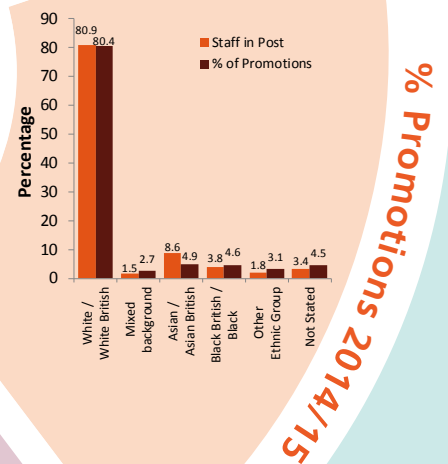
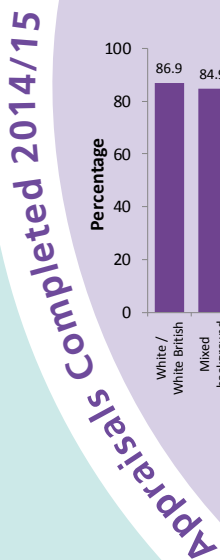
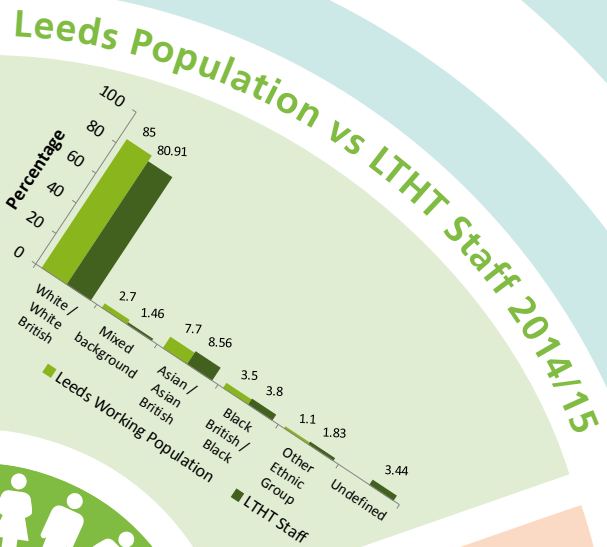
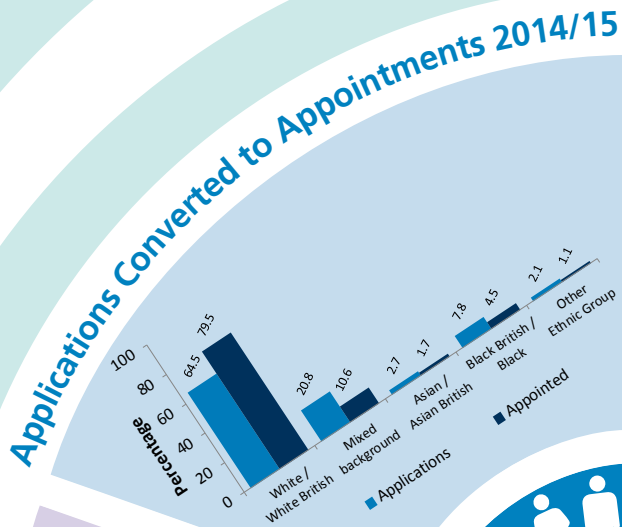


Ethnicity @ LTHT - Staff



Well Structured Appraisals 2014/15

*BAME - Black Asian & Minority Ethnic
*White - includes White British, White Irish, White Other

All actions are annually reviewed by April each year to confirm delivery on the LTHT Equality and Diversity Strategy.

Key Findings

- There is a higher percentage of BAME staff in all medical and dental grades, however BAME staff are underrepresented in the AFC workforce other than in the entry grades (1,2 and 5). In addition there is a significant underrepresentation of BAME staff in the senior AFC grades.
- The number of BAME individuals applying for roles and joining the Trust is higher than is expected compared to the local population. However, the conversion from application to appointment is lower than could be expected.
- Appraisal completion rates across all ethnic groups is over 83% and BAME staff were more likely to have a well-structured appraisal than white staff.
- According to the staff survey, BAME employees were 19% less likely than white staff to believe that the Trust provides equal opportunities for promotion. However the data shows that 15.2% of promotions were of BAME staff compared to 15.6% of staff in post.

Key Actions

- We will undertake an equality analysis of our recruitment and selection processes to ensure that they treat all staff equally. We will continue our work to promote health care careers in schools.
- Review our HR and recruitment processes and procedures to ensure they are being applied fairly across all roles.
- Invite staff to focus groups to understand how to improve their appraisal experience and make it more meaningful and better structured for them.
- Increase the level of training available for managers on conducting appraisals to improve the quality of appraisals.
- Implement our role models/champions programme with a focus on the diversity of roles and individuals working in the Trust.