

**NHS Orkney Staff Governance Committee**

**Date of Meeting: 27 February 2017**

**Paper No. : SGC1617-33**

**Subject: NHS Orkney Racial Equality Monitoring Report 2015/2016**

**Executive Summary**

Production of this report is a statutory requirement to ensure that NHS Orkney is applying the principles of racial equality to its own workforce and to prospective employees. The 2015/2016 report has been expanded to include additional information as required by the Equality and Human Rights Commission (EHRC). The EHRC are the body responsible for monitoring compliance with racial equality and diversity legislation.

<b>Purpose</b>	To provide the Staff Governance Committee with information on Racial Equality Monitoring for April 2015 to March 2016, reporting findings and inform of any areas of significant concern.
<b>Recommendation</b>	The Staff Governance Committee is invited to: <ul style="list-style-type: none"><li>• Note the findings of this report</li></ul>
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<b>Date</b>	14 February 2017
<b>Supporting Documents</b>	

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## 1. Background

### 1.1 The ethnic makeup of the NHS Orkney Workforce

NHS Orkney has collected information on the ethnic origins of its staff by way of an Equal Opportunities Monitoring form which is issued as part of the Application Form.

It would be anticipated that we will be able to collect even more data once the eESS system is fully operational.

Information on the ethnic makeup of the NHS Orkney workforce as at 31<sup>st</sup> March 2016 is shown below.

Table 1

**The ethnic makeup of the NHS Orkney workforce at 31<sup>st</sup> March 2016**

Ethnic Categories Of NHS Employees (as per 2011 Census)	Number	Percentage	2011 Census % of Population of Orkney in each Category
<b>a) WHITE</b>			<b>Total White 99.27</b>
SCOTTISH	481	57.54%	79.44
OTHER BRITISH	127	15.19%	17.69
IRISH	5	0.60%	0.47
GYPSY/ TRAVELLER			0.01
POLISH	3	0.36%	0.39
OTHER	69	8.25%	1.26
<b>sub total</b>	<b>685</b>	<b>81.94%</b>	
<b>b) MIXED</b>	<b>1</b>	<b>0.12%</b>	<b>0.18</b>
<b>c) ASIAN</b>			<b>0.42</b>
PAKISTANI, PAKISTANI SCOTTISH, PAKISTANI BRITISH			0.07
INDIAN, INDIAN SCOTTISH, INDIAN BRITISH			0.08
BANGLADESHI, BANGLADESHI SCOTTISH, BANGLADESHI BRITISH			0.03

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CHINESE, CHINESE SCOTTISH, CHINESE BRITISH				
OTHER	2	0.24%		0.08
				0.15
d) AFRICAN				0.06
AFRICAN, AFRICAN SCOTTISH, AFRICAN BRITISH				0.06
OTHER	1	0.12%		0
e) CARRIBEAN OR BLACK				0.02
CARRIBEAN, CARRIBEAN SCOTTISH, CARRIBEAN BRITISH				0.1
BLACK, BLACK SCOTTISH, BLACK BRITISH				0
ANY OTHER BLACK BACKGROUND				0
f) OTHER ETHNIC BACKGROUND				0.5
ARAB, ARAB SCOTTISH, ARAB BRITISH				0.3
OTHER	1	0.12%		0.2
DECLINED	64	7.66%		
Not Known	82	9.81%		
<b>TOTAL</b>	<b>836</b>	<b>100%</b>		<b>100%</b>

In compliance with employment legislation and to provide top quality healthcare in the 21<sup>st</sup> Century NHS Orkney must recruit worldwide. This is particularly true for many of the clinical professions where there are shortages of staff such as medicine and dental health professionals. Accordingly, there will never be a perfect correlation between the ethnic makeup of the local community in Orkney and the ethnic makeup of the NHS Orkney workforce. However, from the table above, it can be seen:

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- The ethnic make-up of NHS Orkney is becoming more diverse as is the population of Orkney as a whole.
- Where we have a higher number of Asian and African or other ethnic background in comparison with the Census data this can be explained by the recent recruitment to Hospital Medical and Dental posts.
- Just over seventeen percent of NHS Orkney's workforce declined to provide information on their ethnicity or stated they did not know their ethnicity. This is of course their prerogative however it means that we cannot get a completely accurate overview of NHS Orkney workforce ethnicity.

### 2. Average number of staff in post during 2015/2016

The average number of staff in post (including Locums and Bank employees) during 2015/2016 was a headcount of 803.

### 3. Recruitment and Selection

NHS Orkney has routinely collected recruitment and selection data for a number of years. NHS Orkney has now collated:

- 2015/2016 full year data on the ethnic origin of applicants and staff appointed
- 2015/2016 full year data on the ethnic origin of applicants for posts, the ethnic origins of those candidates shortlisted and the ethnic origin of those staff appointed
- 2015/2016 full year data on the ethnic origin of applicants for posts, the ethnic origin of those candidates shortlisted and the ethnic origin of those staff appointed.

The data on 2015/2016 is shown in table form below.

#### a) The ethnic origins of applicants for posts and shortlisted candidates, April 2015 – March 2016

- 1<sup>st</sup> April 2015 to 31<sup>st</sup> March 2016, NHS Orkney received 481 applications.
- Of those applications, 12 (2.49%) declined to disclose their ethnicity.
- Of those applications, 318 (66.11%) were shortlisted.
- 93.14% of the applicants described themselves to be white, of the other applicants (6.86%), 2.49% declined to disclose their ethnic origin and the other 4.37% of applicants were of a Mixed, Asian, Black or other origin.

Table 2

## The ethnic origins of applicants for posts and shortlisted candidates

2011 Census Categories	No of Applicants 15/16	Applicants as a% of total	No's Shortlisted 15/16	Ethnicity as a % of Shortlisted	Ethnicity of Staff Appointed 15/16
	Number	Percentage	Number	Percentage	Percentage
<b>WHITE</b>	<b>448</b>	<b>93.14%</b>	<b>302</b>	<b>94.97%</b>	<b>98.06%</b>
<b>SCOTTISH</b>	292	60.71%	205	64.47%	74.19%
<b>OTHER BRITISH</b>	116	24.12%	70	22.01%	19.35%
<b>IRISH</b>	7	1.46%	5	1.57%	1.29%
<b>GYPSY/ TRAVELLER</b>					
<b>POLISH</b>					
<b>OTHER</b>	33	6.86%	22	6.92%	3.23%
<b>MIXED</b>	<b>1</b>	<b>0.21%</b>	<b>1</b>	0.31%	
<b>ASIAN</b>	<b>11</b>	<b>2.29%</b>	<b>4</b>	<b>1.26%</b>	<b>0%</b>
<b>PAKISTANI, PAKISTANI SCOTTISH, PAKISTANI BRITISH</b>	2	0.42%	0	0%	
<b>INDIAN, INDIAN SCOTTISH, INDIAN BRITISH</b>	3	0.62%	1	0.31%	
<b>BANGLADESHI, BANGLADESHI SCOTTISH, BANGLADESHI BRITISH</b>	1	0.21%	0	0%	
<b>CHINESE, CHINESE SCOTTISH, CHINESE BRITISH</b>	0	0%	0	0%	
<b>OTHER</b>	5	1.04%	3	0.94%	
<b>AFRICAN</b>	<b>7</b>	<b>1.46%</b>	<b>2</b>	<b>0.63%</b>	<b>0%</b>
<b>AFRICAN, AFRICAN SCOTTISH, AFRICAN BRITISH</b>	7	1.46%	2	0.63%	
<b>OTHER</b>	0	0%	0	0%	
<b>CARRIBEAN OR BLACK</b>	<b>2</b>	<b>0.42%</b>	<b>2</b>	<b>0.63%</b>	<b>0.65%</b>
<b>CARIBBEAN, CARRIBEAN SCOTTISH, CARRIBEAN BRITISH</b>	0	0%	0	0%	
<b>BLACK, BLACK SCOTTISH, BLACK BRITISH</b>	2	0.42%	2	0.63%	0.65%
<b>OTHER</b>	0	0%	0	0%	
<b>OTHER ETHNIC BACKGROUND</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	
<b>ARAB, ARAB SCOTTISH, ARAB BRITISH</b>					
<b>OTHER</b>					
<b>DECLINED</b>	<b>12</b>	<b>2.49%</b>	<b>7</b>	<b>2.20%</b>	<b>1.29%</b>
<b>Not Known</b>					
<b>TOTAL</b>	<b>481</b>	<b>100</b>	<b>318</b>	<b>100</b>	<b>100</b>

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Table 2 shows that a higher percentage of white people are appointed, compared with non whites: i.e. white applicants make up 93.14% of applicants, 94.97% of shortlisted candidates and 98.06% of successfully appointed staff. Non white staff makes up 4.37% of applicants, 2.83% of shortlisted candidates, and 0.65% of successful candidates. From reviewing the shortlisted data we know that the reason why Asian, black and candidates of a mixed ethnicity are not shortlisted is because they do not have the necessary essential qualifications or experience, or both, for the post i.e. not GMC registered.

An accurate comparison of the ethnicity of candidates cannot be provided as the standard NHS Scotland application form does not offer the range of ethnicity options stated in the 2011 census.

Table 3

### The ethnic origins of staff appointed during the 2015/2016 Financial Year

The Ethnic Origins of NHS Orkney Staff Recruited during 2015/2016 (as per 2011 Census)	Number	Percentage	2011 Census % of Population of Orkney in each Category
<b>a) WHITE</b>	<b>152</b>	<b>98.06%</b>	<b>Total White 99.27</b>
SCOTTISH	115	74.19%	79.44
OTHER BRITISH	30	19.35%	17.69
IRISH	2	1.29%	0.47
GYPSY/TRAVELLER			0.01
POLISH			0.39
ANY OTHER WHITE BACKGROUND	5	3.23%	
<b>b) MIXED</b>	<b>0</b>	<b>0%</b>	<b>0.18</b>
<b>c) ASIAN</b>	<b>0</b>	<b>0%</b>	<b>0.42</b>
PAKISTANI, PAKISTANI SCOTTISH, PAKISTANI BRITISH			0.07
INDIAN, INDIAN SCOTTISH, INDIAN BRITISH			0.08
BANGLADESHI, BANGLADESHI SCOTTISH, BANGLADESHI BRITISH			0.03
CHINESE, CHINESE SCOTTISH, CHINESE BRITISH			0.08
OTHER			0.15

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<b>d) AFRICAN</b>	0				
AFRICAN, AFRICAN SCOTTISH, AFRICAN BRITISH					0.06
OTHER					0.06
					0
<b>e) CARRIBEAN OR BLACK</b>	1	0.65%			0.02
CARRIBEAN, CARRIBEAN SCOTTISH, CARRIBEAN BRITISH					0.1
BLACK, BLACK SCOTTISH, BLACK BRITISH					0
OTHER					0
<b>f) OTHER ETHNIC GROUP</b>					0.5
ARAB, ARAB SCOTTISH, ARAB BRITISH					0.3
OTHER					0.2
<b>DECLINED</b>	2	1.29%			
<b>Not Known</b>					
<b>TOTAL</b>	(So far)	<b>100%</b>			<b>100%</b>

Please note the data in this table represents the appointments made from vacancies active at 31<sup>st</sup> March 2016.

The main variations highlighted by Table 3 are:

- 98.06% of those recruited have classed themselves as white, this is an under representation of the 99.27% white population of Orkney.
- NHS Orkney has not recruited employees from an Asian, mixed or African background. This could be explained by the lack of successful recruitment of medical staff who usually join the organisation from out with the UK.
- The information in this table was collected by gathering ethnicity information on candidates that have gone through the full recruitment process. This will exclude employees that have been recruited through notes of interest, internal secondments or redeployment.

#### 4. Promotion within NHS Orkney

During 2015/2016, 16 NHS Orkney staff were promoted through the recruitment process.

The main variations highlighted by the table are:

- All of those promoted were of a white ethnic origin apart from 1 who declined to disclose their ethnicity.
- Very small numbers make meaningful analyses very difficult.

**Table 4**  
**The ethnic makeup of NHS Orkney staff promoted during 2015/2016**

2011 Census Categories	The Ethnic Origins of NHS Orkney Staff Promoted during 2015/2016		The Ethnic Origins of NHS Orkney Workforce as at 31st March 2016 (%)
	Number	Percentage	
<b>a) WHITE</b>			<b>Total White 99.27</b>
SCOTTISH	11	68.75%	79.44
OTHER BRITISH	3	18.75%	17.69
IRISH	1	6.25%	0.47
GYPSY/ TRAVELLER			0.01
POLISH			0.39
ANY OTHER WHITE BACKGROUND			1.26
<b>b) MIXED</b>	<b>0</b>	<b>0%</b>	<b>0.18</b>
<b>c) ASIAN</b>	<b>0</b>	<b>0%</b>	<b>0.42</b>
PAKISTANI, PAKISTANI SCOTTISH, PAKISTANI BRITISH			0.07
INDIAN, INDIAN SCOTTISH, INDIAN BRITISH			0.08
BANGLADESHI, BANGLADESHI SCOTTISH, BANGLADESHI BRITISH			0.03
CHINESE, CHINESE SCOTTISH, CHINESE BRITISH			0.08
OTHER			0.15
<b>d) AFRICAN</b>	<b>0</b>	<b>0%</b>	<b>0.06</b>



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AFRICAN, AFRICAN SCOTTISH, AFRICAN BRITISH			0.06
OTHER			0
e) CARRIBEAN OR BLACK			0.02
CARRIBEAN, CARRIBEAN SCOTTISH, CARRIBEAN BRITISH			0.1
BLACK, BLACK SCOTTISH, BLACK BRITISH			0
OTHER			0
f) OTHER ETHINC GROUP			0.5
ARAB, ARAB SCOTTISH, ARAB BRITISH			0.3
OTHER			0.2
DECLINED			
Not Known	1	6.25%	
Vacancies filled	16	100%	100%

## 5. Leavers

Below is a breakdown of the ethnic origins of staff who left NHS Orkney employment during 2015/2016. The ethnic origin of staff recruited during 2015/2016 are also shown as a comparator.

Please note the data in this table represents new starts from vacancies active at 31<sup>st</sup> March 2016.

Table 5

### Breakdown of the ethnic origins of staff who left NHS Orkney employment during 2015/16

2011 Census Categories	Ethnic Origins of Leavers	Ethnic Origins of New Starts	Difference
	Number	Number	
<b>a) WHITE</b>	78	126	48
SCOTTISH	45	86	41
OTHER BRITISH	20	31	11
IRISH	3	2	-1
GYPSY/ TRAVELLER			
POLISH	2	1	-1
ANY OTHER WHITE BACKGROUND	8	6	-2
<b>b) MIXED</b>			
<b>c) ASIAN</b>			

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PAKISTANI, PAKISTANI SCOTTISH, PAKISTANI BRITISH			
INDIAN, INDIAN SCOTTISH, INDIAN BRITISH			
BANGLADESHI, BANGLADESHI SCOTTISH, BANGLADESHI BRITISH			
CHINESE, CHINESE SCOTTISH, CHINESE BRITISH			
OTHER	1	0	-1
<b>d) AFRICAN</b>			
AFRICAN, AFRICAN SCOTTISH, AFRICAN BRITISH			
OTHER			
<b>e) CARRIBEAN OR BLACK CARRIBEAN, CARRIBEAN SCOTTISH, CARRIBEAN BRITISH</b>			
BLACK, BLACK SCOTTISH, BLACK BRITISH			
OTHER			
<b>f) OTHER ETHINC GROUP</b>			
ARAB, ARAB SCOTTISH, ARAB BRITISH			
OTHER			
DECLINED	9	5	-4
Not Known	14	19	5
<b>TOTAL</b>	<b>102</b>	<b>150</b>	<b>48</b>

## 6. Training

During 2015/2016 NHS Orkney was unable to collect information on the ethnic origins of staff who received training. Once the eESS training management system is fully operational we will endeavour to collect and produce this information.

NHS Orkney have not routinely collected information on the ethnic origins of staff who applied for training in comparison with those who received training, nor have we collected data on whether the training was internal or external training.

## 7. Staff Performance and Assessment procedures

### a) Executive Cohort

The Executive Cohort of NHS Orkney comprises 5 staff. Due to the small size of this group, their ethnic origins have not been detailed since this would identify individuals.

### b) Knowledge and Skills Framework (KSF)

KSF is being implemented for all NHS Orkney staff excluding the executive cohort and medical and dental staff, for whom separate arrangements apply. There will be an ongoing cycle of review, planning, development and evaluation which links organisational and individual development needs – a commitment to the development of everyone who works in the NHS. KSF outlines are developed for all posts which details the knowledge and skills required for the post covering 6 mandatory core dimensions of:

- Communication
- Personal and People Development
- Health, safety and security
- Service improvement
- Quality
- Equality and Diversity

Further dimensions which reflect key activities of the post can be added. At 2 gateways within a pay band, decisions about pay progression as well as development, using an assessment against the KSF outline. The foundation gateway within one year of appointment to the bands checks that the employee can meet the basic demands of their post. The second gateway confirms that the employee is applying their knowledge and skills to consistently meet the full demands of their posts. Deferment of pay progression can be applied at either gateway however in reality this is not applied in NHS Scotland.

The inclusion of the Equality and Diversity dimension is very positive as it will assist in ensuring that this is integral within NHS Orkney by making it a responsibility of all employees to act in ways that support equality and diversity.

## **8. Publicising the NHS Orkney Race Equality Workforce Monitoring Report 2015/2016.**

The NHS Orkney Race Equality Workforce Monitoring Report 2015/2016 will be submitted to Staff Governance Committee in February 2017 for approval.

It will be widely circulated in electronic format to

- Joint Staff
- Partnership Forum
- All NHS Orkney Staff
- The Equality and Human Rights Commission

It will also be made available on:-

- NHS Orkney Website
- NHS Orkney Blog

Kendall Kynoch  
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10<sup>th</sup> February 2017