

## Workforce Ethnic Monitoring

### RWHT Workforce – Number by Ethnic Group

Staff group	White British	White Irish	Any other white Background	Mixed - White and Black Caribbean	Mixed – White & Asian	Asian or Asian British - Indian	Asian or Asian British - Pakistani	Asian or Asian British - Bangladeshi	Asian or Asian British any other Asian background	Black or Black British - Caribbean	Black or Black - African	Black or Black British – any other background	Chinese	Any other Ethnic group	Undefined	Not Stated
Medical Staff	209	9	31		7	186	35	5	29	7	11	4	15	41		3
Nursing & Midwifery	1349	15	20	14	10	133	6		110	102	33	23	5	33		11
Admin and Clerical	745	4	2	2		48				16		7		1		12
Allied Health Professionals	177	3	2			15	2		1	2	7			2		8
Scientific and technical	358	2	5		1	40	2	2	2	8	1	3	1	3		4
Maintenance	55		1							2						
Ancillary	493	3	5		1	23	1		3	20	3	2	1	1		7
Sr Management	98		1			2				1	1	1				1
Other - YTS - Non Exec	6															2
<b>Total number of staff</b>	<b>3490</b>	<b>36</b>	<b>67</b>	<b>16</b>	<b>19</b>	<b>447</b>	<b>46</b>	<b>7</b>	<b>145</b>	<b>158</b>	<b>56</b>	<b>40</b>	<b>22</b>	<b>81</b>		<b>48</b>

**RWHT Workforce - Percentage by Ethnic Group**

Staff group	White British	White Irish	Any other white Background	Mixed - White and Black Caribbean	Mixed – White & Asian	Asian or Asian British - Indian	Asian or Asian British - Pakistani	Asian or Asian British - Bangladeshi	Asian or Asian British any other Asian background	Black or Black British - Caribbean	Black or Black - African	Black or Black British – any other background	Chinese	Any other Ethnic group	Undefined	Not Stated
<b>Medical Staff</b>	35.3	1.52	5.24		1.18	31.42	5.91	.84	4.9	1.18	1.86	.68	2.53	6.93		.51
<b>Nursing &amp; Midwifery</b>	72.37	.8	1.07	.75	.54	7.14	.32		5.9	5.47	1.77	1.23	.27	1.77		.59
<b>Admin and Clerical</b>	89.01	.48	.24	.24		5.73				1.91		.84		.12		1.43
<b>Allied Health Professionals</b>	80.82	1.37	.91			6.85	.91		.46	.91	3.2			.91		3.65
<b>Scientific and technical</b>	82.87	.46	1.16		.23	9.26	.46	.46	.46	1.85	.23	.69	.23	.69		.93
<b>Maintenance</b>	94.83		1.72							3.45						
<b>Ancillary</b>	87.57	.53	.89		.18	4.09	.18		.53	3.55	.53	.36	.18	.18		1.24
<b>Snr Management</b>	93.33		.95			1.9				.95	.95	.95				.95
<b>Other - YTS - Non Exec</b>	75															25
<b>Total number of staff</b>	74.6	.77	1.43	.34	.41	9.56	.98	.15	3.1	3.38	1.2	.86	.47	1.73		1.03



**Employee Relations Cases by ethnic Group December 2006 – October 2007**

	White British	White Irish	Any other white Background	Mixed - White and Black Caribbean	Mixed – White & Asian	Asian or Asian British - Indian	Asian or Asian British - Pakistani	Asian or Asian British - Bangladeshi	Asian or Asian British any other Asian background	Black or Black British - Caribbean	Black or Black - African	Black or Black British – any other background	Chinese	Any other Ethnic group	Undefined	Not Stated
<b>Suspension</b>																
<b>Disciplinary Warning - Verbal</b>																
<b>Disciplinary Warning - Written</b>																
<b>Disciplinary Warning - Final</b>																
<b>Dismissal _ Misconduct</b>																
<b>Grievance - Upheld</b>																
<b>Grievance – Not upheld</b>																
<b>Appeal – Upheld</b>																
<b>Appeal – Not upheld</b>																
<b>Dismissal – Ill Health</b>																
<b>Dismissal - Redundancy</b>																

Ill-health dismissals include retirements on the grounds of ill health







### Training Sessions by Ethnic Group – December 2006 – October 2007

	White British <b>A</b>	White Irish <b>B</b>	Any other white Background <b>C</b>	Mixed - White and Black Caribbean <b>D</b>	Mixed – White & Asian <b>F</b>	Asian or Asian British – Indian <b>H</b>	Asian or Asian British - Pakistani	Asian or Asian British – Bangladeshi <b>K</b>	Asian or Asian British any other Asian background <b>L</b>	Black or Black British – Caribbean <b>M</b>	Black or Black – African <b>N</b>	Black or Black British – any other background	Chinese <b>R</b>	Any other Ethnic group <b>S</b>	Undefined	Not Stated <b>Z</b>
	No %	No %	No %	No %	No %	No %	No %	No %	No %	No %	No %	No %	No %	No %	No %	No %
<b>Induction</b>	59.0	0.3	2.2	0.8	0.8	17.8	5.2	0.5	2.7	2.2	1.6	0.3	1.9	2.7		1.9
<b>Volunteer Induction</b>																
<b>Blood Transfusion</b>	67.5	0.8	1.8	0.4	1.0	10.2	1.9	0.2	5.9	4.0	2.3	0.8	0.6	2.1		0.4
<b>Child Protection</b>	75.9	0.1	1.2	0.5	0.6	8.4	1.4	0.2	4.3	2.7	1.4	0.5	0.4	1.5		0.9
<b>Infection Prevention</b>	73.7	0.5	1.0	0.5	0.5	9.3	1.0	0.1	4.1	3.7	1.6	1.1	0.3	1.7		0.9
<b>Manual Handling</b>	77.0	0.6	1.2	0.4	0.4	7.1	1.0	0.0	3.4	4.3	1.6	0.6	0.3	1.2		0.8
<b>Basic Life Support</b>	72.5	1.0	1.4	0.4	0.5	9.4	0.7	0.0	4.0	3.7	1.6	1.0	0.5	2.1		1.0
<b>Information Governance</b>	73.8	0.0	1.5	0.5	0.7	10.1	1.8	0.3	3.8	3.2	0.8	0.7	0.3	1.5		1.0
<b>Risk Management &amp; Incident reporting</b>	80.8	0.0	0.9	0.6	0.2	6.6	0.4	0.2	3.3	4.4	0.6	0.4	0.2	0.6		0.9
<b>KSF awareness</b>	73.3	0.1	0.9	0.6	0.2	8.1	0.2	0.0	6.0	5.3	1.5	1.4	0.2	1.6		0.4
<b>Vulnerable adult protection</b>	74.4	0.0	1.3	0.5	0.6	8.9	1.7	0.3	4.1	4.0	0.9	0.6	0.3	1.4		0.9
<b>Complaints</b>	79.6	0.0	1.0	0.6	0.2	6.4	0.6	0.2	3.9	3.9	0.6	1.0	0.2	0.0		1.0
<b>Customer Care</b>	78.4	0.1	1.3	0.2	0.4	7.8	0.2	0.1	3.3	2.9	1.1	0.7	0.5	1.3		0.7
<b>Equality and Diversity (covered within induction)</b>	59.0	0.3	2.2	0.8	0.8	17.8	5.2	0.5	2.7	2.2	1.6	0.3	1.9	2.7		1.9



<b>Nutrition in hospital</b>	<b>66.1</b>	<b>1.1</b>	<b>1.1</b>	<b>1.1</b>	<b>0.6</b>	<b>9.0</b>	<b>0.0</b>	<b>0.0</b>	<b>9.0</b>	<b>6.2</b>	<b>4.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.7</b>		<b>0.0</b>
<b>Practice Assessor Update</b>	<b>67.4</b>	<b>0.3</b>	<b>0.6</b>	<b>1.0</b>	<b>0.3</b>	<b>7.7</b>	<b>0.6</b>	<b>0.0</b>	<b>9.7</b>	<b>6.5</b>	<b>2.9</b>	<b>0.3</b>	<b>0.0</b>	<b>1.6</b>		<b>1.0</b>
<b>IV update training</b>	<b>69.1</b>	<b>0.8</b>	<b>1.1</b>	<b>1.9</b>	<b>1.1</b>	<b>7.9</b>	<b>0.4</b>	<b>0.0</b>	<b>7.2</b>	<b>3.8</b>	<b>3.4</b>	<b>0.8</b>	<b>0.0</b>	<b>2.6</b>		<b>0.0</b>
<b>Antimicrobial prescribing for Prescribes</b>	<b>40.8</b>	<b>0.5</b>	<b>5.0</b>	<b>0.0</b>	<b>1.7</b>	<b>25.5</b>	<b>7.9</b>	<b>0.7</b>	<b>6.0</b>	<b>0.5</b>	<b>1.9</b>	<b>1.0</b>	<b>1.4</b>	<b>6.2</b>		<b>1.0</b>
<b>Fire Safety</b>	<b>78.5</b>	<b>0.6</b>	<b>0.9</b>	<b>0.3</b>	<b>0.3</b>	<b>7.6</b>	<b>0.7</b>	<b>0.1</b>	<b>3.4</b>	<b>3.1</b>	<b>1.3</b>	<b>0.9</b>	<b>0.3</b>	<b>1.1</b>		<b>0.9</b>

Please add training session if not already listed