

Regional Data Pack

Disparity Ratio (DR)

Definition: Race Disparity Ratio is the difference in proportion of BAME staff at various AfC bands in a Trust compared to proportion of White staff at those bands. It is presented at three tiers –

- bands 5 and below ('lower')
- bands 6 and 7 ('middle')
- bands 8a and above ('upper')

Data sources and assumptions: The data submitted by organisations as part of the WRES 2020 survey has been used to calculate the disparity ratio. The correlation to demographic profile and mix has not been considered in this calculation. This is on the basis that once recruited into an organisation progression/promotion chances should be equally accessible to everyone.

Calculation method – (Spreadsheet attached with formulas)

The table below sets out how to calculate the RDR using fictional data of a Trust.

		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
	White	BME	White band 5 and below	BME band 5 and below	White band 6 & 7	BME band 6 & 7	White band 8a and above	BME band 8a and above	White progress lower-to-middle	BME progress lower-to-middle	White progress middle-to-upper	BME progress middle-to-upper	White progress lower-to-upper	BME progress lower-to-upper	Disparity ratio lower-to-middle	Disparity ratio middle-to-upper	Disparity ratio lower-to-upper
									.=A/C	.=B/D	.=C/E	.=D/F	.=A/E	.=B/F	.=H/G	.=I/J	.=L/K
			911	1141	1662	1038	333	110	0.55	1.10	4.99	9.44	2.74	10.37	2.01	1.89	3.79
Under Ban	0	0															
Band 1	0	0															
Band 2	33	59															
Band 3	269	457															
Band 4	251	183															
Band 5	358	442															
	911	1141															
Band 6	936	592															
Band 7	726	446															
	1662	1038															
Band 8a	198	81															
Band 8b	92	19															
Band 8c	31	8															
Band 8d	9	1															
Band 9	2	1															
VSM	1	0															
	333	110															

- Progression ratio: This is the probability of white staff (G, I and K) versus BME staff (H, J and L) being promoted through the lower, middle and higher bands. So, in this example, 1 in 2.74 (column K) white staff progress through from lower to upper bands, compared to approximately 1 in 10.37 (column L) BME staff progressing through those bands.
- The disparity ratio is then the comparison between the progression ratios for white and BME staff. So, in this example, white staff are 3.79 times more likely to progress through the organisation than BME staff.
- The calculation is similar for clinical staff but please exclude the medical grades, 'Consultant', 'Senior medical manager', 'Non consultant career grade', 'Trainee grades' and 'Other Medical and Dental grades' as the progression for medical staff is considered separately in the MWRES.

In the pack you have been sent:

Page 1 -

- column B: is the % of BME staff
- columns C to E are the disparity ratios through the three tiers
- columns F, H and I are the ranking for the organisations against a national standard
- column J is the sum of the three rankings F, H and I (the very best theoretically possible trust would score '3' (=3x1), whilst the very worst would be '666' (=3x222)

Summary Sheet -

- The Summary sheet presents the indicators placed in a heatmap format. The colour coding is that green is odds ratio within the 'four-fifths rule' (i.e. between **0.8 - 1.25**), amber is ratio **1.25 - 2.50** and red is greater than **2.51**.
- The Summary sheet, for the staff survey indicators (5 to 8) there are two scores: the first is the national rank for % of BME staff reporting the characteristic and the second is the national rank for the discrepancy between white and BME staff reporting the inequality. In other words, there are some organisations where the number of BME staff is the particular problem (say in **red**), whereas there are others where that number is **green**, but the disparity between white and BME staff is **red**.
- The intention of all this is to identify the metrics which are most in need of targeting for each organisation.