

# Diversity and Inclusion Dashboards

May 2021 (April data)

v1.4

5988

Total Headcount End Apr 21

# NHSBT D&I Dashboard

Workforce

5988

Bands 2-7

5228

Bands 8A-C

631

Bands 8D-9

57

Exec & Board

14

Medical

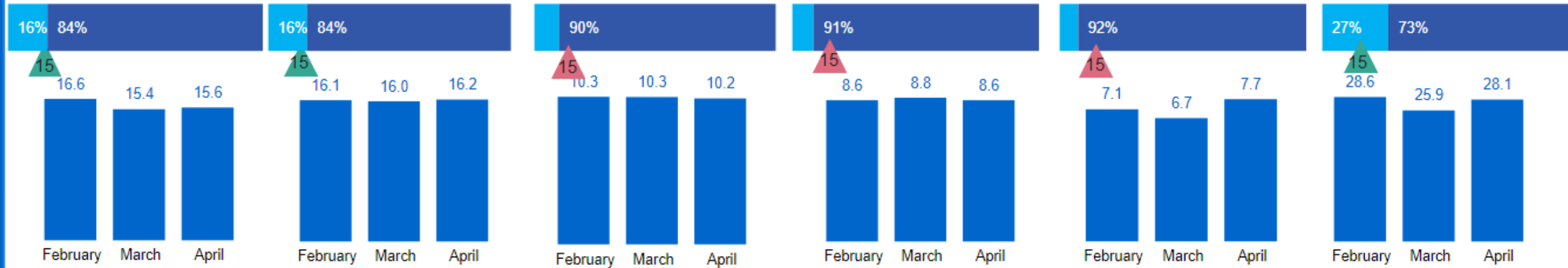
52

## Ethnicity

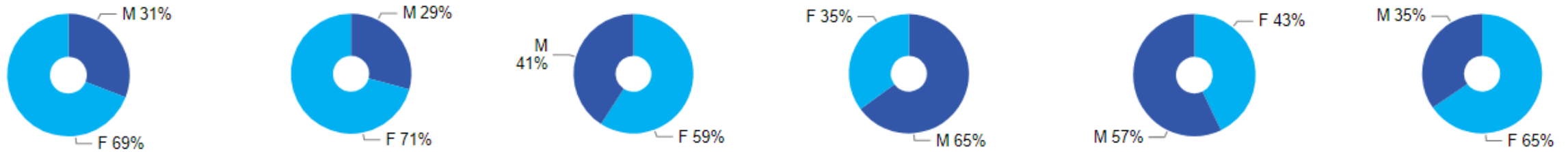
Key:

%BAME

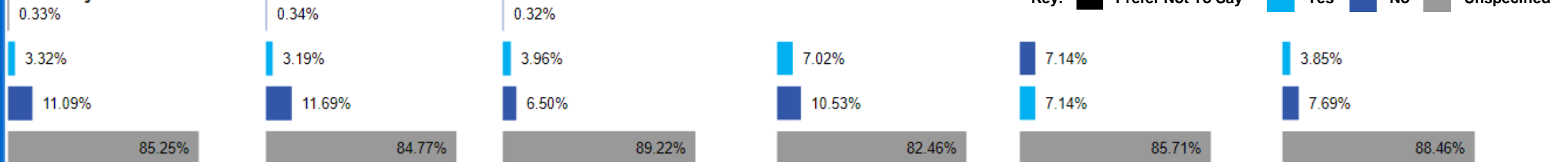
%White + N/S



## Gender

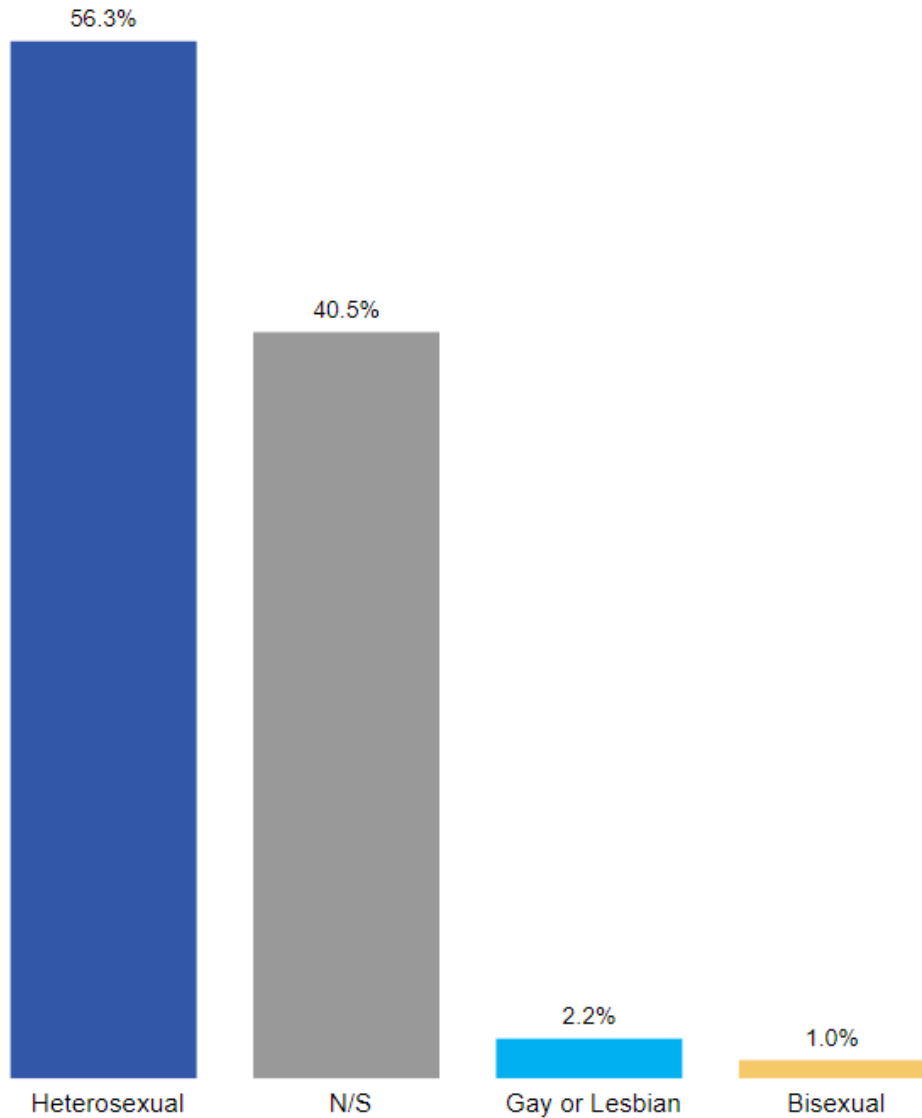


## Disability

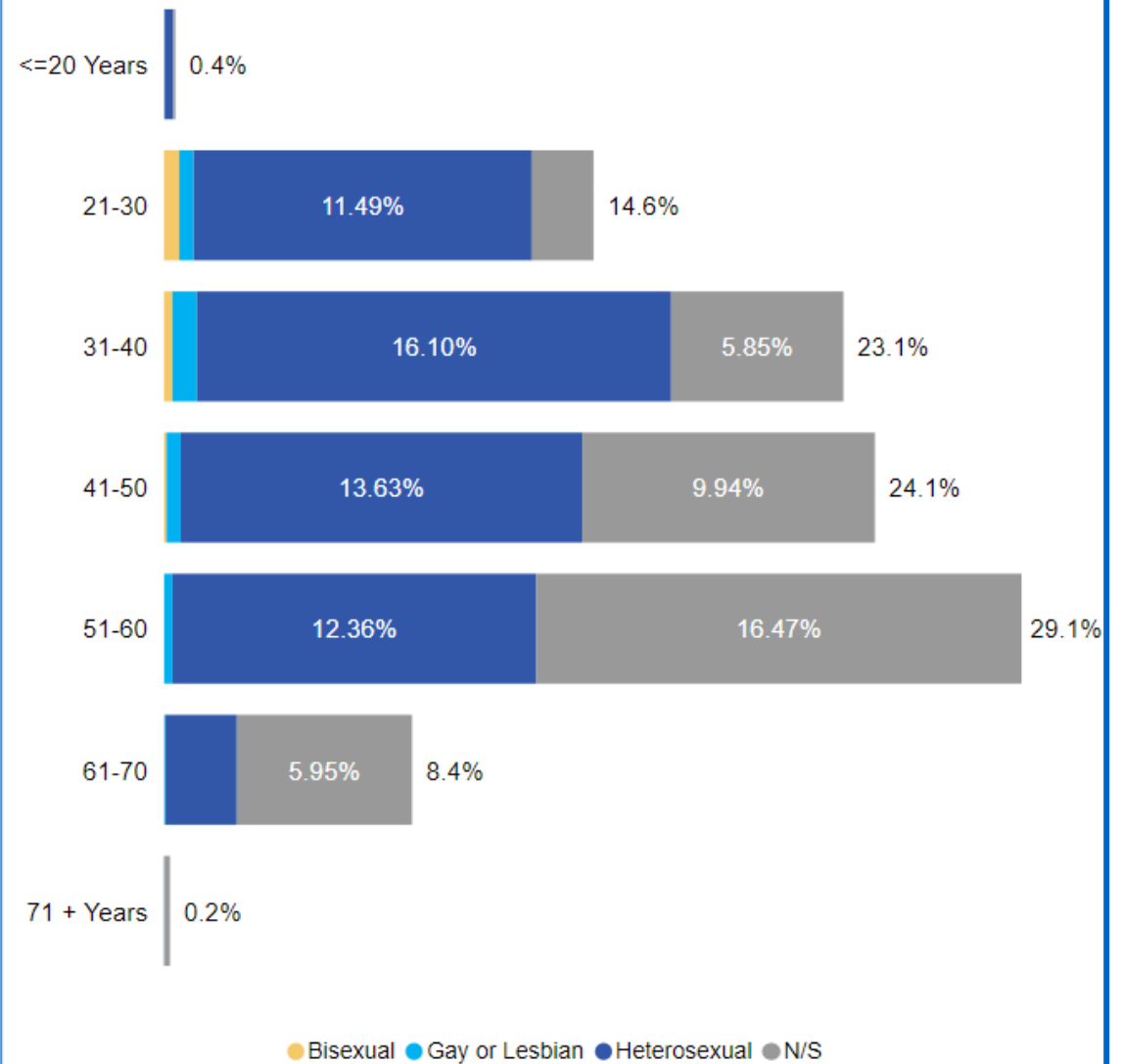


# D&I – Supplementary Metrics

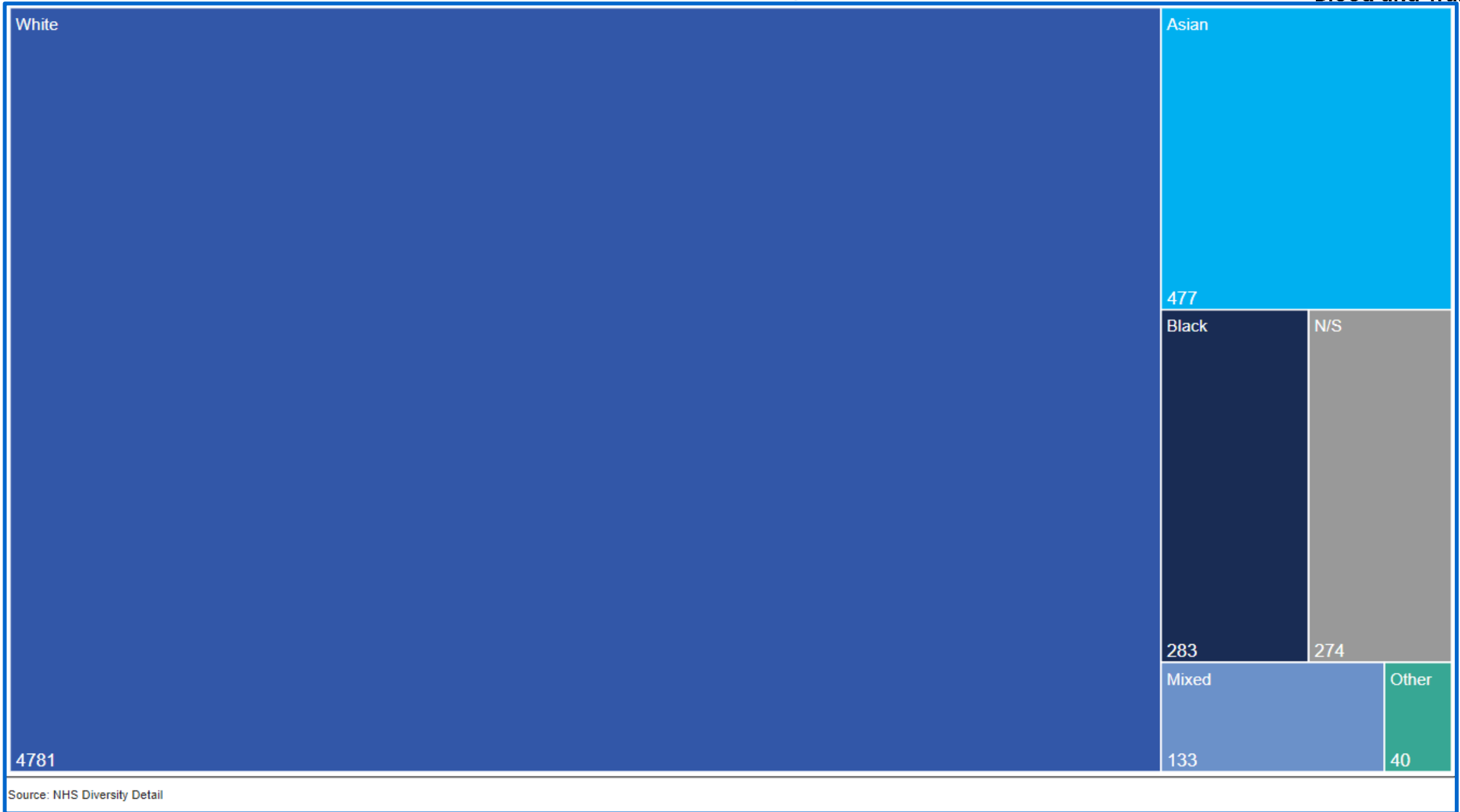
### Workforce Breakdown: Sexual Orientation



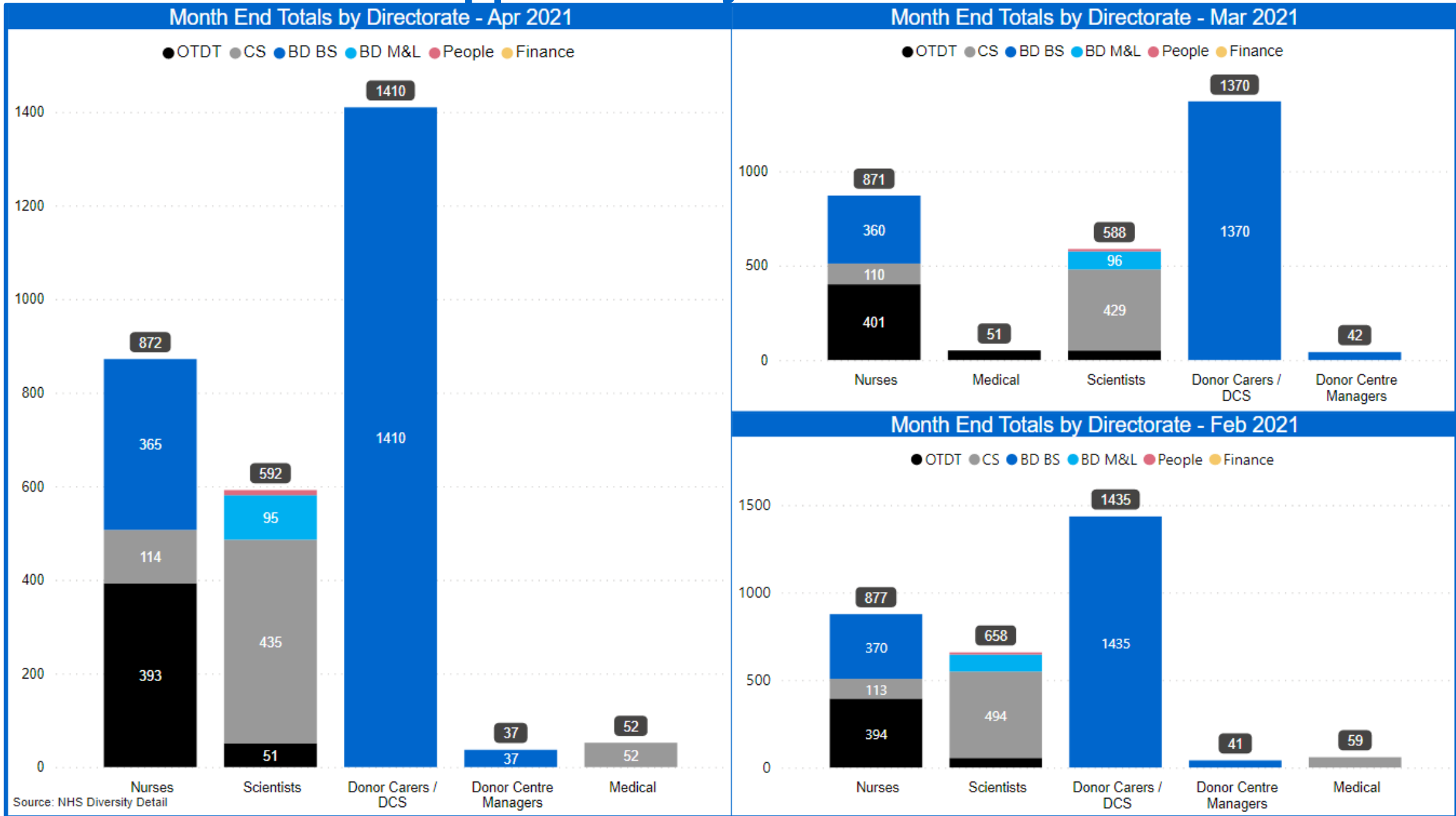
### Workforce Sexual Orientation by Age



# D&I – Supplementary Metrics



# Supplementary Metrics



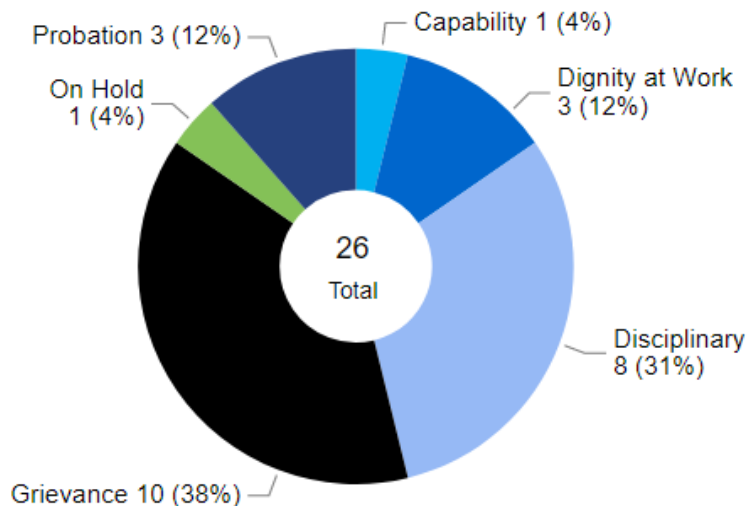
# Case Resolution

## Summary Stats

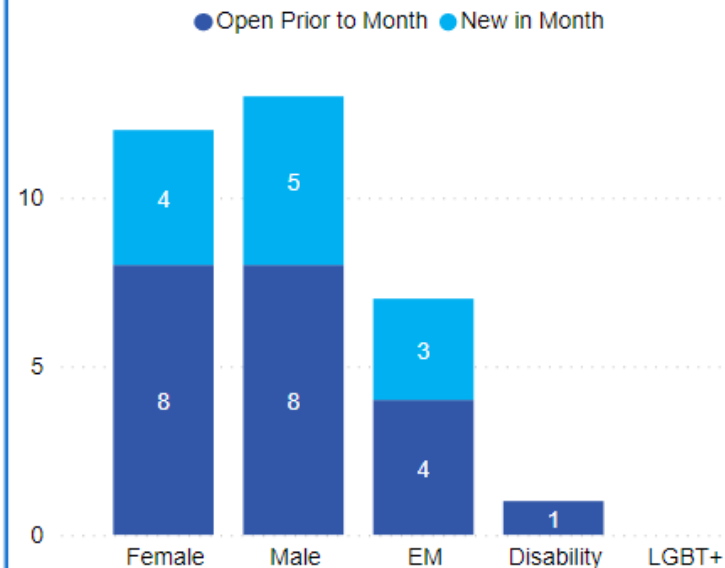
Cases opened in month	9
Cases closed in month	7
Cases closed within SLA (no.)	7
Case closure: within SLA (%)	100

(SLA = resolution within 90 days)

## Month-end Open Cases by Type

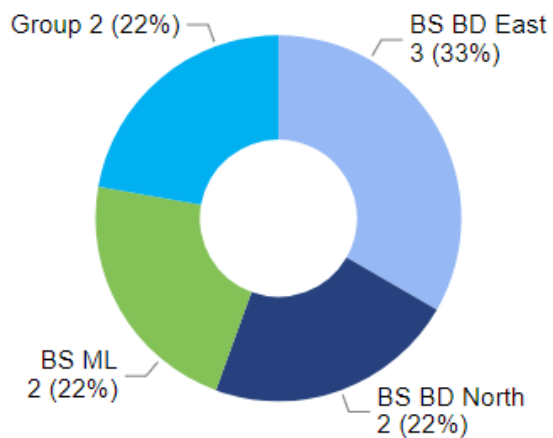


## Protected Characteristics: Open Cases

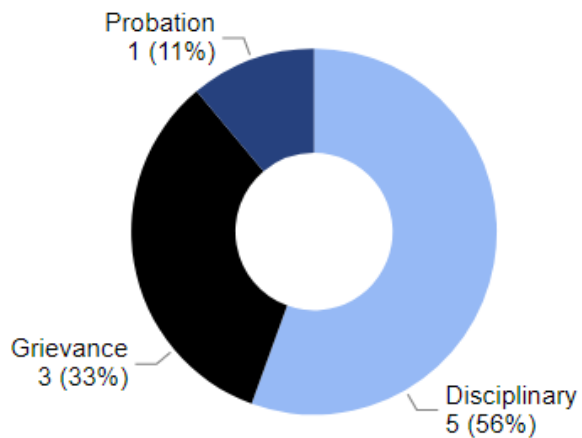


## New Cases Opened in Prior Month

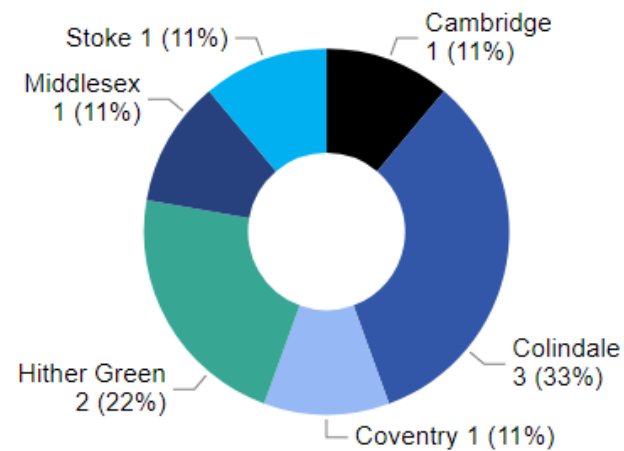
### Directorate



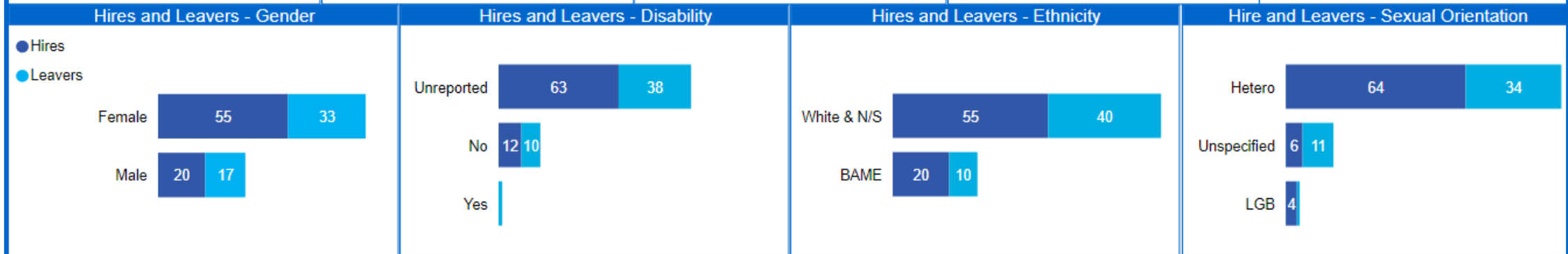
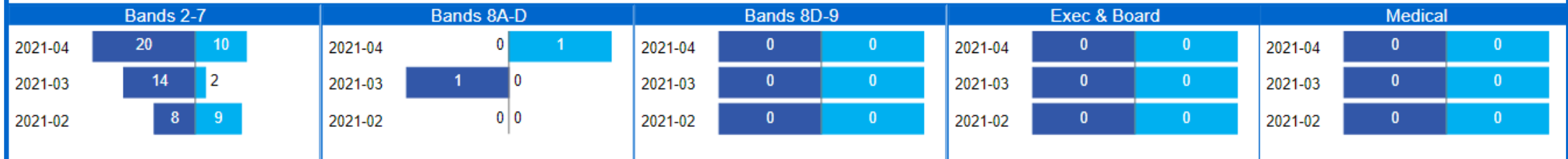
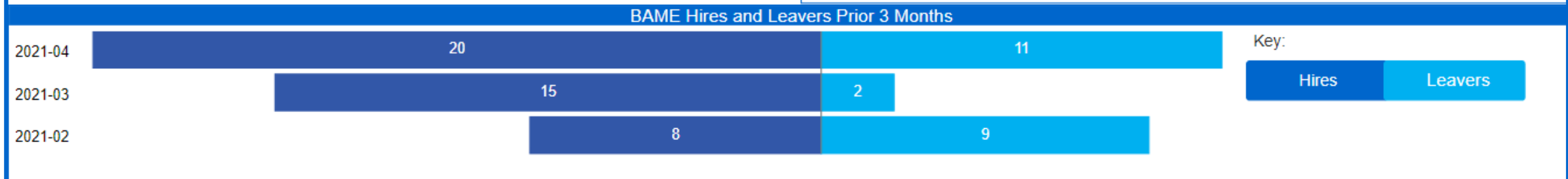
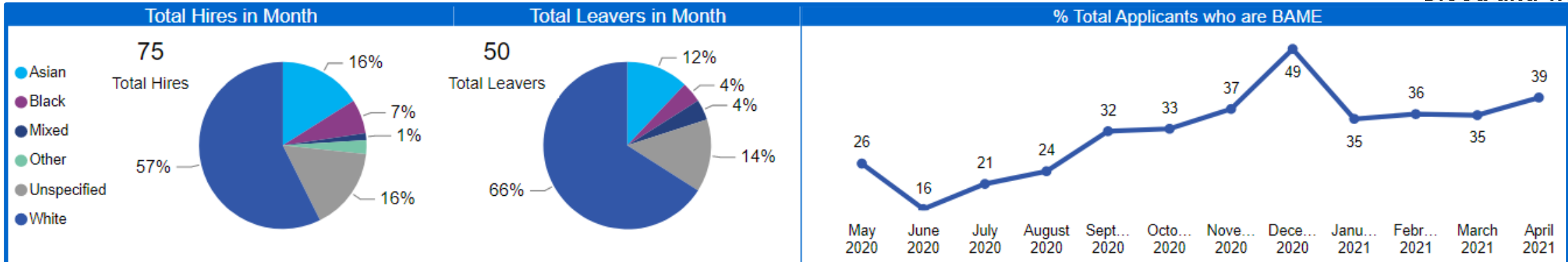
### Employment Process



### Location



# Supplementary Metrics



# Supplementary Metrics

## Employee Engagement Heat Map

Source: Employee Engagement Survey June 2020

	Female	Male	Disability	Disability 'No'	BAME	Non-BAME	LGBT+	Hetero
<b>Engagement</b>	7.6	7.3	7	7.6	7.3	7.6	7.7	7.7
<b>Accomplishment</b>	7.1	6.8	6.5	7	6.9	7.1	7.4	7.2
<b>Freedom Of Opinions</b>	7.4	7.2	6.9	7.3	6.9	7.4	7.5	7.4
<b>Growth</b>	7.4	7.3	7	7.4	7.2	7.4	7.7	7.4
<b>Equality</b>	7.8	7.5	7	7.8	6.8	7.9	7.4	7.7
<b>COVID-19</b>	7.2	7	6.7	7.1	7.2	7.1	7.1	7.2

Key: = highest value = mid values = lowest value

### Narrative

- Context** Data source is > 8 months old and is therefore becoming out-of-date. Aspiration is to conduct this survey potentially quarterly (tbc) in order to derive trends.
- Population Analysis** Given the previous point, this data indicates that management attention should potentially be directed to the results provided by the **Disability** and **BAME** populations, particularly in respect of Accomplishment, Freedom of Opinions and Equality.
- Engagement Categories** At the time of survey, across all populations, the categories of **Accomplishment** and **COVID-19** stand in marked negative contrast to the remainder, although a watch should be kept on **Freedom of Opinions** - as per point 2. **Engagement** and **Equality** are the 2 most positively rated themes.



# D&I – Supplementary Metrics

### NHSBT comparison to Census 2011 data (%)

Source:  
Feb 21  
NHSBT data

**Key**

	NHSBT < 30% Census
	NHSBT < 50% Census

Lancaster	White	Mixed	Asian	Black	Other	N/S
NHSBT 63	96.8	0.0	1.6	1.6	0.0	0.0
Census	95.6	1.0	2.7	0.5	0.2	0.0

Manchester	White	Mixed	Asian	Black	Other	N/S
NHSBT 520	75.2	4.2	7.7	6.5	1.2	5.2
Census	66.6	4.6	17.1	8.6	3.1	0.0

Liverpool	White	Mixed	Asian	Black	Other	N/S
NHSBT 426	93.0	1.2	1.4	0.5	0.2	3.8
Census	88.9	2.5	4.2	2.6	1.8	0.0

Birmingham	White	Mixed	Asian	Black	Other	N/S
NHSBT 560	71.4	2.9	13.9	4.6	0.5	6.6
Census	57.9	4.4	26.6	9.0	2.0	0.0

Oxford	White	Mixed	Asian	Black	Other	N/S
NHSBT 224	76.8	3.1	4.9	6.3	1.8	7.1
Census	77.7	4.0	12.4	4.6	1.4	0.0

Bristol	White	Mixed	Asian	Black	Other	N/S
NHSBT 1253	80.8	1.6	5.6	3.4	1.9	6.7
Census	84.0	3.6	5.5	6.0	0.9	0.0

Plymouth	White	Mixed	Asian	Black	Other	N/S
NHSBT 61	90.2	3.3	0.0	0.0	0.0	6.6
Census	96.2	1.3	1.5	0.7	0.4	0.0

Newcastle	White	Mixed	Asian	Black	Other	N/S
NHSBT 331	94.0	1.5	0.9	0.3	0.9	2.4
Census	85.5	1.5	9.7	1.8	1.5	0.0

Barnsley	White	Mixed	Asian	Black	Other	N/S
NHSBT 872	88.3	0.9	3.7	1.7	0.8	4.6
Census	97.9	0.7	0.5	0.5	0.4	0.0

Cambridge	White	Mixed	Asian	Black	Other	N/S
NHSBT 264	87.9	1.5	3.8	0.4	0.8	5.7
Census	82.5	3.2	11.0	1.7	1.6	0.0

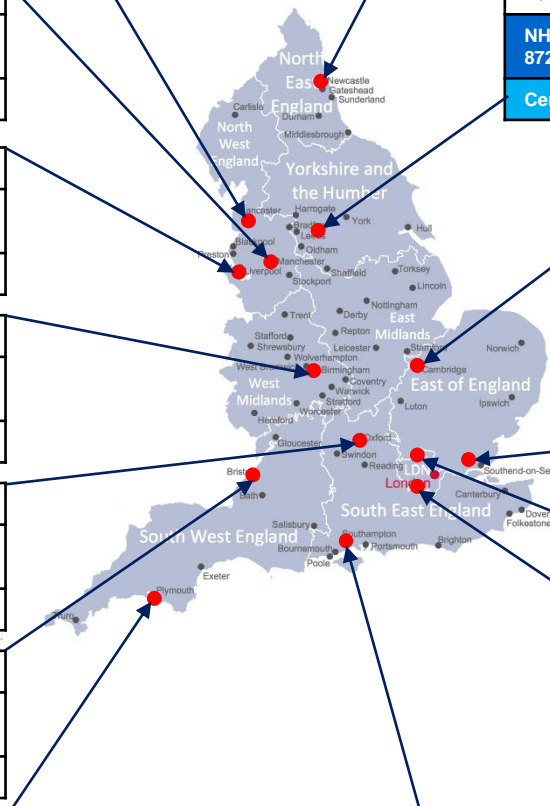
Basildon	White	Mixed	Asian	Black	Other	N/S
NHSBT 114	92.1	0.0	0.9	1.8	0.0	5.3
Census	92.7	1.7	2.4	2.7	0.6	0.0

Colindale	White	Mixed	Asian	Black	Other	N/S
NHSBT 732	55.1	3.4	20.9	12.7	2.2	5.7
Census	64.1	4.8	18.5	7.7	4.9	0.0

Tooting	White	Mixed	Asian	Black	Other	N/S
NHSBT 556	66.2	2.7	7.4	13.5	1.4	8.8
Census	71.4	5.0	10.9	10.7	2.1	0.0

Southampton	White	Mixed	Asian	Black	Other	N/S
NHSBT 233	88.8	1.3	2.6	0.9	0.0	6.4
Census	85.9	2.4	8.4	2.1	1.2	0.0

Home-based	White	Mixed	Asian	Black	Other	N/S
NHSBT 80	86.3	2.5	6.3	1.3	0.0	3.8
Census	86.0	2.2	7.5	3.3	1.0	0.0



# Appendix 1: Directorate D&I Dashboards



# BS-BD D&I DASHBOARD

Blood and Transplant

2102  
Total Headcount End Apr 21

Workforce  
2102

Bands 2-7  
2046

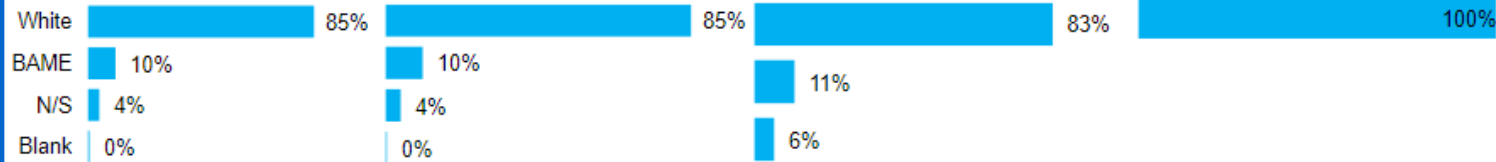
Bands 8A-C  
53

Bands 8D-9  
3

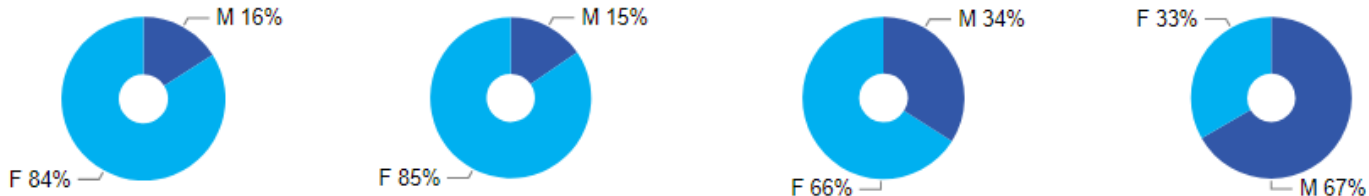
Exec & Board  
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Medical  
(Blank)

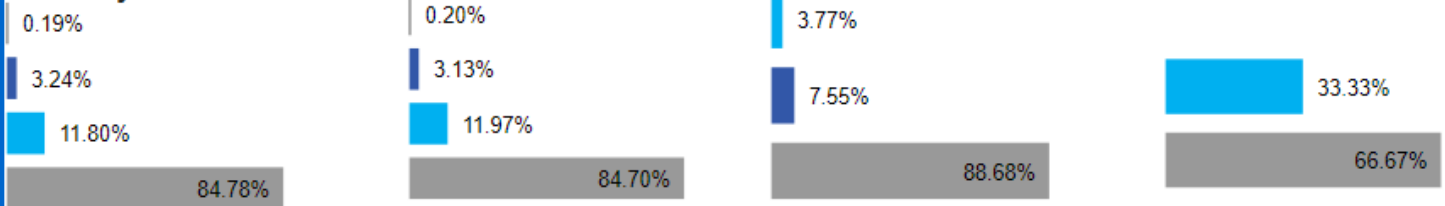
## Ethnicity



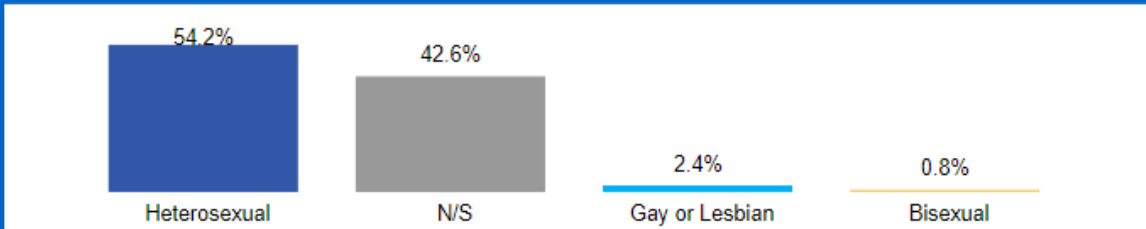
## Gender



## Disability



## Workforce Breakdown: Sexual Orientation



Key: ■ Prefer Not To Say ■ Yes ■ No ■ Unspecified



# BS-M&L D&I DASHBOARD

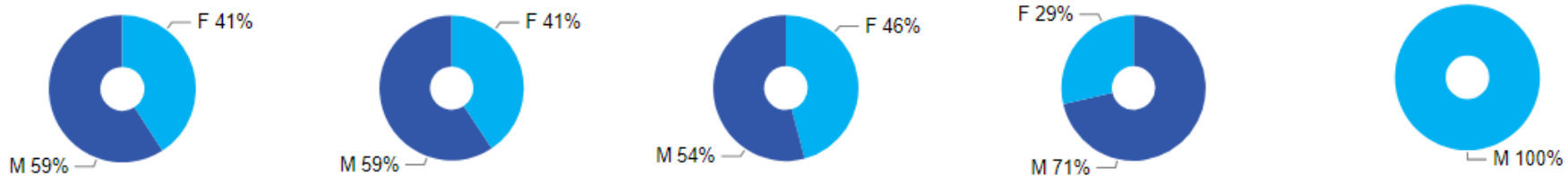
Blood and Transplant

1232 Total Headcount End Apr 21					
Workforce 1232	Bands 2-7 1152	Bands 8A-C 72	Bands 8D-9 7	Exec & Board 1	Medical (Blank)

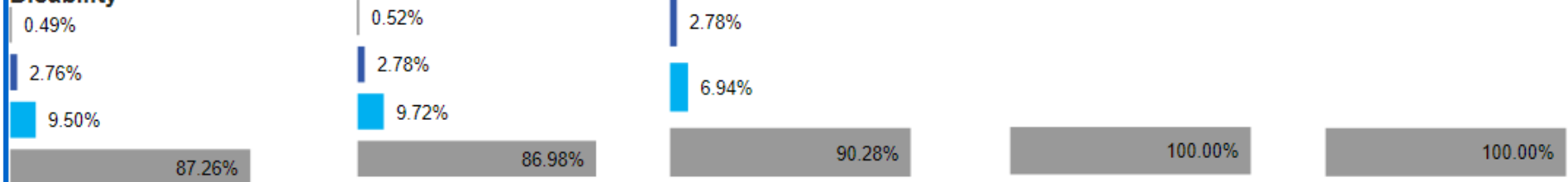
### Ethnicity



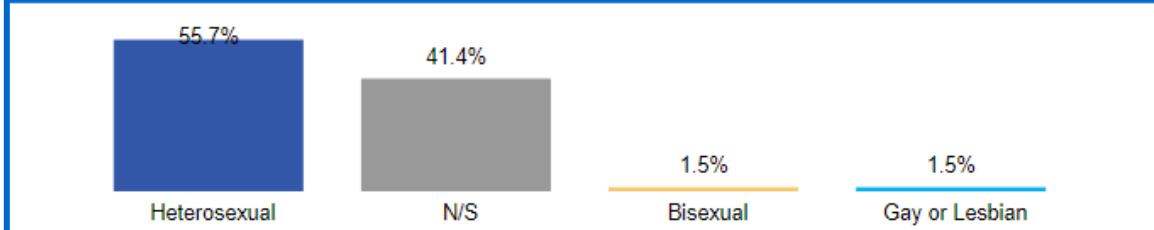
### Gender



### Disability



### Workforce Breakdown: Sexual Orientation



Key: ■ Prefer Not To Say ■ Yes ■ No ■ Unspecified

# BS D&I - Management Commentary

<Please insert Management Commentary text here>



# OTDT D&I DASHBOARD

Blood and Transplant

661  
Total Headcount End Apr 21

Workforce  
661

Bands 2-7  
560

Bands 8A-C  
91

Bands 8D-9  
6

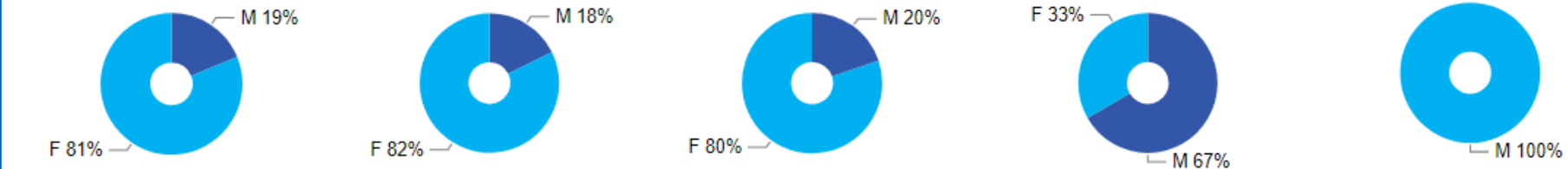
Exec & Board  
1

Medical  
(Blank)

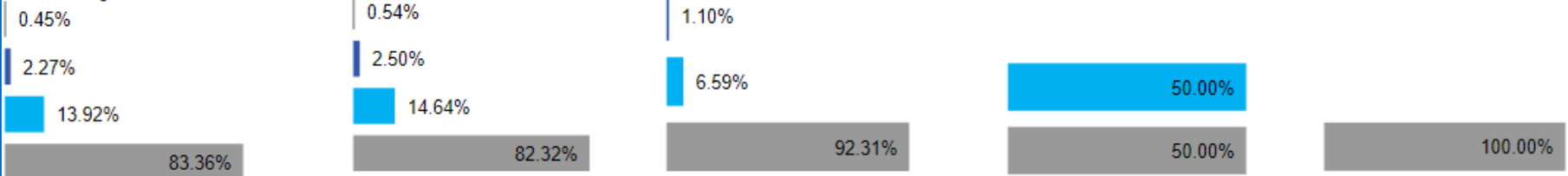
### Ethnicity



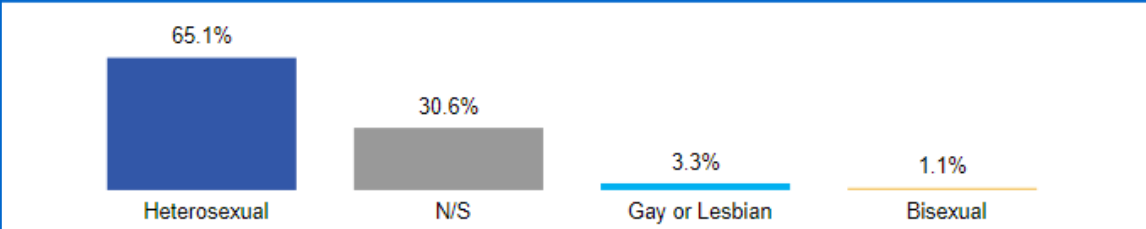
### Gender



### Disability



### Workforce Breakdown: Sexual Orientation



Key: ■ Prefer Not To Say ■ Yes ■ No ■ Unspecified

# OTDT D&I - Management Commentary



Blood and Transplant

<Please insert Management Commentary text here>

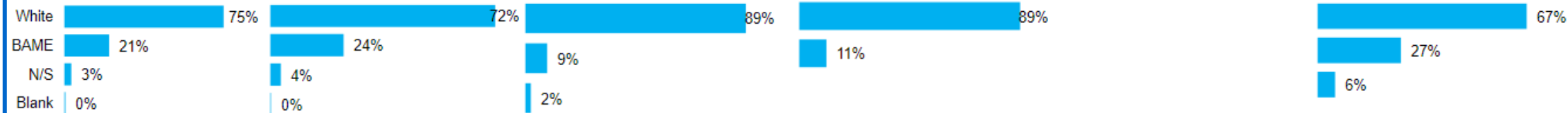


# CS D&I DASHBOARD

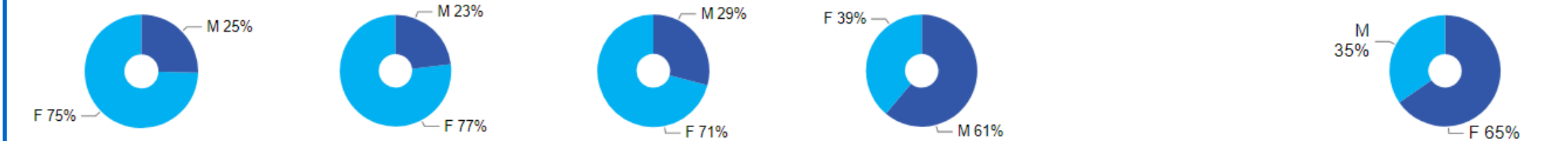
Blood and Transplant

1032 Total Headcount End Apr 21					
Workforce 1032	Bands 2-7 793	Bands 8A-C 168	Bands 8D-9 18	Exec & Board (Blank)	Medical 52

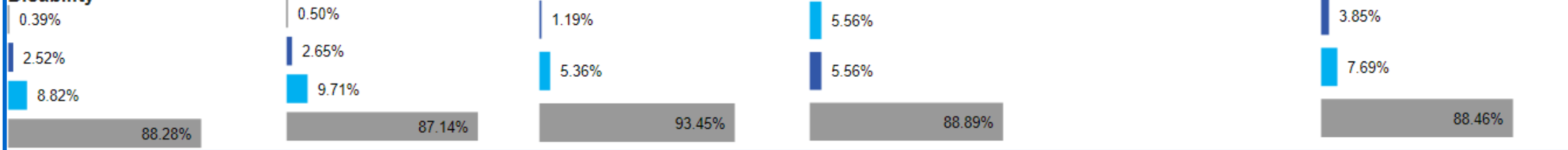
## Ethnicity



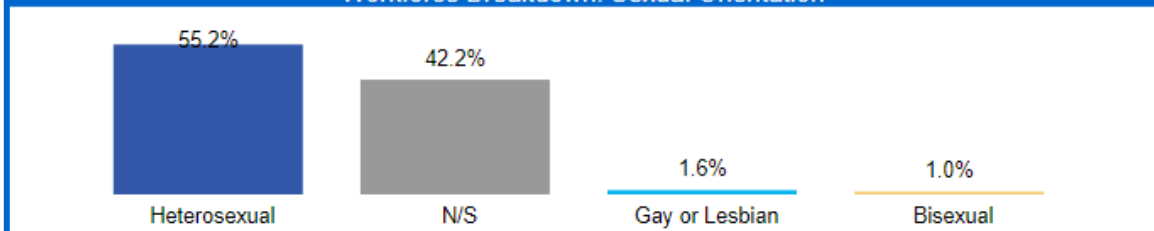
## Gender



## Disability



## Workforce Breakdown: Sexual Orientation



Key: ■ Prefer Not To Say ■ Yes ■ No ■ Unspecified



# CS D&I - Management Commentary



Blood and Transplant

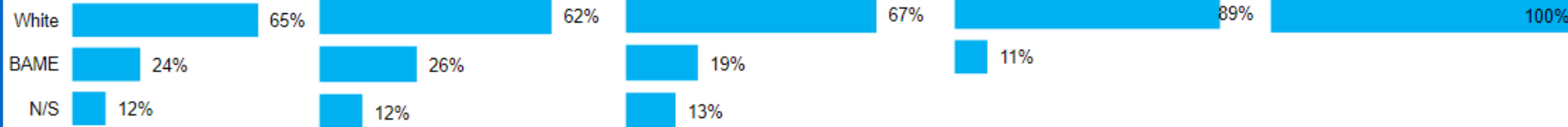
<Please insert Management Commentary text here>

# DDTS D&I DASHBOARD

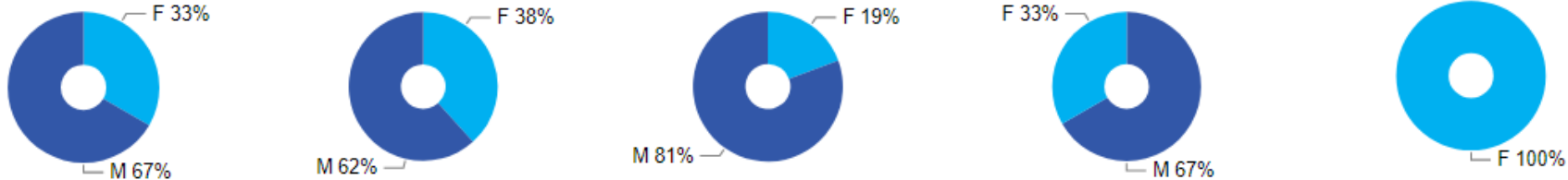
Blood and Transplant

249 Total Headcount End Apr 21					
Workforce 249	Bands 2-7 172	Bands 8A-C 67	Bands 8D-9 9	Exec & Board 1	Medical (Blank)

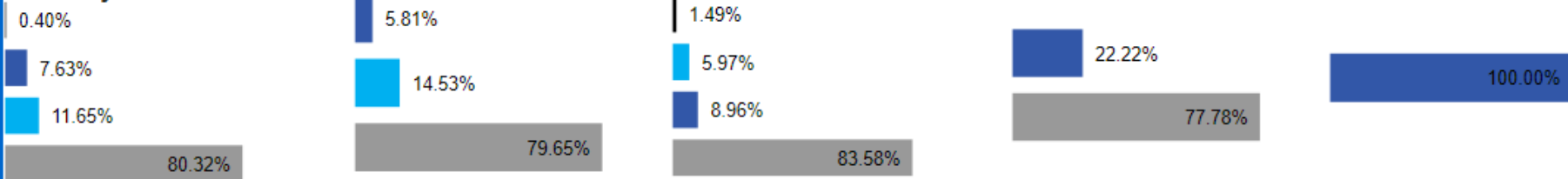
### Ethnicity



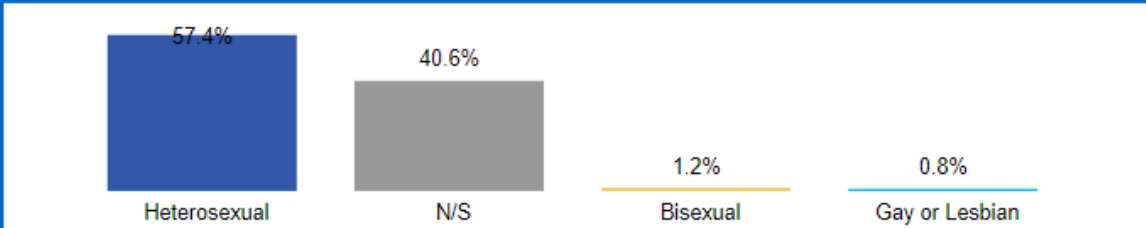
### Gender



### Disability



### Workforce Breakdown: Sexual Orientation



Key: ■ Prefer Not To Say ■ Yes ■ No ■ Unspecified

# DDTS D&I - Management Commentary



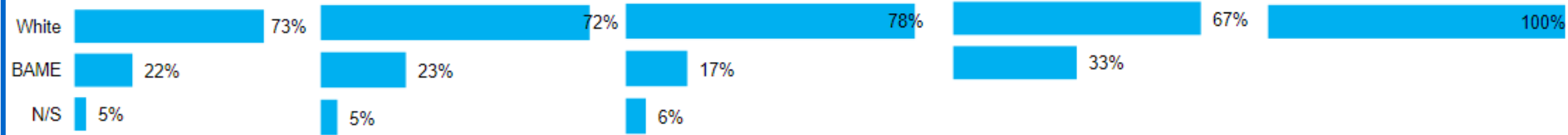
<Please insert Management Commentary text here>

# DX D&I DASHBOARD

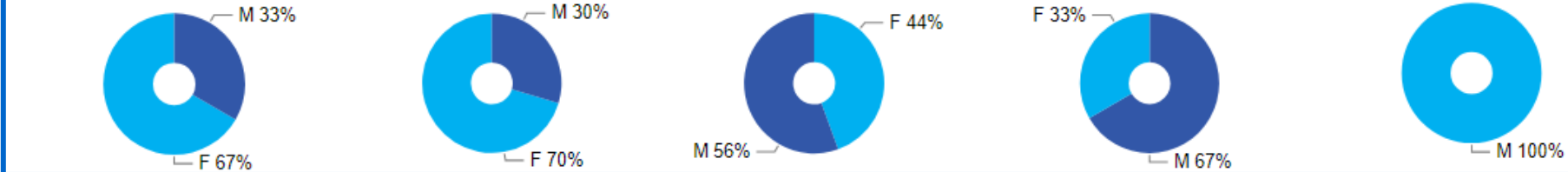
Blood and Transplant

174 Total Headcount End Apr 21					
Workforce 174	Bands 2-7 152	Bands 8A-C 18	Bands 8D-9 3	Exec & Board 1	Medical (Blank)

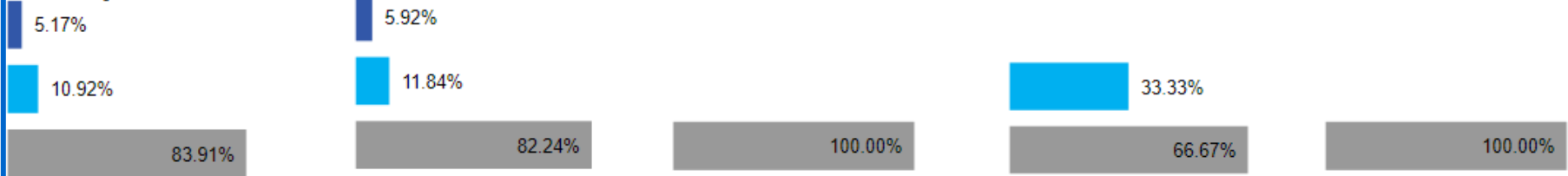
### Ethnicity



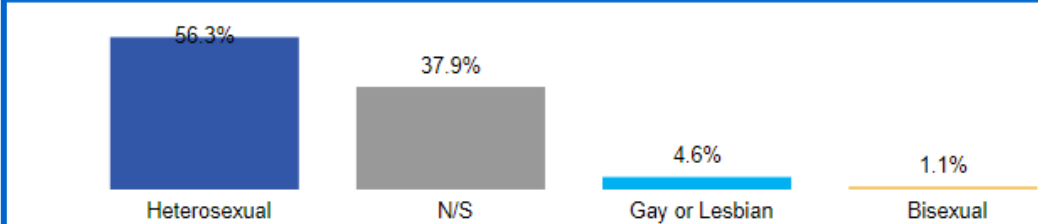
### Gender



### Disability



### Workforce Breakdown: Sexual Orientation



Key: ■ Prefer Not To Say ■ Yes ■ No ■ Unspecified

# DX D&I - Management Commentary

<Please insert Management Commentary text here>

# Finance D&I DASHBOARD

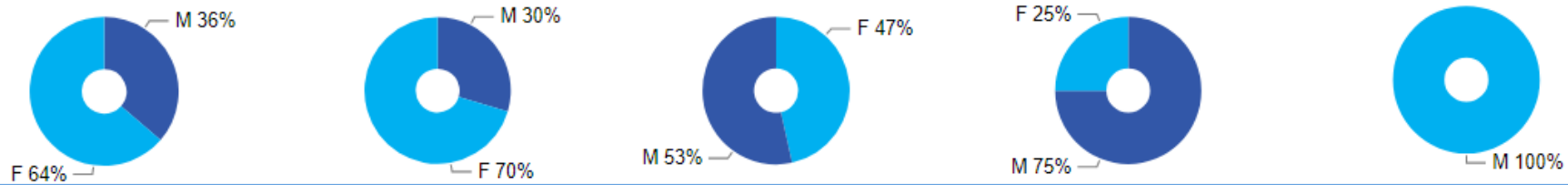
Blood and Transplant

190 Total Headcount End Apr 21					
Workforce 190	Bands 2-7 142	Bands 8A-C 43	Bands 8D-9 4	Exec & Board 1	Medical (Blank)

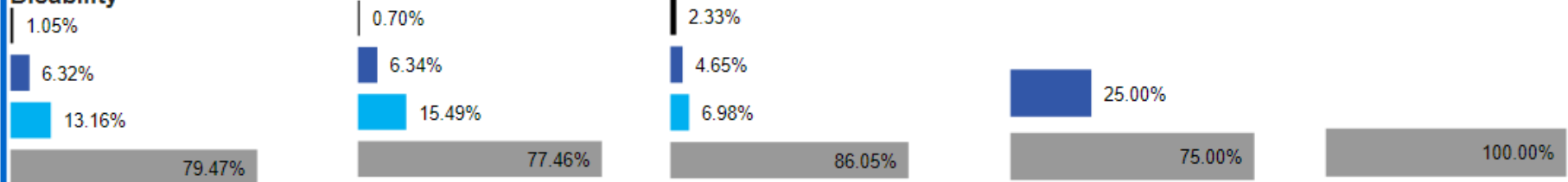
## Ethnicity



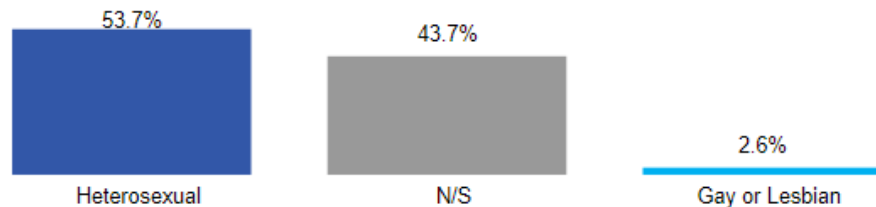
## Gender



## Disability



## Workforce Breakdown: Sexual Orientation



Key: ■ Prefer Not To Say ■ Yes ■ No ■ Unspecified

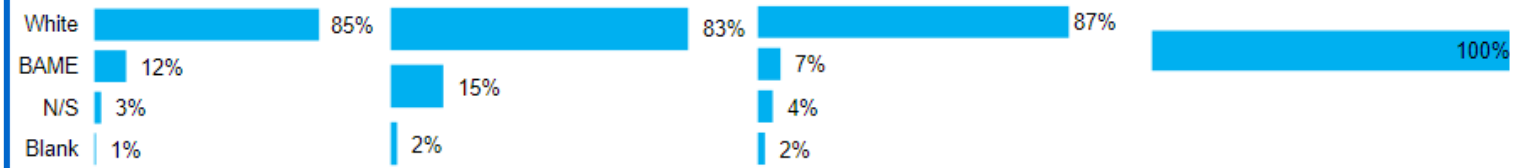
# Finance D&I - Management Commentary

<Please insert Management Commentary text here>

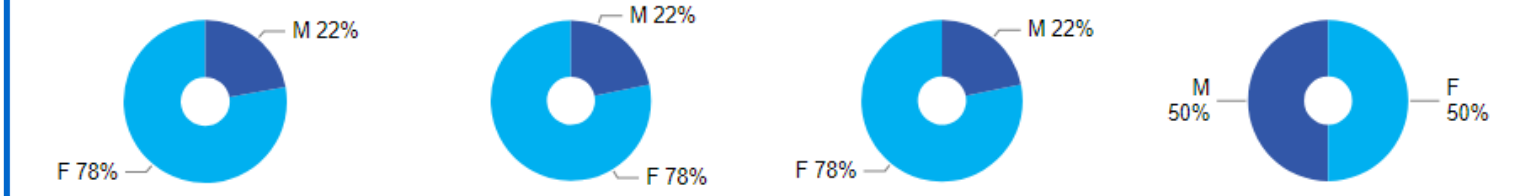
# People D&I DASHBOARD

149 Total Headcount End Apr 21					
Workforce 149	Bands 2-7 101	Bands 8A-C 46	Bands 8D-9 2	Exec & Board (Blank)	Medical (Blank)

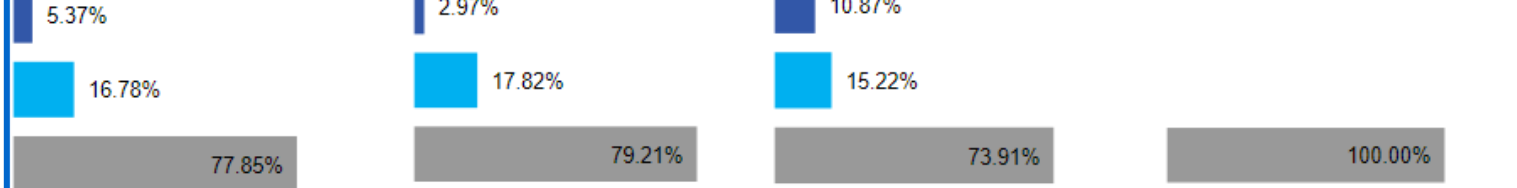
### Ethnicity



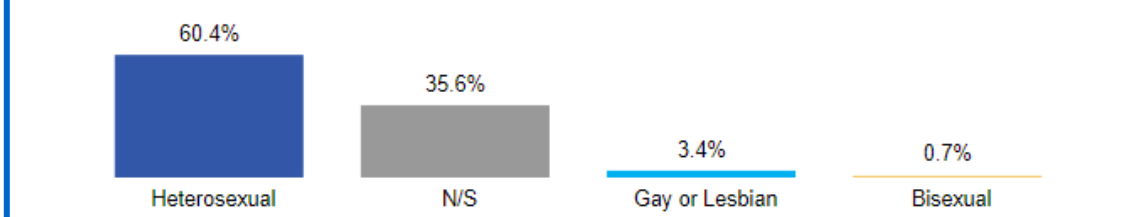
### Gender



### Disability



### Workforce Breakdown: Sexual Orientation



Key:  Prefer Not To Say  Yes  No  Unspecified



# People D&I - Management Commentary

<Please insert Management Commentary text here>

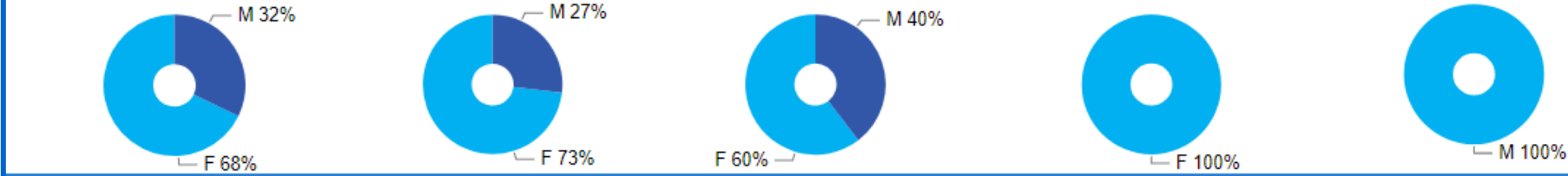
# Quality D&I DASHBOARD

112 Total Headcount End Apr 21					
Workforce 112	Bands 2-7 67	Bands 8A-C 43	Bands 8D-9 1	Exec & Board 1	Medical (Blank)

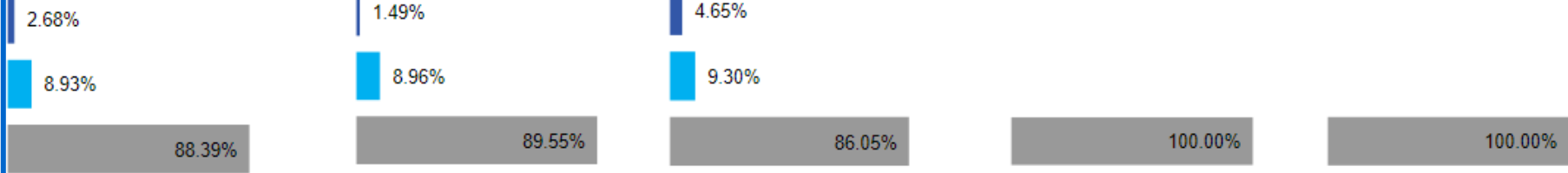
### Ethnicity



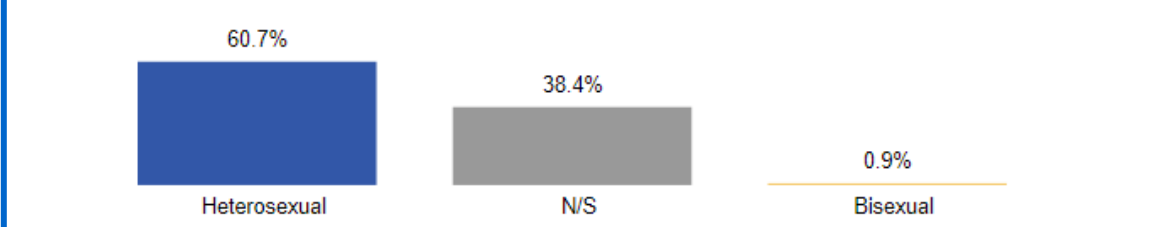
### Gender



### Disability



### Workforce Breakdown: Sexual Orientation



Key: ■ Prefer Not To Say ■ Yes ■ No ■ Unspecified

# Quality D&I - Management Commentary

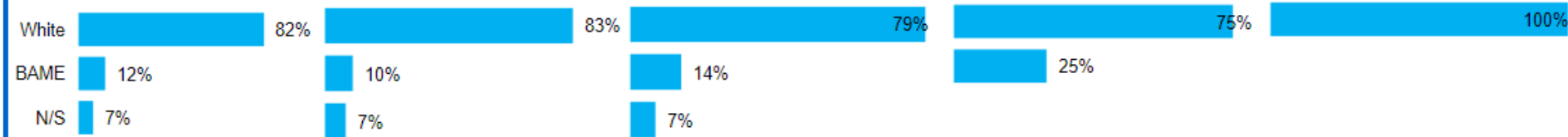
<Please insert Management Commentary text here>

# S&T D&I DASHBOARD

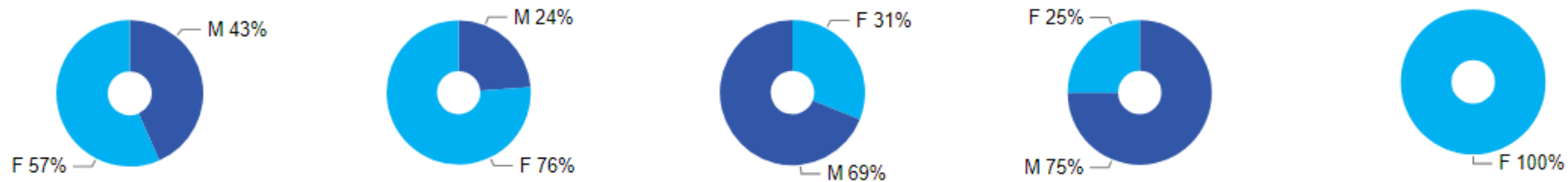
Blood and Transplant

<b>76</b> Total Headcount End Apr 21					
<b>Workforce</b> <b>76</b>	<b>Bands 2-7</b> <b>42</b>	<b>Bands 8A-C</b> <b>29</b>	<b>Bands 8D-9</b> <b>4</b>	<b>Exec &amp; Board</b> <b>1</b>	<b>Medical</b> <b>(Blank)</b>

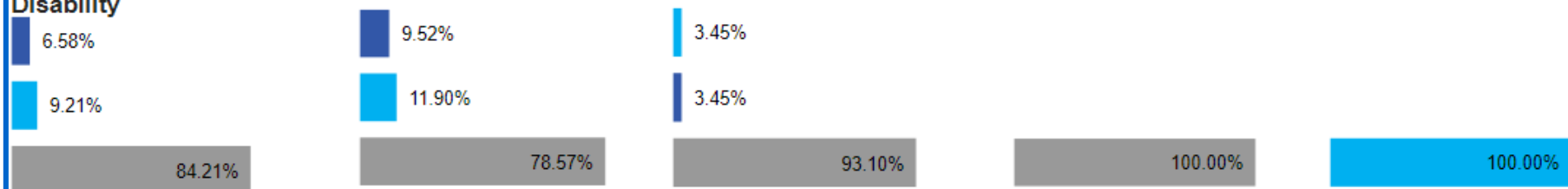
## Ethnicity



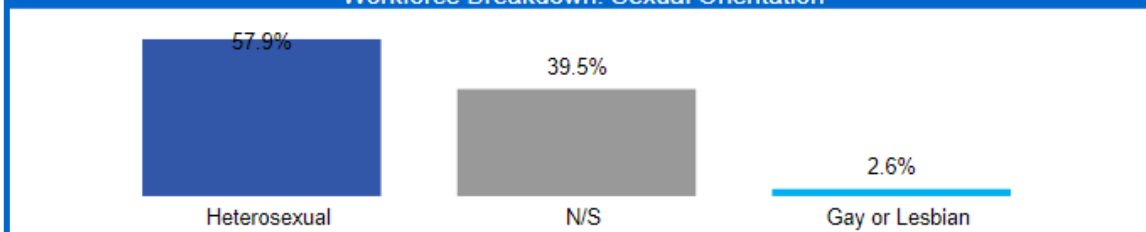
## Gender



## Disability



## Workforce Breakdown: Sexual Orientation



Key: ■ Prefer Not To Say ■ Yes ■ No ■ Unspecified

# S&T D&I - Management Commentary

<Please insert Management Commentary text here>