported having had faced harassment bullying or abuse from Staff compared to 15% White staff	
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%	We don't have this data prior to the period of 2018 as it was included in employee survey for the first time in 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%		9% of BME staff have reported facing discrimination from Manager compared to 4% White staff	
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	8	1	0	9	1	0		
		51	<i>of which: Voting Board members</i>	Headcount								
		52	<i>: Non Voting Board members</i>	Auto calculated	8	1	0	9	1	0		
		53	Total Board members	Auto calculated	8	1	0	9	1	0		
		54	<i>of which: Exec Board members</i>	Headcount								
		55	<i>: Non Executive Board members</i>	Auto calculated	8	1	0	9	1	0		
		56	Number of staff in overall workforce	Auto calculated	7065	771	1542	6999	1871	378		
		57	Total Board members - % by Ethnicity	Auto calculated	88.9%	11.1%	0.0%	90.0%	10.0%	0.0%		
		58	Voting Board Member - % by Ethnicity	Auto calculated								
		59	Non Voting Board Member - % by Ethnicity	Auto calculated	88.9%	11.1%	0.0%	90.0%	10.0%	0.0%		
		60	Executive Board Member - % by Ethnicity	Auto calculated								
		61	Non Executive Board Member - % by Ethnicity	Auto calculated	88.9%	11.1%	0.0%	90.0%	10.0%	0.0%		
		62	Overall workforce - % by Ethnicity	Auto calculated	75.3%	8.2%	16.4%	75.7%	20.2%	4.1%		
63	Difference (Total Board -Overall workforce)	Auto calculated	13.6%	2.9%	-16.4%	14.3%	-10.2%	-4.1%				