

APPENDIX 3 - ANALYSIS BY ETHNIC GROUP

LIST OF TABLES

SECTION A - THE TRUST STAFF SURVEY	4
KEY FINDINGS.....	4
FIGURE 1: ETHNIC BACKGROUND OF RESPONDENTS	6
FIGURE 2: OCCUPATIONAL GROUP OF TRUST STAFF BY ETHNIC GROUP	7
FIGURE 3: WHETHER TRUST STAFF HAVE EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE BY ETHNIC GROUP	8
FIGURE 4: REASON FOR TRUST STAFF NEVER HAVING RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE BY ETHNIC GROUP	9
FIGURE 5: WHETHER TRUST STAFF USED THEIR EMPLOYER’S PROCEDURE WHEN RAISING A CONCERN BY ETHNIC GROUP	10
FIGURE 6: REASON WHY TRUST STAFF DID NOT USE THEIR EMPLOYER’S PROCEDURE WHEN RAISING A CONCERN BY ETHNIC GROUP	10
FIGURE 7: WHETHER TRUST STAFF HAVE EVER SUFFERED A DETRIMENT AS A RESULT OF SUPPORTING A COLLEAGUE WHO RAISED A CONCERN BY ETHNIC GROUP	11
FIGURE 8: TREATMENT SUFFERED BY TRUST STAFF AFTER SUPPORTING A COLLEAGUE WHO RAISED A CONCERN BY ETHNIC GROUP	12
FIGURE 9: WHAT TYPES OF CONCERNS HAVE TRUST STAFF REPORTED BY ETHNIC GROUP.....	13
FIGURE 10: WITH WHOM TRUST STAFF FIRST RAISED THEIR CONCERN BY ETHNIC GROUP.....	16
FIGURE 11: IF THE MATTER WAS FIRST RAISED WITHIN THE TRUST, WHETHER TRUST STAFF WERE SATISFIED WITH THE RESPONSE TO THEIR CONCERN BY ETHNIC GROUP.....	20
FIGURE 12: WHETHER TRUST STAFF TOOK THE MATTER OUTSIDE OF THE TRUST BY ETHNIC GROUP	21
FIGURE 13: REASON FOR TRUST STAFF RAISING THEIR CONCERN OUTSIDE THE TRUST BY ETHNIC GROUP	23
FIGURE 14: TREATMENT OF TRUST STAFF FROM CO-WORKERS AND MANAGEMENT AFTER RAISING THEIR CONCERN BY ETHNIC GROUP	26
FIGURE 15: LIKELIHOOD THAT TRUST STAFF WOULD RAISE A CONCERN AGAIN IF THEY SUSPECTED WRONGDOING WITHIN THEIR TRUST BY ETHNIC GROUP	29
SECTION B - PRIMARY STAFF SURVEY	31
FIGURE 1: ETHNIC BACKGROUND OF RESPONDENTS	32
FIGURE 2: OCCUPATIONAL GROUP OF PRIMARY CARE STAFF BY ETHNIC GROUP.....	33
FIGURE 3: WHETHER PRIMARY CARE STAFF HAVE EVER RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE BY ETHNIC GROUP	34
FIGURE 4: REASON FOR PRIMARY CARE STAFF NEVER HAVING RAISED A CONCERN ABOUT SUSPECTED WRONGDOING IN THE HEALTH SERVICE BY ETHNIC GROUP.....	35

FIGURE 5: WHETHER PRIMARY CARE STAFF USED THEIR EMPLOYER’S PROCEDURE WHEN RAISING A CONCERN BY ETHNIC GROUP 36

FIGURE 6: REASON WHY PRIMARY CARE STAFF DID NOT USE THEIR EMPLOYER’S PROCEDURE WHEN RAISING A CONCERN BY ETHNIC GROUP..... 36

FIGURE 7: WHETHER PRIMARY CARE STAFF HAVE EVER SUFFERED A DETRIMENT AS A RESULT OF SUPPORTING A COLLEAGUE WHO RAISED A CONCERN BY ETHNIC GROUP 37

FIGURE 8: TREATMENT SUFFERED BY PRIMARY CARE STAFF AFTER SUPPORTING A COLLEAGUE WHO RAISED A CONCERN BY ETHNIC GROUP 38

FIGURE 9: WHAT TYPES OF CONCERNS HAVE PRIMARY CARE STAFF REPORTED BY ETHNIC GROUP 39

FIGURE 10: WITH WHOM PRIMARY CARE STAFF FIRST RAISED THEIR CONCERN BY ETHNIC GROUP..... 42

FIGURE 11: IF THE MATTER WAS FIRST RAISED WITHIN THE ORGANISATION, WHETHER PRIMARY CARE STAFF WERE SATISFIED WITH THE RESPONSE TO THEIR CONCERN BY ETHNIC GROUP..... 45

FIGURE 12: WHETHER PRIMARY CARE STAFF TOOK THE MATTER OUTSIDE OF THE ORGANISATION BY ETHNIC GROUP 46

FIGURE 13: REASON FOR PRIMARY CARE STAFF RAISING THEIR CONCERN OUTSIDE THE TRUST BY ETHNIC GROUP 48

FIGURE 14: TREATMENT OF PRIMARY CARE STAFF FROM CO-WORKERS AND MANAGEMENT AFTER RAISING THEIR CONCERN BY ETHNIC GROUP..... 51

FIGURE 15: LIKELIHOOD THAT PRIMARY CARE STAFF WOULD RAISE A CONCERN AGAIN IF THEY SUSPECTED WRONGDOING WITHIN THEIR ORGANISATION BY ETHNIC GROUP 54

Introduction:

To the knowledge of the researchers, there has been no reliable attempt to analyse whistleblowing experiences by ethnic group either nationally or internationally. However, the review team felt that some such analysis was important if it was to fulfil its remit of making recommendations about how to create an open and honest reporting culture in the NHS. Given the short timescale it was agreed that this analysis would focus on specified key questions and that the data would be interrogated using a limited number of categories. Instead of using all the groups outlined in the main report (see figure 1 below) the following six categories were utilised:

1. White British
2. Other White (includes White Irish and Any other White background)
3. Mixed (includes Mixed – White and Black Caribbean; Mixed – White and Black African; Mixed – White and Asian)
4. Asian (includes Asian or Asian British – Indian; Asian or Asian British – Pakistani; Asian or Asian British – Bangladeshi; Any other Asian Background; and Chinese)
5. Black (Black or Black British – Caribbean; Black or Black British – African; Any other Black background)
6. Any other ethnic background

These categories reflect the main ones used by the ONS (Office for National Statistics) in the 2011 Census - Mixed, Asian, Black and Other. However, for 'White' we've distinguished between 'White British' and all others so that we can identify white people who are not British (i.e. minority ethnic, including Irish, Europeans, North Americans, etc.)

The first part of this appendix looks at the results from the trust staff survey (Section A) and the second deals with the information provided by primary care staff respondents (Section B).

Mention is made of the respondents' use (or otherwise) of procedures only where there is something worthy of comment.

SECTION A - THE TRUST STAFF SURVEY

Key findings:

- Overall 35.4% of respondents raised a concern about suspected wrongdoing, the groups with the largest proportions being “mixed” (44.5%) and “other white” (43.4%). The smallest proportion was among “Asian” (31.4%).
- In relation to reasons for not raising a concern, overall 17.8% of respondents indicated that they did not trust the system. The categories with the largest proportions were “other white” (25.1%) and “other ethnic” (24.7%). Overall, 14.8% of respondents feared victimisation but 25.9% of the Asian, 23.7% of the “other ethnic” group and 23.2% of the “black” group stated that this was the case. Both “white british” and “other white” were at 13.8%.
- Overall 36.6% of respondents used their employer’s procedure. It was most frequently used by the Asian group (53.6%) and least by the “mixed” group (27.9%)
- Overall 15.3% of respondents said that a detriment was suffered for supporting a colleague who raised a concern. The categories with the highest proportions were “mixed” (25.1%) and “other ethnic” (20.6%) and the one with the lowest was “white british” (14.5%).
- A third of the responses received suggested there had been victimization by management after a colleague had been supported for raising a concern. Such treatment was alleged by 76% of respondents from the “black” group.
- The most frequently reported concerns related to safety, which was identified by 56.3% of respondents overall. These were most likely to be reported by the “black” group (66.0% of respondents) and least likely by the “white british” group (55.1% of respondents). Harassment/bullying was the next most frequently reported concern and was mentioned by 43% of respondents overall. This was most frequently mentioned by the “other ethnic group” (60.4% of respondents) and least frequently by the “other white” group (41.9% of respondents).
- In terms of satisfaction after a concern was first raised within the trust, the “white british” group provided 83.7% of the overall responses but 87.9% of those who were satisfied.
- The “white british” group were proportionately less likely to be ignored by management after raising their concern whereas all the other groups were proportionately more likely to be ignored. Similarly, “white british” were disproportionately less likely to be victimized by management, whereas all the other groups were proportionately more likely to suffer this type of treatment. In relation to being praised by co-workers, “white british” accounted for 82.8% of overall responses but 84.3% of those praised and the “mixed” group provided

1.8% of responses overall but 2.8% of those praised. All the other groups were proportionately less praised

- In terms of the likelihood of respondents raising a concern again, the most frequent response was “highly likely”. The “white british” group disproportionately offered this response (83.8% of responses overall but 85.9% of those stating ‘highly likely’) and the “other ethnic” group response was exactly the same proportion as its overall response rate (1%). However, all the other groups were under-represented proportionately. The second most common response was “likely” and the “white british” group disproportionately offered this response (83.8% of responses overall but 85.9% of this particular response). Similarly, the “asian” group provided 4.3% of responses overall but 4.5 % for this particular response. All the other groups were relatively less likely to give this response.

Figure 1: Ethnic background of respondents

15,006 of 15,120 respondents answered this question

ETHNIC GROUP	NO. OF RESPONDENTS	%
White British	12654	84.3
White Irish	284	1.9
Any other White background	593	4
Mixed - White and Black Caribbean	37	0.2
Mixed - White and Black African	22	0.1
Mixed - White and Asian	64	0.4
Any other mixed background	73	0.5
Asian or Asian British - Indian	484	3.2
Asian or Asian British - Pakistani	88	0.6
Asian or Asian British - Bangladeshi	22	0.1
Any other Asian background	144	1
Black or Black British - Caribbean	129	0.9
Black or Black British - African	175	1.2
Any other Black background	15	0.1
Chinese	53	0.4
Any other ethnic group	169	1.1
Total	15006	100

It can be seen that 84.3% of respondents to this survey are White British. In the NHS generally ¹ 82% are White British and 9% are Asian/Asian British.

¹ The data about the NHS generally is based on the Annual NHS Staff Census of all staff at 30th September 2013 and respondents to the 2013 NHS staff survey

Figure 2: Occupational group of trust staff by ethnic group

OCCUPATIONAL GROUP	ETHNIC GROUP													
	White British		Other White		Mixed		Asian		Black		Other ethnic group		Total	
	N*	%	N	%	N	%	N	%	N	%	N	%	N	%
Allied Health Professionals / Healthcare / Scientists/ Scientific and Technical	2817	23.3	216	25.5	45	24.1	177	23.7	47	15.5	32	20.5	3334	23.2
Medical and Dental	648	5.4	144	17	31	16.6	191	25.5	12	3.9	30	19.2	1056	7.4
Ambulance (operational)	152	1.3	4	0.5	1	0.5	1	0.1	2	0.7	2	1.3	162	1.1
Public Health	58	0.5	6	0.7	0	0	5	0.7	1	0.3	1	0.6	71	0.5
Commissioning	23	0.2	0	0	1	0.5	2	0.3	0	0	1	0.6	27	0.2
Registered Nurses and Midwives	3624	30	245	28.9	37	19.8	140	18.7	141	46.4	41	26.3	4228	29.5
Nursing or Healthcare Assistants	446	3.7	25	2.9	7	3.7	24	3.2	17	5.6	5	3.2	524	3.7
Social Care	43	0.4	6	0.7	2	1.1	0	0	0	0	0	0	51	0.4
Wider Healthcare Team	3381	27.9	142	16.7	44	23.5	150	20.1	61	20.1	30	19.2	3808	26.6
General Management	443	3.7	31	3.7	9	4.8	21	2.8	14	4.6	2	1.3	520	3.6
Other Occupational Group	464	3.8	29	3.4	10	5.3	37	4.9	9	3	12	7.7	561	3.9
Total	12099	100	848	100	187	100	748	100	304	100	156	100	14342	100

N* is the number of respondents

It can be seen from the table above that the largest occupational group is Registered Nurses and Midwives (29.5%). Within this group the black group is clearly over-represented ((46.4%) and Asian and “mixed” is noticeably under-represented. In the second largest category of respondents, Wider Healthcare Team (26.6%) all ethnic groups other than “white british” (27.9%) are under-represented. In the third largest category, Allied Health Professionals / Healthcare / Scientists/ Scientific and Technical (23.2%), the black group is most noticeably under-represented (15.5%).

Figure 3: Whether trust staff have ever raised a concern about suspected wrongdoing in the health service by ethnic group

RESPONSE	ETHNIC GROUP													
	White British		Other White		Mixed		Asian		Black		Other ethnic group		Total	
	N*	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	4161	34.9	362	43.4	81	44.5	229	31.4	107	36.1	59	38.3	4999	35.4
No	7764	65.1	473	56.6	101	55.5	500	68.6	189	63.9	95	61.7	9122	64.6
Total	11925	100	835	100	182	100	729	100	296	100	154	100	14121	100

N* is the number of respondents

Overall 35.4% raised a concern, the largest categories were “mixed” (44.5%) and “other white” (43.4%). The smallest category was “Asian” (31.4%).

Figure 4: Reason for trust staff never having raised a concern about suspected wrongdoing in the health service by ethnic group

RESPONSE	ETHNIC GROUP													
	White British		Other White		Mixed		Asian		Black		Other ethnic group		Total	
	N*	%	N	%	N	%	N	%	N	%	N	%	N	%
You never had any concern	4391	58.7	219	48.1	48	48.5	208	42.8	70	38.7	41	44.1	4977	56.6
You had a concern but you didn't know how to raise it	388	5.2	25	5.5	9	9.1	32	6.6	13	7.2	3	3.2	470	5.3
You had a concern but you didn't trust the system	1288	17.2	114	25.1	14	14.1	87	17.9	39	21.5	23	24.7	1565	17.8
You had a concern but you feared being victimised	1034	13.8	63	13.8	17	17.2	126	25.9	42	23.2	22	23.7	1304	14.8
Other	385	5.1	34	7.5	11	11.1	33	6.8	17	9.4	4	4.3	484	5.5
Total	7486	100	455	100	99	100	486	100	181	100	93	100	8800	100

N* is the number of respondents

Overall 17.8% indicated that they did not trust the system. The largest category was “other white” (25.1%) and the smallest was “mixed” (14.1%).

Overall, 14.8% feared victimisation but 25.9% of the Asian group, 23.7% of the “other ethnic” group and 23.2% of the black group stated that this was the case. Both “white British” and “other white” were 13.8%.

Figure 5: Whether trust staff used their employer's procedure when raising a concern by ethnic group

RESPONSE	ETHNIC GROUP													
	White British		Other White		Mixed		Asian		Black		Other ethnic group		Total	
	N*	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	1151	36.3	83	33.1	17	27.9	75	53.6	26	38.2	12	33.3	1364	36.6
No	2023	63.7	168	66.9	44	72.1	65	46.4	42	61.8	24	66.7	2366	63.4
Total	3174	100	251	100	61	100	140	100	68	100	36	100	3730	100

N* is the number of respondents

36.6% overall used their employer's procedure. It was most frequently used by the Asian group (53.6%) and least by the "mixed" group (27.9%).

Figure 6: Reason why trust staff did not use their employer's procedure when raising a concern by ethnic group

RESPONSE	ETHNIC GROUP													
	White British		Other White		Mixed		Asian		Black		Other ethnic group		Total	
	N*	%	N	%	N	%	N	%	N	%	N	%	N	%
You did not know how to use the procedure	235	11.7	27	16.2	6	13.6	13	20.6	3	7.3	3	12.5	287	12.2
You had a reason not to use the procedure	665	33.1	58	34.7	17	38.6	19	30.2	13	31.7	10	41.7	782	33.3
Some other reason	1110	55.2	82	49.1	21	47.7	31	49.2	25	61	11	45.8	1280	54.5
Total	2010	100	167	100	44	100	63	100	41	100	24	100	2349	100

N* is the number of respondents

Overall, 12.2% stated that they did not know how to use their employer’s procedure. The only groups below this figure were “white british” (11.7%) and black (7.3%). The highest figure recorded was for “Asian” (20.6%).

Figure 7: Whether trust staff have ever suffered a detriment as a result of supporting a colleague who raised a concern by ethnic group

RESPONSE	ETHNIC GROUP													
	White British		Other White		Mixed		Asian		Black		Other ethnic group		Total	
	N*	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	1647	14.5	154	19.3	43	25.1	132	19.3	50	18.1	29	20.6	2055	15.3
No	9726	85.5	642	80.7	128	74.9	553	80.7	227	81.9	112	79.4	11388	84.7
Total	11373	100	796	100	171	100	685	100	277	100	141	100	13443	100

N* is the number of respondents

Overall 15.3% said that a detriment was suffered. The highest categories were “mixed” (25.1%) and “other ethnic” group (20.6%) and the lowest category was “white british” (14.5%).

Figure 8: Treatment suffered by trust staff after supporting a colleague who raised a concern by ethnic group

RESPONSE	ETHNIC GROUP													
	White British (N*=1628)		Other White (N=150)		Mixed (N=42)		Asian (N=131)		Black (N=50)		Other ethnic group (N=28)		OVERALL TOTAL (N=2029)	
	n*	%	n	%	n	%	n	%	n	%	n	%	n	%
Ignored by colleagues	415	25.5	32	21.3	11	26.2	33	25.2	19	38.0	6	21.4	516	25.4
Ignored by management	767	47.1	82	54.7	28	66.7	63	48.1	24	48.0	13	46.4	977	48.2
Victimised by colleagues	396	24.3	41	27.3	12	28.6	51	38.9	13	26.0	8	28.6	521	25.7
Victimised by management	896	55.0	88	58.7	29	69.0	74	56.5	38	76.0	16	57.1	1141	56.2
Other	221	13.6	13	8.7	10	23.8	12	9.2	2	4.0	8	28.6	266	13.1
TOTAL NO. OF RESPONSES	2695	100.0	256	100.0	90	100.0	233	100.0	96	100.0	51	100.0	3421	100.0

n* is the number of responses N* is the number of respondents

Overall 'victimised by management' constituted a third of the responses received. However, such treatment was alleged by 76% of respondents from the "black" group. Overall 'ignored by management' constituted 28.6% of responses but was stated by 66.7% of the respondents from the "mixed" group. 'Victimised by colleagues' provided 15.2% of the total responses but was alleged by 38.9% of respondents from the "Asian" group. Overall, 'ignored by colleagues' constituted 15.1% of responses but this treatment was alleged by 38% of respondents from the "black" group..

Figure 9: What types of concerns have trust staff reported by ethnic group

ETHNIC GROUP	USE OF EMPLOYER PROCEDURE	SAFETY CONCERNS		FINANCIAL IRREGULARITIES		HARRASSMENT /BULLYING		DISCRIMINATION		MALPRACTICE		ENVIRONMENTAL MATTERS		COMPUTER MISUSE		ALCOHOL/ /DRUG MISUSE		MISMANAGEMENT		CLINICAL COMPETENCE		OTHER		TOTAL NO. OF RESPONDENTS
		n*	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	N*
WHITE BRITISH	Used procedure (N*=1111)	608	54.7	128	11.5	507	45.6	159	14.3	258	23.2	137	12.3	92	8.3	93	8.4	336	30.2	501	45.1	159	14.3	1111
	Did not use procedure (N=1920)	1069	55.7	192	10	778	40.5	216	11.3	358	18.6	234	12.2	141	7.3	144	7.5	519	27	786	40.9	319	16.6	1920
	Raised concern; unsure of procedure (N=725)	393	54.2	59	8.1	310	42.8	90	12.4	152	21	75	10.3	39	5.4	49	6.8	208	28.7	270	37.2	126	17.4	725
	OVERALL TOTAL (N=3756)	2070	55.1	379	10.1	1595	42.5	465	12.4	768	20.4	446	11.9	272	7.2	286	7.6	1063	28.3	1557	41.5	604	16.1	3756
OTHER WHITE	Used procedure (N=82)	55	67.1	10	12.2	40	48.8	14	17.1	24	29.3	18	22	5	6.1	7	8.5	27	32.9	45	54.9	12	14.6	82
	Did not use procedure (N=162)	94	58	24	14.8	70	43.2	28	17.3	37	22.8	27	16.7	10	6.2	11	6.8	44	27.2	60	37	27	16.7	162
	Raised concern; unsure of procedure (N=85)	48	56.5	7	8.2	28	32.9	14	16.5	14	16.5	7	8.2	2	2.4	3	3.5	32	37.6	37	43.5	18	21.2	85
	OVERALL TOTAL (N=329)	197	59.9	41	12.5	138	41.9	56	17	75	22.8	52	15.8	17	5.2	21	6.4	103	31.3	142	43.2	57	17.3	329
MIXED	Used procedure (N=16)	12	75	4	25	14	87.5	4	25	4	25	4	25	0	0	2	12.5	10	62.5	7	43.8	3	18.8	16
	Did not use procedure (N=41)	26	63.4	6	14.6	17	41.5	11	26.8	6	14.6	5	12.2	1	2.4	0	0	15	36.6	12	29.3	11	26.8	41
	Raised concern; unsure of procedure (N=13)	7	53.8	2	15.4	6	46.2	6	46.2	5	38.5	0	0	0	0	1	7.7	6	46.2	4	30.8	1	7.7	13
	OVERALL TOTAL (N=70)	45	64.3	12	17.1	37	52.9	21	30	15	21.4	9	12.9	1	1.4	3	4.3	31	44.3	23	32.9	15	21.4	70

n* is the number of responses N* is the number of respondents

Figure 9 (contd.): What types of concerns have trust staff reported by ethnic group

ETHNIC GROUP	USE OF EMPLOYER PROCEDURE	SAFETY CONCERNS		FINANCIAL IRREGULARITIES		HARRASSMENT /BULLYING		DISCRIMINATION		MALPRACTICE		ENVIRONMENTAL MATTERS		COMPUTER MISUSE		ALCOHOL/ /DRUG MISUSE		MISMANAGEMENT		CLINICAL COMPETENCE		OTHER		TOTAL NO. OF RESPONDENTS
		n*	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	N*
ASIAN	Used procedure (N*=73)	51	69.9	9	12.3	36	49.3	27	37	17	23.3	5	6.8	5	6.8	2	2.7	27	37	34	46.6	13	17.8	73
	Did not use procedure (N=58)	34	58.6	8	13.8	21	36.2	13	22.4	11	19	3	5.2	4	6.9	1	1.7	20	34.5	28	48.3	9	15.5	58
	Raised concern; unsure of procedure (N=65)	41	63.1	6	9.2	33	50.8	17	26.2	15	23.1	9	13.8	5	7.7	3	4.6	23	35.4	29	44.6	13	20	65
	OVERALL TOTAL (N=196)	126	64.3	23	11.7	90	45.9	57	29.1	43	21.9	17	8.7	14	7.1	6	3.1	70	35.7	91	46.4	35	17.9	196
BLACK	Used procedure (N=25)	17	68	7	28	10	40	10	40	5	20	6	24	2	8	1	4	14	56	6	24	2	8	25
	Did not use procedure (N=37)	28	75.7	6	16.2	17	45.9	13	35.1	2	5.4	7	18.9	2	5.4	3	8.1	9	24.3	14	37.8	3	8.1	37
	Raised concern; unsure of procedure (N=32)	17	53.1	3	9.4	18	56.3	13	40.6	6	18.8	1	3.1	0	0	2	6.3	9	28.1	8	25	3	9.4	32
	OVERALL TOTAL (N=94)	62	66	16	17	45	47.9	36	38.3	13	13.8	14	14.9	4	4.3	6	6.4	32	34	28	29.8	8	8.5	94
OTHER ETHNIC GROUP	Used procedure (N=11)	8	72.7	3	27.3	9	81.8	6	54.5	4	36.4	6	54.5	1	9.1	0	0	4	36.4	6	54.5	1	9.1	11
	Did not use procedure (N=20)	14	70	2	10	11	55	7	35	5	25	6	30	4	20	3	15	7	35	10	50	3	15	20
	Raised concern; unsure of procedure (N=17)	8	47.1	1	5.9	9	52.9	5	29.4	5	29.4	2	11.8	3	17.6	0	0	9	52.9	8	47.1	2	11.8	17
	OVERALL TOTAL (N=48)	30	62.5	6	12.5	29	60.4	18	37.5	14	29.2	14	29.2	8	16.7	3	6.25	20	41.7	24	50	6	12.5	48
TOTAL	Used procedure (N=1318)	751	57	161	12.2	616	46.7	220	16.7	312	23.7	176	13.4	105	8	105	8	418	31.7	599	45.4	190	14.4	1318
	Did not use procedure (N=2238)	1265	56.5	238	10.6	914	40.8	288	12.9	419	18.7	282	12.6	162	7.2	162	7.2	614	27.4	910	40.7	372	16.6	2238
	Raised concern; unsure of procedure (N=937)	514	54.9	78	8.3	404	43.1	145	15.5	197	21	94	10	49	5.2	58	6.2	287	30.6	356	38	163	17.4	937
	OVERALL TOTAL (N=4493)	2530	56.3	477	10.6	1934	43	653	14.5	928	20.7	552	12.3	316	7	325	7.2	1319	29.4	1865	41.5	725	16.1	4493

n* is the number of responses N* is the number of respondents

The most frequently reported were safety concerns which were identified by 56.3% of respondents overall. These were most likely to be reported by the “black” group (66.0% of respondents) and least likely by the “white british” group (55.1% of respondents) Harassment/bullying was the next most frequently reported concern and was mentioned by 43% of respondents overall. This was most frequently mentioned by the “other ethnic group” (60.4% of respondents) and least frequently by the “other white” group (41.9% of respondents). The third most frequently mentioned concern was clinical competence (41.5% of respondents overall). This was most likely to be reported by the “other ethnic group” (50% of respondents) and least likely by the “black” group (29.8% of respondents)

Figure 10: With whom trust staff first raised their concern by ethnic group

WITH WHOM FIRST RAISED CONCERN	USE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
DATIX	Used procedure	64	5.9	8	9.8	0	0	3	4.3	3	13	0	0	78	6
	Did not use procedure	125	6.9	10	6.5	8	20.5	1	1.9	4	11.8	3	16.7	151	7.1
	Raised concern; unaware of procedure	38	5.6	9	11.4	1	10	1	1.6	2	6.5	3	17.6	54	6.2
	OVERALL TOTAL	227	80.2	27	9.5	9	3.2	5	1.8	9	3.2	6	2.1	283	100
LINE MANAGER INFORMALLY	Used procedure	590	54	37	45.1	6	37.5	36	51.4	10	43.5	8	80	687	53.1
	Did not use procedure	965	53.1	73	47.1	16	41	25	46.3	20	58.8	8	44.4	1107	52.3
	Raised concern; unaware of procedure	351	51.8	36	45.6	7	70	32	51.6	13	41.9	8	47.1	447	51
	OVERALL TOTAL	1906	85.1	146	6.5	29	1.3	93	4.1	43	1.9	24	1.1	2241	100
LINE MANAGER IN WRITING	Used procedure	94	8.6	7	8.5	5	31.3	6	8.6	1	4.3	0	0	113	8.7
	Did not use procedure	108	5.9	11	7.1	5	12.8	4	7.4	2	5.9	0	0	130	6.1
	Raised concern; unaware of procedure	48	7.1	10	12.7	0	0	9	14.5	4	12.9	2	11.8	73	8.3
	OVERALL TOTAL	250	79.1	28	8.9	10	3.2	19	6	7	2.2	2	0.6	316	100
HEAD OF DEPARTMENT	Used procedure	101	9.2	7	8.5	3	18.8	8	11.4	4	17.4	0	0	123	9.5
	Did not use procedure	178	9.8	18	11.6	3	7.7	6	11.1	0	0	1	5.6	206	9.7
	Raised concern; unaware of procedure	72	10.6	9	11.4	1	10	6	9.7	5	16.1	2	11.8	95	10.8
	OVERALL TOTAL	351	82.8	34	8	7	1.7	20	4.7	9	2.1	3	0.7	424	100

N* is the number of respondents

Figure 10 (contd.): With whom trust staff first raised their concern by ethnic group

WITH WHOM FIRST RAISED CONCERN	USE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
CHIEF EXECUTIVE	Used procedure	14	1.3	0	0	0	0	2	2.9	0	0	1	10	17	1.3
	Did not use procedure	44	2.4	4	2.6	1	2.6	2	3.7	0	0	0	0	51	2.4
	Raised concern; unaware of procedure	13	1.9	0	0	0	0	3	4.8	0	0	0	0	16	1.8
	OVERALL TOTAL	71	84.5	4	4.8	1	1.2	7	8.3	0	0	1	1.2	84	100
HEAD/CHAIR OF THE AUDIT COMMITTEE	Used procedure	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Did not use procedure	1	0.1	0	0	0	0	0	0	0	0	0	0	1	0
	Raised concern; unaware of procedure	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	OVERALL TOTAL	1	100	0	0	0	0	0	0	0	0	0	0	1	100
CLINICAL DIRECTOR	Used procedure	41	3.8	4	4.9	0	0	4	5.7	0	0	0	0	49	3.8
	Did not use procedure	59	3.2	5	3.2	2	5.1	5	9.3	0	0	1	5.6	72	3.4
	Raised concern; unaware of procedure	24	3.5	6	7.6	0	0	4	6.5	0	0	0	0	34	3.9
	OVERALL TOTAL	124	80	15	9.7	2	1.3	13	8.4	0	0	1	0.6	155	100
HUMAN RESOURCES	Used procedure	49	4.5	3	3.7	0	0.0	3	4.3	2	8.7	0	0.0	57	4.4
	Did not use procedure	97	5.3	7	4.5	1	2.6	1	1.9	0	0.0	3	16.7	109	5.1
	Raised concern; unaware of procedure	34	5.0	4	5.1	0	0.0	1	1.6	3	9.7	0	0.0	42	4.8
	OVERALL TOTAL	180	86.5	14	6.7	1	0.5	5	2.4	5	2.4	3	1.4	208	100.0

Figure 10 (contd.): With whom trust staff first raised their concern by ethnic group

WITH WHOM FIRST RAISED CONCERN	USE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
INTERNAL HOTLINE	Used procedure	2	0.2	1	1.2	0	0.0	0	0.0	0	0.0	0	0.0	3	0.2
	Did not use procedure	1	0.1	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	2	0.1
	Raised concern; unaware of procedure	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	OVERALL TOTAL	3	60.0	2	40.0	0	0.0	0	0.0	0	0.0	0	0.0	5	100.0
CHAIR OF GOVERNORS	Used procedure	2	0.2	0	0.0	0	0.0	0	0.0	1	4.3	0	0.0	3	0.2
	Did not use procedure	4	0.2	1	0.6	0	0.0	0	0.0	1	2.9	0	0.0	6	0.3
	Raised concern; unaware of procedure	1	0.1	0	0.0	0	0.0	1	1.6	0	0.0	0	0.0	2	0.2
	OVERALL TOTAL	7	63.6	1	9.1	0	0.0	1	9.1	2	18.2	0	0.0	11	100.0
INCIDENT REPORT FORM	Used procedure	23	2.1	4	4.9	1	6.3	4	5.7	1	4.3	0	0.0	33	2.6
	Did not use procedure	35	1.9	2	1.3	0	0.0	4	7.4	0	0.0	0	0.0	41	1.9
	Raised concern; unaware of procedure	29	4.3	2	2.5	0	0.0	0	0.0	2	6.5	2	11.8	35	4.0
	OVERALL TOTAL	87	79.8	8	7.3	1	0.9	8	7.3	3	2.8	2	1.8	109	100.0
A PERSON DESIGNATED BY THE TRUST TO RECEIVE CONCERNS	Used procedure	50	4.6	4	4.9	0	0.0	1	1.4	1	4.3	0	0.0	56	4.3
	Did not use procedure	39	2.1	0	0.0	0	0.0	3	5.6	0	0.0	0	0.0	42	2.0
	Raised concern; unaware of procedure	17	2.5	0	0.0	0	0.0	0	0.0	1	3.2	0	0.0	18	2.1
	OVERALL TOTAL	106	91.4	4	3.4	0	0.0	4	3.4	2	1.7	0	0.0	116	100.0

Figure 10 (contd.): With whom trust staff first raised their concern by ethnic group

WITH WHOM FIRST RAISED CONCERN	USE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
OTHER - INTERNAL	Used procedure	55	5.0	7	8.5	1	6.3	3	4.3	0	0.0	1	10.0	67	5.2
	Did not use procedure	162	8.9	23	14.8	3	7.7	3	5.6	7	20.6	2	11.1	200	9.4
	Raised concern; unaware of procedure	50	7.4	3	3.8	1	10.0	5	8.1	1	3.2	0	0.0	60	6.8
	OVERALL TOTAL	267	81.7	33	10.1	5	1.5	11	3.4	8	2.4	3	0.9	327	100.0
OTHER - EXTERNAL	Used procedure	7	0.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	7	0.5
	Did not use procedure	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Raised concern; unaware of procedure	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	OVERALL TOTAL	7	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	7	100.0
TOTAL NO. OF RESPONDENTS	Used procedure	1092	100.0	82	100.0	16	100.0	70	100.0	23	100.0	10	100.0	1293	100.0
	Did not use procedure	1818	100.0	155	100.0	39	100.0	54	100.0	34	100.0	18	100.0	2118	100.0
	Raised concern; unaware of procedure	677	100.0	79	100.0	10	100.0	62	100.0	31	100.0	17	100.0	876	100.0
	OVERALL TOTAL	3587	83.7	316	7.4	65	1.5	186	4.3	88	2.1	45	1.0	4287	100.0

It can be seen from the tables above that the largest category overall is line manager informally. “White british” accounted for 85.1% of these responses whereas 83.7% of the overall responses came from this group. By way of contrast most of the other groups were under-represented in relation to this type of recipient of a concern. Thus 6.5% of responses came from the “other white” group but this group provided 7.4% of the overall responses; 4.1% of responses came from the “Asian” group but this group provided 4.3 % of the overall responses; 1.9 % of responses came from the “black” group but this group provided 2.1 % of the overall responses; and 1.3 % of responses came from the “mixed” group but this group provided 1.5% of the overall responses.

Figure 11: If the matter was first raised within the trust, whether trust staff were satisfied with the response to their concern by ethnic group

RESPONSE	USE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
YES	Used procedure	500	46.1	31	37.8	3	18.8	20	29	7	30.4	4	40	565	44
	Did not use procedure	800	44.2	55	35.9	13	33.3	24	43.6	8	24.2	5	27.8	905	43
	Raised concern; unaware of procedure	180	26.7	15	19	2	20	10	16.7	3	9.4	4	23.5	214	24.6
	OVERALL TOTAL	1480	87.9	101	6	18	1.1	54	3.2	18	1.1	13	0.8	1684	100
NO	Used procedure	585	53.9	51	62.2	13	81.3	49	71	16	69.6	6	60	720	56
	Did not use procedure	1008	55.8	98	64.1	26	66.7	31	56.4	25	75.8	13	72.2	1201	57
	Raised concern; unaware of procedure	493	73.3	64	81	8	80	50	83.3	29	90.6	13	76.5	657	75.4
	OVERALL TOTAL	2086	80.9	213	8.3	47	1.8	130	5	70	2.7	32	1.2	2578	100
TOTAL NO. OF RESPONSES	Used procedure	1085	100	82	100	16	100	69	100	23	100	10	100	1285	100
	Did not use procedure	1808	100	153	100	39	100	55	100	33	100	18	100	2106	100
	Raised concern; unaware of procedure	673	100	79	100	10	100	60	100	32	100	17	100	871	100
	OVERALL TOTAL	3566	83.7	314	7.4	65	1.5	184	4.3	88	2.1	45	1.1	4262	100

N* is the number of respondents

The table above shows that the “white british” group provided 83.7% of the overall responses but 87.9% of those who were satisfied and most did not use the trust procedure. All the other groups were disproportionately not satisfied, with respondents from the “other white” and “mixed” groups most likely not to use the procedure and those from the “asian” and “black” groups most likely to be unaware or unsure about it. Thus “other white” provided 7.4% of the overall responses but 8.3% of those not satisfied; “asian ” provided 4.3% of the overall responses but 5% of those not satisfied; “mixed ” provided 1.5% of the overall responses but 1.8% of those not satisfied; “black” provided 2.1% of the overall responses but 2.7% of those not satisfied and “other ethnic group” provided 1.1% of the overall responses but 1.2% of those not satisfied.

Figure 12: Whether trust staff took the matter outside of the trust by ethnic group

RESPONSE	USE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
YES	Used procedure	58	11.3	11	25	2	15.4	7	15.2	3	20	2	33.3	83	13
	Did not use procedure	101	10.2	11	11.7	3	12	5	15.2	2	7.4	1	7.7	123	10.4
	Raised concern; unaware of procedure	140	28.4	21	32.8	3	37.5	18	36	5	17.2	3	23.1	190	28.9
	OVERALL TOTAL	299	75.5	43	10.9	8	2	30	7.6	10	2.5	6	1.5	396	100
NO	Used procedure	457	88.7	33	75	11	84.6	39	84.8	12	80	4	66.7	556	87
	Did not use procedure	891	89.8	83	88.3	22	88	28	84.8	25	92.6	12	92.3	1061	89.6
	Raised concern; unaware of procedure	353	71.6	43	67.2	5	62.5	32	64	24	82.8	10	76.9	467	71.1
	OVERALL TOTAL	1701	81.6	159	7.6	38	1.8	99	4.8	61	2.9	26	1.2	2084	100
TOTAL NO. OF RESPONSES	Used procedure	515	100	44	100	13	100	46	100	15	100	6	100	639	100
	Did not use procedure	992	100	94	100	25	100	33	100	27	100	13	100	1184	100
	Raised concern; unaware of procedure	493	100	64	100	8	100	50	100	29	100	13	100	657	100
	OVERALL TOTAL	2000	80.6	202	8.1	46	1.9	129	5.2	71	2.9	32	1.3	2480	100

N* is the number of respondents

84% did not take their concern outside of the trust. Of those who did, most respondents in all of the groups (except mixed) were unaware/ unsure about the trust procedure. The “white british” group accounted for 80.6% of responses but constituted only 75.5% of those who took the matter outside of the trust. Similarly, the “black” group provided 2.9% of the responses but only 2.5% of those going outside. All the other groups were disproportionately more likely to take the matter outside of the trust. Thus “other white” accounted for 8.1% of overall responses but 10.9% of those going outside; the “asian” group provided 5.2% of overall responses but 7.6% of those going outside; the “mixed” group accounted for 1.9% of overall responses but 2% of those going outside; and the “other ethnic” group provided 1.3% of overall responses but 1.5% of those going outside

Figure 13: Reason for trust staff raising their concern outside the trust by ethnic group

ETHNIC GROUP	USED /DID NOT USE /UNSURE OF EMPLOYER'S PROCEDURE	THE INTERNAL PROCEDURE WAS TAKING TOO LONG		I WAS NOT SATISFIED WITH THE OUTCOME OF THE INTERNAL PROCEDURE		I DID NOT HAVE CONFIDENCE IN THE INTERNAL PROCEDURE		I WAS WORRIED ABOUT THE POTENTIAL IMPACT ON MY CAREER		OTHER		TOTAL NUMBER OF RESPONSES
		n*	%	n	%	n	%	n	%	n	%	n
WHITE BRITISH	Used procedure (N*=58)	12	20.7	28	48.3	44	75.9	34	58.6	12	20.7	130
	Did not use procedure (N=101)	12	11.9	31	30.7	60	59.4	37	36.6	30	29.7	170
	Raised concern but not aware of /unsure about a procedure (N=49)	5	10.2	16	32.7	26	53.1	17	34.7	16	32.7	80
	OVERALL TOTAL (N=208)	29	13.9	75	36.1	130	62.5	88	42.3	58	27.9	380
OTHER WHITE	Used procedure (N=11)	3	27.3	8	72.7	9	81.8	5	45.5	1	9.1	26
	Did not use procedure (N=11)	1	9.1	5	45.5	8	72.7	8	72.7	3	27.3	25
	Raised concern but not aware of /unsure about a procedure (N=4)	1	25.0	1	25.0	2	50.0	2	50.0	0	0.0	6
	OVERALL TOTAL (N=26)	5	19.2	14	53.8	19	73.1	15	57.7	4	15.4	57
MIXED	Used procedure (N=2)	0	0.0	1	50.0	2	100.0	1	50.0	0	0.0	4
	Did not use procedure (N=3)	0	0.0	2	66.7	3	100.0	3	100.0	1	33.3	9
	Raised concern but not aware of /unsure about a procedure (N=1)	0	0.0	0	0.0	1	100.0	1	100.0	0	0.0	2
	OVERALL TOTAL (N=6)	0	0.0	3	50.0	6	100.0	5	83.3	1	16.7	15

Figure 13 (contd.): Reason for trust staff raising their concern outside the trust by ethnic group

ETHNIC GROUP	USED /DID NOT USE /UNSURE OF EMPLOYER'S PROCEDURE	THE INTERNAL PROCEDURE WAS TAKING TOO LONG		I WAS NOT SATISFIED WITH THE OUTCOME OF THE INTERNAL PROCEDURE		I DID NOT HAVE CONFIDENCE IN THE INTERNAL PROCEDURE		I WAS WORRIED ABOUT THE POTENTIAL IMPACT ON MY CAREER		OTHER		TOTAL NUMBER OF RESPONSES
		n*	%	n	%	n	%	n	%	n	%	n
ASIAN	Used procedure (N*=7)	3	42.9	4	57.1	6	85.7	2	28.6	1	14.3	16
	Did not use procedure (N=5)	1	20.0	2	40.0	3	60.0	4	80.0	1	20.0	11
	Raised concern but not aware of /unsure about a procedure (N=7)	4	57.1	3	42.9	5	71.4	6	85.7	2	28.6	20
	OVERALL TOTAL (N=19)	8	42.1	9	47.4	14	73.7	12	63.2	4	21.1	47
BLACK	Used procedure (N=3)	1	33.3	1	33.3	3	100.0	0	0.0	1	33.3	6
	Did not use procedure (N=2)	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	2
	Raised concern but not aware of /unsure about a procedure (N=2)	1	50.0	2	100.0	2	100.0	0	0.0	0	0.0	5
	OVERALL TOTAL (N=7)	2	28.6	4	57.1	6	85.7	0	0.0	1	14.3	13
OTHER ETHNIC GROUP	Used procedure (N=2)	0	0.0	1	50.0	1	50.0	1	50.0	0	0.0	3
	Did not use procedure (N=1)	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	1
	Raised concern but not aware of /unsure about a procedure (N=2)	1	50.0	1	50.0	1	50.0	1	50.0	0	0.0	4
	OVERALL TOTAL (N=5)	1	20.0	2	40.0	3	60.0	2	40.0	0	0.0	8
TOTAL	Used procedure (N=83)	19	22.9	43	51.8	65	78.3	43	51.8	15	18.1	185
	Did not use procedure (N=123)	14	11.4	41	33.3	76	61.8	52	42.3	35	28.5	218
	Raised concern but not aware of /unsure about a procedure (N=65)	12	18.5	23	35.4	37	56.9	27	41.5	18	27.7	117
	OVERALL TOTAL (N=271)	45	16.6	107	39.5	178	65.7	122	45.0	68	25.1	520

n* is the number of responses N* is the number of respondents

The main reason for raising the concern outside was lack of confidence in the internal procedure (34.2% of all responses). However, this was proportionately more likely for those in the “black” and “mixed” groups (46.2% and 40% of responses respectively) . By way of contrast this reason constituted 29.8% of responses received from the “Asian” group. The second most common reason was worry about potential career impact (23.5% of all responses).This reason constituted a third of the responses provided by the “mixed ” group but was not offered by anyone from the “black” group.

Figure 14: Treatment of trust staff from co-workers and management after raising their concern by ethnic group

ETHNIC GROUP	USE / DID NOT USE / UNSURE OF EMPLOYER'S PROCEDURE	PRAISED BY CO-WORKERS		PRAISED BY MANAGEMENT		IGNORED BY CO-WORKERS		IGNORED BY MANAGEMENT		VICTIMISED BY CO-WORKERS		VICTIMISED BY MANAGEMENT		NONE OF THE ABOVE		TOTAL NO. OF RESPONSES
		n*	%	n	%	n	%	n	%	n	%	n	%	n	%	n
WHITE BRITISH	Used procedure (N*=1056)	173	16.4	133	12.6	103	9.8	208	19.7	98	9.3	186	17.6	496	47.0	1397
	Did not use procedure (N=1831)	290	15.8	168	9.2	130	7.1	292	15.9	120	6.6	262	14.3	1036	56.6	2298
	Raised concern but not aware of /unsure about a procedure (N=697)	100	14.3	38	5.5	74	10.6	151	21.7	56	8.0	121	17.4	354	50.8	894
	OVERALL TOTAL (N=3584)	563	15.7	339	9.5	307	8.6	651	18.2	274	7.6	569	15.9	1886	52.6	4589
OTHER WHITE	Used procedure (N=79)	15	19.0	9	11.4	11	13.9	18	22.8	11	13.9	18	22.8	35	44.3	117
	Did not use procedure (N=151)	21	13.9	10	6.6	18	11.9	41	27.2	8	5.3	24	15.9	72	47.7	194
	Raised concern but not aware of /unsure about a procedure (N=80)	9	11.3	4	5.0	8	10.0	27	33.8	7	8.8	15	18.8	37	46.3	107
	OVERALL TOTAL (N=310)	45	14.5	23	7.4	37	11.9	86	27.7	26	8.4	57	18.4	144	46.5	418
MIXED	Used procedure (N=16)	5	31.3	1	6.3	1	6.3	6	37.5	3	18.8	8	50.0	4	25.0	28
	Did not use procedure (N=40)	11	27.5	2	5.0	6	15.0	9	22.5	2	5.0	11	27.5	14	35.0	55
	Raised concern but not aware of /unsure about a procedure (N=12)	3	25.0	0	0.0	1	8.3	4	33.3	1	8.3	3	25.0	3	25.0	15
	OVERALL TOTAL (N=68)	19	27.9	3	4.4	8	11.8	19	27.9	6	8.8	22	32.4	21	30.9	98

Figure 14 (contd.): Treatment of trust staff from co-workers and management after raising their concern by ethnic group

ETHNIC GROUP	USE / DID NOT USE / UNSURE OF EMPLOYER'S PROCEDURE	PRAISED BY CO-WORKERS		PRAISED BY MANAGEMENT		IGNORED BY CO-WORKERS		IGNORED BY MANAGEMENT		VICTIMISED BY CO-WORKERS		VICTIMISED BY MANAGEMENT		NONE OF THE ABOVE		TOTAL NO. OF RESPONSES
		n*	%	n	%	n	%	n	%	n	%	n	%	n	%	n
ASIAN	Used procedure (N*=67)	8	11.9	3	4.5	11	16.4	20	29.9	11	16.4	23	34.3	25	37.3	101
	Did not use procedure (N=54)	12	22.2	3	5.6	3	5.6	9	16.7	5	9.3	11	20.4	27	50.0	70
	Raised concern but not aware of /unsure about a procedure (N=61)	4	6.6	0	0.0	7	11.5	23	37.7	6	9.8	18	29.5	25	41.0	83
	OVERALL TOTAL (N=182)	24	13.2	6	3.3	21	11.5	52	28.6	22	12.1	52	28.6	77	42.3	254
BLACK	Used procedure (N=23)	4	17.4	0	0.0	3	13.0	6	26.1	4	17.4	7	30.4	10	43.5	34
	Did not use procedure (N=34)	2	5.9	2	5.9	3	8.8	7	20.6	5	14.7	9	26.5	18	52.9	46
	Raised concern but not aware of /unsure about a procedure (N=32)	6	18.8	1	3.1	4	12.5	8	25.0	5	15.6	11	34.4	10	31.3	45
	OVERALL TOTAL (N=89)	12	13.5	3	3.4	10	11.2	21	23.6	14	15.7	27	30.3	38	42.7	125
OTHER ETHNIC GROUP	Used procedure (N=10)	1	10.0	1	10.0	0	0.0	1	10.0	0	0.0	3	30.0	5	50.0	11
	Did not use procedure (N=17)	0	0.0	1	5.9	1	5.9	7	41.2	0	0.0	2	11.8	9	52.9	20
	Raised concern but not aware of /unsure about a procedure (N=15)	4	26.7	2	13.3	2	13.3	3	20.0	4	26.7	6	40.0	4	26.7	25
	OVERALL TOTAL (N=42)	5	11.9	4	9.5	3	7.1	11	26.2	4	9.5	11	26.2	18	42.9	56
TOTAL	Used procedure (N=1251)	206	16.5	147	11.8	129	10.3	259	20.7	127	10.2	245	19.6	575	46.0	1688
	Did not use procedure (N=2127)	336	15.8	186	8.7	161	7.6	365	17.2	140	6.6	319	15.0	1176	55.3	2683
	Raised concern but not aware of /unsure about a procedure (N=897)	126	14.0	45	5.0	96	10.7	216	24.1	79	8.8	174	19.4	433	48.3	1169
	OVERALL TOTAL (N=4275)	668	15.6	378	8.8	386	9.0	840	19.6	346	8.1	738	17.3	2184	51.1	5540

n* is the number of responses N* is the number of respondents

The largest number of responses relates to “none of the above” (39.4%). The second largest category is ignored by management (15.2% of responses) and respondents in all groups except “asian” and “black” were most likely not to have used the trust procedure. (Those in the “asian” and “black” groups were more likely to be unaware/ unsure about the trust procedure). The “white british” group accounted for 82.8% of overall responses but only 77.5% of those ignored by management. By way of contrast, all the other groups were proportionately over-represented in relation to this matter. Thus the “other white” group provided 7.5% of overall responses and 10.2% of those ignored by management; the “asian” group constituted 4.6% of overall responses but 6.2% of those ignored by management; the “black” group provided 2.3% of responses and 2.5% of those ignored by management; the “mixed” group provided 1.8% of overall responses but 2.3% of those ignored by management; and the “other ethnic” group provided 1% of overall responses but 1.3% of those ignored by management.

The third largest category is victimised by management (13.3% of all responses). Again, whereas “white british” were disproportionately less likely to be victimised in this way (82.8% of overall responses but only 77.1% of those alleging victimisation), all the other groups were proportionately over-represented in relation to this type of treatment. Thus the “other white” group provided 7.5% of overall responses and 7.7% of those victimised by management; the “asian” group constituted 4.6% of overall responses but 7% of those victimised; the “black” group provided 2.3% of responses and 3.7% of those victimised; the “mixed” group provided 1.8% of overall responses but 3% of those victimised; and the “other ethnic” group provided 1% of overall responses but 1.5% of those victimised by management. Respondents in the “white british”, “other white” and “mixed” groups were more likely not to use the trust procedure, the “asian” group was more likely to use the procedure and the “black” and “other ethnic” group were most likely to be unaware/unsure about the procedure.

The fourth largest category is praised by co-workers (12.1% of all responses).. Here “white british” accounted for 82.8% of overall responses but 84.3% of those praised and the “mixed” group provided 1.8% of responses overall but 2.8% of those praised. All the other groups were proportionately less praised. Thus “other white” provided 7.5% of overall responses but 6.7% were praised; the “asian” group accounted for 4.6% of overall responses but 3.6% were praised; the “black” group had 2.3% of overall responses but 1.8% were praised and “other ethnic” provided 1% of overall responses but 0.7% were praised. All groups were more likely not to use the procedure except “black” and “other ethnic” where most respondents were unaware/unsure about the procedure.

Figure 15: Likelihood that trust staff would raise a concern again if they suspected wrongdoing within their trust by ethnic group

RESPONSE	USE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
HIGHLY LIKELY	Used procedure	511	48.5	33	42.3	4	25	24	35.8	8	34.8	4	40	584	46.8
	Did not use procedure	812	44.7	63	41.7	16	41	20	36.4	13	37.1	8	47.1	932	44.1
	Raised concern; not aware of procedure	209	29.9	26	32.5	3	27.3	15	24.6	9	28.1	6	40	268	29.8
	OVERALL TOTAL	1532	85.9	122	6.8	23	1.3	59	3.3	30	1.7	18	1	1784	100
LIKELY	Used procedure	302	28.7	24	30.8	1	6.3	22	32.8	6	26.1	2	20	357	28.6
	Did not use procedure	575	31.7	41	27.2	9	23.1	17	30.9	5	14.3	1	5.9	648	30.7
	Raised concern; not aware of procedure	220	31.5	27	33.8	4	36.4	19	31.1	7	21.9	2	13.3	279	31.1
	OVERALL TOTAL	1097	85.4	92	7.2	14	1.1	58	4.5	18	1.4	5	0.4	1284	100
NEITHER LIKELY OR UNLIKELY	Used procedure	60	5.7	10	12.8	1	6.3	8	11.9	1	4.3	1	10	81	6.5
	Did not use procedure	150	8.3	16	10.6	4	10.3	5	9.1	9	25.7	6	35.3	190	9
	Raised concern; not aware of procedure	85	12.2	7	8.8	1	9.1	9	14.8	5	15.6	2	13.3	109	12.1
	OVERALL TOTAL	295	77.6	33	8.7	6	1.6	22	5.8	15	3.9	9	2.4	380	100
UNLIKELY	Used procedure	92	8.7	5	6.4	4	25	5	7.5	2	8.7	0	0	108	8.7
	Did not use procedure	162	8.9	21	13.9	7	17.9	10	18.2	3	8.6	2	11.8	205	9.7
	Raised concern; not aware of procedure	116	16.6	14	17.5	2	18.2	8	13.1	4	12.5	1	6.7	145	16.1
	OVERALL TOTAL	370	80.8	40	8.7	13	2.8	23	5	9	2	3	0.7	458	100

Figure 15 (contd.): Likelihood that trust staff would raise a concern again if they suspected wrongdoing within their trust by ethnic group

RESPONSE	USE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
HIGHLY UNLIKELY	Used procedure	88	8.4	6	7.7	6	37.5	8	11.9	6	26.1	3	30	117	9.4
	Did not use procedure	117	6.4	10	6.6	3	7.7	3	5.5	5	14.3	0	0	138	6.5
	Raised concern; not aware of procedure	69	9.9	6	7.50%	1	9.1	10	16.4	7	21.9	4	26.7	97	10.8
	OVERALL TOTAL	274	77.8	22	6.3	10	2.8	21	6	18	5.1	7	2	352	100
TOTAL NO. OF RESPONSES	Used procedure	1053	100	78	100	16	100	67	100	23	100	10	100	1247	100
	Did not use procedure	1816	100	151	100	39	100	55	100	35	100	17	100	2113	100
	Raised concern; not aware of procedure	699	100	80	100	11	100	61	100	32	100	15	100	898	100
	OVERALL TOTAL	3568	83.8	309	7.3	66	1.6	183	4.3	90	2.1	42	1	4258	100

N* is the number of respondents

The most frequent response was 'highly likely' (41.9% of all responses) and the "white british" group disproportionately offered this response (83.8% of responses overall but 85.9% of this particular response). The "other ethnic" group response was exactly the same proportion as its overall response rate (1%). However, all the other groups were under-represented proportionately. Thus the "other white" group provided 7.3% of overall responses and 6.8% of those who were highly likely to raise a concern again; the "asian" group constituted 4.3% of overall responses but 3.3% of those who were highly likely to raise a concern again; the "black" group provided 2.1% of responses and 1.7% of those who were highly likely to raise a concern again; the "mixed" group provided 1.6% of overall responses but 1.3% of those who were highly likely to raise a concern again; and the "other ethnic" group provided 1% of overall responses but 0.4% of those highly likely to raise a concern again.

The second most common response was "likely" (30.2% of all responses). and the "white british" group disproportionately offered this response (83.8% of responses overall but 85.4% of this particular response). Similarly, the "asian" group provided 4.3% of responses overall but 4.5 % for this particular response. All the other groups were proportionately less likely to give this response and the majority of them did not use the procedure. Most respondents in the "asian" group did use the trust procedure, the "black" group was most frequently unaware/unsure of it and the respondents from the "other ethnic" group equally used the procedure and were unaware/unsure.

SECTION B - PRIMARY STAFF SURVEY

Key findings:

- Overall 21.5% of respondents raised a concern. The following groups were disproportionately more likely to do so: “mixed” (42.3%) and “other ethnic” (29.9%). Concerns were least likely to be raised by those in the “black” group (19%).
- Most respondents did not have a concern. The next most common reason for not raising a concern was fear of victimisation (10.3%). The following groups were disproportionately represented here: “other ethnic” (15.4%) and “black” (14.8%). The lowest response came from the “white british” group (8.9%). The third most common response was did not know how to raise a concern (8.3%). Over-represented groups here were “black” (13.9%) and “other white” (13.8%).
- Overall 47.5% used the procedure. The highest proportion using it was the “asian” group (65.2%) and the lowest was the “black” group (18.8%).
- Only 8% alleged that they suffered a detriment as a result of supporting a colleague. The figure for “white british” was 7% but all other groups recorded a higher figure: “mixed” (14.3%); other white (10.6%); “black” (10%); other ethnic (9.9%) and “asian” (9.1%).
- As regards treatment after supporting a colleague who raised a concern, most frequently mentioned was ‘victimised by management’ (38.6% of responses). The highest figures were for the “other ethnic” and “black” groups (85.7% and 80% of respondents respectively) . The lowest figure was for the “mixed” group (16.7%). Overall ‘ignored by management’ accounted for 29.8% of responses. The highest figures were for the “mixed” and “other white” groups (66.7% and 58.1% of respondents respectively). The lowest figure was for the “black” group (40% of respondents).
- More respondents were satisfied with the response to their concern when it was first raised than not. However, the “white british” group was disproportionately represented here since they provided 69.2% of responses overall but 73.5% in this category. The other groups were all disproportionately less likely to express satisfaction.
- The main reason for raising a concern outside the organisation was “other” (36% of overall responses). The second most common reason was lack of confidence in the internal procedure (25.8% of responses) . The “white british” group was disproportionately represented with 64.4% of the total responses but only 60.7% here. The “other white” and “other ethnic” groups were disproportionately more likely to lack confidence. For example, the “other white” group provided 9.7% of the total responses but constituted 13.1% of those lacking confidence.
- In relation to the likelihood of raising a concern again, the most common response was ‘ highly likely’ (47.2% of all responses).The “white british” group was over-represented in this respect, having 68.6% of overall responses but 76.1% in this category. Most of the other groups were disproportionately under-represented. In terms of those who answered “likely” ,(30.2% of all responses), both the “white british” and other white groups are proportionately over-represented and all the other groups are under-represented.

Figure 1: Ethnic background of respondents

4594 of the total of 4644 respondents answered this question.

ETHNIC GROUP	NO. OF RESPONDENTS	%
White British	3040	66.2
White Irish	77	1.7
Any other White background	380	8.3
Mixed - White and Black Caribbean	15	0.3
Mixed - White and Black African	6	0.1
Mixed - White and Asian	20	0.4
Any other mixed background	17	0.4
Asian or Asian British - Indian	512	11.1
Asian or Asian British - Pakistani	154	3.4
Asian or Asian British - Bangladeshi	22	0.5
Any other Asian background	53	1.2
Black or Black British - Caribbean	16	0.3
Black or Black British - African	137	3.0
Any other Black background	10	0.2
Chinese	53	1.2
Any other ethnic group	82	1.8
Total	4594	100.0

It can be seen that 66.2% of respondents to this survey are White British. In the NHS generally ² 82% are White British and 9% are Asian/Asian British.

² The data about the NHS generally is based on the Annual NHS Staff Census of all staff at 30th September 2013 and respondents to the 2013 NHS staff survey

Figure 2: Occupational group of primary care staff by ethnic group

OCCUPATIONAL GROUP	ETHNIC GROUP													
	White British		Other White		Mixed		Asian		Black		Other ethnic group		Total	
	N*	%	N	%	N	%	N	%	N	%	N	%	N	%
GP	134	4.5	11	2.6	4	7.4	24	3.1	2	1.2	2	2.5	177	4
Nurse	67	2.3	3	0.7	0	0	0	0	2	1.2	1	1.2	73	1.6
Healthcare Assistant	31	1.1	1	0.2	0	0	0	0	0	0	0	0	32	0.7
Superintendent pharmacist	119	4	12	2.8	2	3.7	69	8.9	6	3.7	4	4.9	212	4.8
Responsible pharmacist	783	26.5	255	59.2	19	35.2	393	50.9	100	62.1	46	56.8	1596	35.9
Other pharmacist	324	11	80	18.6	12	22.2	143	18.5	27	16.8	12	14.8	598	13.4
Registered Pharmacy Technician	1143	38.7	53	12.3	12	22.2	130	16.8	21	13	11	13.6	1370	30.8
Dispensing Assistant	20	0.7	2	0.5	2	3.7	0	0	1	0.6	1	1.2	26	0.6
Other healthcare professional	6	0.2	2	0.5	0	0	1	0.1	1	0.6	0	0	10	0.2
Practice Manager	197	6.7	4	0.9	3	5.6	5	0.6	1	0.6	3	3.7	213	4.8
Receptionist	58	2	2	0.5	0	0	2	0.3	0	0	0	0	62	1.4
Other	70	2.4	6	1.4	0	0	5	0.6	0	0	1	1.2	82	1.8
Total	2952	100	431	100	54	100	772	100	161	100	81	100	4451	100

N* is the number of respondents

It can be seen from the table above that the largest number of responses came from “responsible pharmacists” (35.9%). 62.1% of black respondents were in this occupational group; 59.2% of the “other white” group; 56.8% of the “other ethnic” group and 50.9% of the “asian” group. By way of contrast, the “white british” group were under-represented in this group (26.5%). The second largest occupation was “registered pharmacy technician” (30.8%). Here the “white british” group were over-represented (38.7%) and the other groups are under-represented. The smallest being the “other white” group (12.3%).

Figure 3: Whether primary care staff have ever raised a concern about suspected wrongdoing in the health service by ethnic group

RESPONSE	ETHNIC GROUP													
	White British		Other White		Mixed		Asian		Black		Other ethnic group		Total	
	N*	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	623	21.5	89	21.4	22	42.3	150	20	29	19	23	29.9	936	21.5
No	2273	78.5	327	78.6	30	57.7	601	80	124	81	54	70.1	3409	78.5
Total	2896	100	416	100	52	100	751	100	153	100	77	100	4345	100

N* is the number of respondents

Overall 21.5% raised a concern. The following groups were disproportionately more likely to do so: “mixed” (42.3%) and “other ethnic” (29.9%). Concerns were least likely to be raised by those in the “black” group (19%).

Figure 4: Reason for primary care staff never having raised a concern about suspected wrongdoing in the health service by ethnic group

RESPONSE	ETHNIC GROUP													
	White British		Other White		Mixed		Asian		Black		Other ethnic group		Total	
	N*	%	N	%	N	%	N	%	N	%	N	%	N	%
You never had any concern	1611	73	197	61.6	15	51.7	370	63.6	65	53.3	29	55.8	2287	69
You had a concern but you didn't know how to raise it	167	7.6	44	13.8	1	3.4	41	7	17	13.9	4	7.7	274	8.3
You had a concern but you didn't trust the system	144	6.5	21	6.6	8	27.6	56	9.6	11	9	5	9.6	245	7.4
You had a concern but you feared being victimised	196	8.9	41	12.8	3	10.3	76	13.1	18	14.8	8	15.4	342	10.3
Other	90	4.1	17	5.3	2	6.9	39	6.7	11	9	6	11.5	165	5
Total	2208	100	320	100	29	100	582	100	122	100	52	100	3313	100

N* is the number of respondents

Most respondents did not have a concern (69%). The next most frequent response was fear of victimisation (10.3%). The following groups were disproportionately represented here: “other ethnic” (15.4%) and “black” (14.8%). The lowest response came from the “white british” group (8.9%). The third most common response was did not know how to raise a concern (8.3%). Over-represented groups here were: “black” (13.9%) and “other white” (13.8%). The “mixed” group were disproportionately under –represented (3.4%). The fourth most frequent response was lack of trust (7.4%). Here the “mixed” group was noticeably over-represented at 27.6%.

Figure 5: Whether primary care staff used their employer’s procedure when raising a concern by ethnic group

RESPONSE	ETHNIC GROUP													
	White British		Other White		Mixed		Asian		Black		Other ethnic group		Total	
	N*	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	197	45.5	20	43.5	6	46.2	58	65.2	3	18.8	7	46.7	291	47.5
No	236	54.5	26	56.5	7	53.8	31	34.8	13	81.3	8	53.3	321	52.5
Total	433	100.0	46	100.0	13	100.0	89	100.0	16	100.0	15	100.0	612	100.0

N* is the number of respondents

Overall 47.5% used the procedure. The highest proportion using it was the “asian” group (65.2%) and the lowest was the “black” group (18.8%)

Figure 6: Reason why primary care staff did not use their employer’s procedure when raising a concern by ethnic group

RESPONSE	ETHNIC GROUP													
	White British		Other White		Mixed		Asian		Black		Other ethnic group		Total	
	N*	%	N	%	N	%	N	%	N	%	N	%	N	%
You did not know how to use the procedure	15	6.4	4	15.4	2	28.6	6	20.0	1	7.7	2	25.0	30	9.5
You had a reason not to use the procedure	95	40.8	10	38.5	0	0.0	5	16.7	6	46.2	3	37.5	119	37.5
Some other reason	123	52.8	12	46.2	5	71.4	19	63.3	6	46.2	3	37.5	168	53.0
Total	233	100	26	100	7	100	30	100	13	100	8	100	317	100

N* is the number of respondents

Overall 9.5% of respondents stated that they did not know how to use the procedure. The group most likely not to know was “mixed” (28.6%) and those least likely not to know were “white British” (6.4%) and “black” (7.7%).

Figure 7: Whether primary care staff have ever suffered a detriment as a result of supporting a colleague who raised a concern by ethnic group

RESPONSE	ETHNIC GROUP													
	White British		Other White		Mixed		Asian		Black		Other ethnic group		Total	
	N*	%	N	%	N	%	N	%	N	%	N	%	N	%
Yes	197	7.0	43	10.6	7	14.3	65	9.1	15	10.0	7	9.9	334	8.0
No	2603	93.0	362	89.4	42	85.7	650	90.9	135	90.0	64	90.1	3856	92.0
Total	2800	100	405	100	49	100	715	100	150	100	71	100	4190	100

N* is the number of respondents

Overall 8% alleged that they suffered a detriment. The figure for “white british” was 7% but all other groups recorded a higher figure: “mixed” (14.3%); other white (10.6%); “black” (10%); other ethnic group (9.9%) and “asian” (9.1%)

Figure 8: Treatment suffered by primary care staff after supporting a colleague who raised a concern by ethnic group

RESPONSE	ETHNIC GROUP													
	White British (N*=195)		Other White (N=43)		Mixed (N=6)		Asian (N=65)		Black (N=15)		Other ethnic group (N=7)		Total (N=331)	
	n*	%	n	%	n	%	n	%	n	%	n	%	n	%
Ignored by colleagues	26	13.3	5	11.6	1	16.7	12	18.5	3	20	3	42.9	50	15.1
Ignored by management	83	42.6	25	58.1	4	66.7	37	56.9	6	40	4	57.1	159	48
Victimised by colleagues	41	21	4	9.3	2	33.3	16	24.6	8	53.3	4	57.1	75	22.7
Victimised by management	117	60	27	62.8	1	16.7	43	66.2	12	80	6	85.7	206	62.2
Other	32	16.4	4	9.3	1	16.7	4	6.2	0	0	2	28.6	43	13
TOTAL NO. OF RESPONSES	299	100	65	100	9	100	112	100	29	100	19	100	533	100

n* is the number of responses N* is the number of respondents

Overall the treatment most frequently mentioned was 'victimised by management' (38.6% of responses). The highest figures were for the "other ethnic group" and "black" groups (85.7% and 80% of respondents respectively) . The lowest figure was for the "mixed" group (16.7%). Overall 'ignored by management' accounted for 29.8% of responses. The highest figures were for the "mixed" and "other white" groups (66.7% and 58.1% of respondents respectively). The lowest figure was for the "black" group (40% of respondents). Overall 'victimised by colleagues' constituted 14.1% of responses. The highest figures were for the "other ethnic" and "black" groups (and 57.1% and 53.3% of respondents respectively). The lowest figure was the "other white" group (9.3% of respondents). Overall 'ignored by colleagues' accounted for 9.4% of responses. The highest figure was for the "other ethnic" group (42.9% of respondents) and the lowest for the "other white" group (11.6% of respondents).

Figure 9: What types of concerns have primary care staff reported by ethnic group

ETHNIC GROUP	USED /DID NOT USE /UNSURE OF EMPLOYER'S PROCEDURE	SAFETY CONCERNS		FINANCIAL IRREGULARITIES		HARRASSMENT BULLYING		DISCRIMINATION		MALPRACTICE		ENVIRONMENTAL MATTERS		COMPUTER MISUSE		ALCOHOL /DRUG MISUSE		MIS-MANAGEMENT		CLINICAL COMPETENCE		OTHER		TOTAL NO. OF RESPONSES
		n*	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n
WHITE BRITISH	Used procedure (N*=187)	103	55.1	27	14.4	51	27.3	15	8.0	57	30.5	4	2.1	22	11.8	25	13.4	39	20.9	78	41.7	26	13.9	447
	Did not use procedure (N=214)	126	58.9	35	16.4	46	21.5	14	6.5	67	31.3	8	3.7	14	6.5	35	16.4	42	19.6	86	40.2	38	17.8	511
	Raised concern but not aware of/ unsure about a procedure (N=154)	84	54.5	17	11.0	33	21.4	7	4.5	42	27.3	11	7.1	9	5.8	23	14.9	36	23.4	50	32.5	19	12.3	331
	OVERALL TOTAL (N=555)	313	56.4	79	14.2	130	23.4	36	6.5	166	29.9	23	4.1	45	8.1	83	15.0	117	21.1	214	38.6	83	15.0	1289
OTHER WHITE	Used procedure (N=19)	12	63.2	1	5.3	5	26.3	5	26.3	7	36.8	1	5.3	0	0.0	1	5.3	9	47.4	9	47.4	3	15.8	53
	Did not use procedure (N=20)	12	60.0	1	5.0	4	20.0	4	20.0	4	20.0	3	15.0	2	10.0	2	10.0	6	30.0	5	25.0	3	15.0	46
	Raised concern but not aware of/ unsure about a procedure (N=40)	23	57.5	5	12.5	10	25.0	6	15.0	13	32.5	4	10.0	1	2.5	4	10.0	9	22.5	15	37.5	6	15.0	96
	OVERALL TOTAL (N=79)	47	59.5	7	8.9	19	24.1	15	19.0	24	30.4	8	10.1	3	3.8	7	8.9	24	30.4	29	36.7	12	15.2	195
MIXED	Used procedure (N=3)	1	33.3	0	0.0	1	33.3	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7	6
	Did not use procedure (N=5)	2	40.0	1	20.0	2	40.0	1	20.0	1	20.0	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0	1	20.0	9
	Raised concern but not aware of/unsure about a procedure (N=8)	6	75.0	1	12.5	3	37.5	2	25.0	2	25.0	1	12.5	0	0.0	0	0.0	1	12.5	3	37.5	1	12.5	20
	OVERALL TOTAL (N=16)	9	56.3	2	12.5	6	37.5	4	25.0	4	25.0	1	6.3	0	0.0	0	0.0	2	12.5	3	18.8	4	25.0	35

n* is the number of responses N* is the number of respondents

Figure 9 (contd.): What types of concerns have primary care staff reported by ethnic group

ETHNIC GROUP	USED /DID NOT USE /UNSURE OF EMPLOYER'S PROCEDURE	SAFETY CONCERNS		FINANCIAL IRREGULARITIES		HARRASSMENT /BULLYING		DISCRIMINATION		MALPRACTIC E		ENVIRONMENTAL MATTERS		COMPUTER MISUSE		ALCOHOL/ /DRUG MISUSE		MIS-MANAGEMENT		CLINICAL COMPETENCE		OTHER		TOTAL NO. OF RESPONSES
		n*	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n
ASIAN	Used procedure (N*=49)	31	63.3	9	18.4	18	36.7	10	20.4	17	34.7	3	6.1	2	4.1	1	2.0	17	34.7	17	34.7	6	12.2	131
	Did not use procedure (N=28)	16	57.1	6	21.4	3	10.7	3	10.7	2	7.1	5	17.9	1	3.6	5	17.9	2	7.1	11	39.3	4	14.3	58
	Raised concern but not aware of/ unsure about a procedure (N=44)	33	75.0	11	25.0	15	34.1	11	25.0	17	38.6	4	9.1	9	20.5	5	11.4	21	47.7	21	47.7	9	20.5	156
	OVERALL TOTAL (N=121)	80	66.1	26	21.5	36	29.8	24	19.8	36	29.8	12	9.9	12	9.9	11	9.1	40	33.1	49	40.5	19	15.7	345
BLACK	Used procedure (N*=3)	2	66.7	1	33.3	1	33.3	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0	1	33.3	1	33.3	3	100.0	11
	Did not use procedure (N=12)	6	50.0	1	8.3	4	33.3	5	41.7	5	41.7	0	0.0	1	8.3	1	8.3	2	16.7	5	41.7	1	8.3	31
	Raised concern but not aware of/ unsure about a procedure (N=11)	8	72.7	1	9.1	4	36.4	3	27.3	2	18.2	2	18.2	1	9.1	0	0.0	5	45.5	7	63.6	0	0.0	33
	OVERALL TOTAL (N=26)	16	61.5	3	11.5	9	34.6	9	34.6	8	30.8	2	7.7	2	7.7	1	3.8	8	30.8	13	50.0	4	15.4	75
OTHER ETHNIC GROUP	Used procedure (N=6)	5	83.3	2	33.3	2	33.3	2	33.3	2	33.3	3	50.0	1	16.7	1	16.7	2	33.3	1	16.7	1	16.7	22
	Did not use procedure (N=6)	3	50.0	2	33.3	1	16.7	1	16.7	2	33.3	0	0.0	1	16.7	0	0.0	3	50.0	3	50.0	0	0.0	16
	Raised concern but not aware of/ unsure about a procedure (N=5)	3	60.0	1	20.0	3	60.0	2	40.0	2	40.0	0	0.0	1	20.0	0	0.0	4	80.0	1	20.0	1	20.0	18
	OVERALL TOTAL (N=17)	11	64.7	5	29.4	6	35.3	5	29.4	6	35.3	3	17.6	3	17.6	1	5.9	9	52.9	5	29.4	2	11.8	56
TOTAL	Used procedure (N=267)	154	57.7	40	15.0	78	29.2	34	12.7	85	31.8	11	4.1	25	9.4	28	10.5	68	25.5	106	39.7	41	15.4	670
	Did not use procedure (N=285)	165	57.9	46	16.1	60	21.1	28	9.8	81	28.4	16	5.6	19	6.7	43	15.1	56	19.6	110	38.6	47	16.5	671
	Raised concern but not aware of/ unsure about a procedure (N=262)	157	59.9	36	13.7	68	26.0	31	11.8	78	29.8	22	8.4	21	8.0	32	12.2	76	29.0	97	37.0	36	13.7	654
	OVERALL TOTAL (N=814)	476	58.5	122	15.0	206	25.3	93	11.4	244	30.0	49	6.0	65	8.0	103	12.7	200	24.6	313	38.5	124	15.2	1995

n* is the number of responses

N* is the number of respondents

Overall safety concerns were the matters most frequently reported.

Figure 10: With whom primary care staff first raised their concern by ethnic group

WITH WHOM FIRST RAISED CONCERN	USED /DID NOT USE /UNSURE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
LINE MANAGER INFORMALLY	Used procedure	80	43.7	10	52.6	2	66.7	23	50.0	1	33.3	2	33.3	118	45.4
	Did not use procedure	84	53.2	11	61.1	1	33.3	13	72.2	4	50.0	1	33.3	114	54.8
	Raised concern but not aware of /unsure about a procedure	58	45.3	14	48.3	5	83.3	17	56.7	6	54.5	3	75.0	103	49.5
	OVERALL TOTAL	222	66.3	35	10.4	8	2.4	53	15.8	11	3.3	6	1.8	335	100.0
LINE MANAGER IN WRITING	Used procedure	8	4.4	1	5.3	0	0.0	4	8.7	0	0.0	0	0.0	13	5.0
	Did not use procedure	4	2.5	2	11.1	0	0.0	0	0.0	1	12.5	1	33.3	8	3.8
	Raised concern but not aware of /unsure about a procedure	9	7.0	4	13.8	0	0.0	2	6.7	1	9.1	0	0.0	16	7.7
	OVERALL TOTAL	21	56.8	7	18.9	0	0.0	6	16.2	2	5.4	1	2.7	37	100.0
CHIEF EXECUTIVE	Used procedure	4	2.2	0	0.0	0	0.0	0	0.0	0	0.0	1	16.7	5	1.9
	Did not use procedure	4	2.5	0	0.0	0	0.0	0	0.0	0	0.0	1	33.3	5	2.4
	Raised concern but not aware of /unsure about a procedure	1	0.8	0	0.0	0	0.0	1	3.3	0	0.0	1	25.0	3	1.4
	OVERALL TOTAL	9	69.2	0	0.0	0	0.0	1	7.7	0	0.0	3	23.1	13	100.0
SENIOR PARTNER	Used procedure	24	13.1	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	25	9.6
	Did not use procedure	14	8.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	14	6.7
	Raised concern but not aware of /unsure about a procedure	9	7.0	2	6.9	1	16.7	3	10.0	0	0.0	0	0.0	15	7.2
	OVERALL TOTAL	47	87.0	2	3.7	1	1.9	3	5.6	1	1.9	0	0.0	54	100.0

N* is the number of respondents

Figure 10 (contd.): With whom primary care staff first raised their concern by ethnic group

WITH WHOM FIRST RAISED CONCERN	USED /DID NOT USE /UNSURE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
SENIOR MANAGER/LEADER	Used procedure	10	5.5	3	15.8	1	33.3	6	13.0	0	0.0	1	16.7	21	8.1
	Did not use procedure	10	6.3	3	16.7	1	33.3	3	16.7	1	12.5	0	0.0	18	8.7
	Raised concern but not aware of /unsure about a procedure	19	14.8	6	20.7	0	0.0	1	3.3	3	27.3	0	0.0	29	13.9
	OVERALL TOTAL	39	57.4	12	17.6	2	2.9	10	14.7	4	5.9	1	1.5	68	100.0
HUMAN RESOURCES	Used procedure	6	3.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	6	2.3
	Did not use procedure	7	4.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	7	3.4
	Raised concern but not aware of /unsure about a procedure	6	4.7	0	0.0	0	0.0	2	6.7	0	0.0	0	0.0	8	3.8
	OVERALL TOTAL	19	90.5	0	0.0	0	0.0	2	9.5	0	0.0	0	0.0	21	100.0
INTERNAL HOTLINE	Used procedure	0	0.0	1	5.3	0	0.0	0	0.0	0	0.0	1	16.7	2	0.8
	Did not use procedure	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Raised concern but not aware of /unsure about a procedure	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	OVERALL TOTAL	0	0	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	2	100.0
INCIDENT REPORT FORM	Used procedure	7	3.8	1	5.3	0	0.0	4	8.7	0	0.0	1	16.7	13	5.0
	Did not use procedure	8	5.1	0	0.0	0	0.0	1	5.6	1	12.5	0	0.0	10	4.8
	Raised concern but not aware of /unsure about a procedure	6	4.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	6	2.9
	OVERALL TOTAL	21	72.4	1	3.4	0	0.0	5	17.2	1	3.4	1	3.4	29	100.0

N* is the number of respondents

Figure 10 (contd.): With whom primary care staff first raised their concern by ethnic group

WITH WHOM FIRST RAISED CONCERN	USED /DID NOT USE /UNSURE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
A PERSON DESIGNATED BY THE ORGANISATION TO RECEIVE CONCERNS	Used procedure	20	10.9	2	10.5	0	0.0	6	13.0	0	0.0	0	0.0	28	10.8
	Did not use procedure	11	7.0	2	11.1	0	0.0	1	5.6	1	12.5	0	0.0	15	7.2
	Raised concern but not aware of /unsure about a procedure	9	7.0	2	6.9	0	0.0	3	10.0	0	0.0	0	0.0	14	6.7
	OVERALL TOTAL	40	70.2	6	10.5	0	0.0	10	17.5	1	1.8	0	0.0	57	100.0
OTHER - INTERNAL	Used procedure	8	4.4	0	0.0	0	0.0	2	4.3	1	33.3	0	0.0	11	4.2
	Did not use procedure	16	10.1	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	17	8.2
	Raised concern but not aware of /unsure about a procedure	11	8.6	1	3.4	0	0.0	1	3.3	1	9.1	0	0.0	14	6.7
	OVERALL TOTAL	35	83.3	1	2.4	1	2.4	3	7.1	2	4.8	0	0.0	42	100.0
OTHER - EXTERNAL	Used procedure	16	8.7	1	5.3	0	0.0	1	2.2	0	0.0	0	0.0	18	6.9
	Did not use procedure	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	Raised concern but not aware of /unsure about a procedure	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	OVERALL TOTAL	16	88.9	1	5.6	0	0.0	1	5.6	0	0.0	0	0.0	18	100.0
TOTAL NO. OF RESPONSES	Used procedure	183	100.0	19	100.0	3	100.0	46	100.0	3	100.0	6	100.0	260	100.0
	Did not use procedure	158	100.0	18	100.0	3	100.0	18	100.0	8	100.0	3	100.0	208	100.0
	Raised concern but not aware of /unsure about a procedure	128	100.0	29	100.0	6	100.0	30	100.0	11	100.0	4	100.0	208	100.0
	OVERALL TOTAL	469	69.4	66	9.8	12	1.8	94	13.9	22	3.3	13	1.9	676	100.0

N* is the number of respondents

Staff were most likely to raise their concerns informally with a line manager. The overall response rate to this question for the “white british” group was 69.4% but this group constituted only 66.3% of those who raised concerns in this way. By way of contrast, the “asian” group accounted for 13.9% of responses overall but 15.8% raised concerns in this way. Similarly, the “other white” group provided 9.8% of responses overall but 10.4% of this category

Figure 11: If the matter was first raised within the organisation, whether primary care staff were satisfied with the response to their concern by ethnic group

RESPONSE	USE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
YES	Used procedure	129	71.7	10	52.6	3	100	26	56.5	3	100	3	50	174	67.7
	Did not use procedure	82	51.9	7	38.9	0	0	16	88.9	4	50	2	66.7	111	53.4
	Raised concern; unaware of procedure	53	41.4	7	24.1	1	16.7	8	26.7	4	36.4	1	25	74	35.6
	OVERALL TOTAL	264	73.5	24	6.7	4	1.1	50	13.9	11	3.1	6	1.7	359	100
NO	Used procedure	51	28.3	9	47.4	0	0	20	43.5	0	0	3	50	83	32.3
	Did not use procedure	76	48.1	11	61.1	3	100	2	11.1	4	50	1	33.3	97	46.6
	Raised concern; unaware of procedure	75	58.6	22	75.9	5	83.3	22	73.3	7	63.6	3	75	134	64.4
	OVERALL TOTAL	202	64.3	42	13.4	8	2.5	44	14	11	3.5	7	2.2	314	100
TOTAL NO. OF RESPONSES	Used procedure	180	100	19	100	3	100	46	100	3	100	6	100	257	100
	Did not use procedure	158	100	18	100	3	100	18	100	8	100	3	100	208	100
	Raised concern; unaware of procedure	128	100	29	100	6	100	30	100	11	100	4	100	208	100
	OVERALL TOTAL	466	69.2	66	9.8	12	1.8	94	14	22	3.3	13	1.9	673	100

N* is the number of respondents

More respondents were satisfied with the response to their concern when it was first raised than not. However, the “white british” group was disproportionately represented here since they provided 69.2% of responses overall but 73.5% in this category. The other groups were all disproportionately less likely to say yes. For example, “asian” was 14% overall but 13.9% yes; “other white” was 9.8% overall but 6.7% yes and “black” was 3.3% overall and 3.1% yes. In terms of procedures, respondents who said yes were most likely to have used the procedure apart from in the “black” group.

Figure 12: Whether primary care staff took the matter outside of the organisation by ethnic group

RESPONSE	USE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
YES	Used procedure	21	46.7	3	33.3	0	0	6	33.3	0	0	0	0	30	40
	Did not use procedure	58	49.2	2	16.7	1	25	7	63.6	5	62.5	2	50	75	47.8
	Raised concern; unaware of procedure	32	34.8	11	39.3	2	33.3	15	50	1	14.3	1	33.3	62	37.3
	OVERALL TOTAL	111	66.5	16	9.6	3	1.8	28	16.8	6	3.6	3	1.8	167	100
NO	Used procedure	24	53.3	6	66.7	0	0	12	66.7	0	0	3	100	45	60
	Did not use procedure	60	50.8	10	83.3	3	75	4	36.4	3	37.5	2	50	82	52.2
	Raised concern; unaware of procedure	60	65.2	17	60.7	4	66.7	15	50	6	85.7	2	66.7	104	62.7
	OVERALL TOTAL	144	62.3	33	14.3	7	3	31	13.4	9	3.9	7	3	231	100
TOTAL NO. OF RESPONSES	Used procedure	45	100	9	100	0	0	18	100	0	0	3	100	75	100
	Did not use procedure	118	100	12	100	4	100	11	100	8	100	4	100	157	100
	Raised concern; unaware of procedure	92	100	28	100	6	100	30	100	7	100	3	100	166	100
	OVERALL TOTAL	255	64.1	49	12.3	10	2.5	59	14.8	15	3.8	10	2.5	398	100

N* is the number of respondents

58% of respondents did not take the matter outside of the organisation. Of those who did, the “white british” group was disproportionately more likely to do so (64.1% of overall responses but 66.5% of those saying yes) as was the “asian” group (14.8% of overall responses but 16.8% of those saying yes). The other groups were all disproportionately less likely to say yes. In terms of procedures, respondents in the “white british”, “black” and “other ethnic” groups who answered yes were most likely not to have used the employer’s procedure whereas those from the other groups were more likely to be unaware/unsure about the procedure.

Figure 13: Reason for primary care staff raising their concern outside the trust by ethnic group

ETHNIC GROUP	USED /DID NOT USE /UNSURE OF EMPLOYER'S PROCEDURE	THE INTERNAL PROCEDURE WAS TAKING TOO LONG		I WAS NOT SATISFIED WITH THE OUTCOME OF THE INTERNAL PROCEDURE		I DID NOT HAVE CONFIDENCE IN THE INTERNAL PROCEDURE		I WAS WORRIED ABOUT THE POTENTIAL IMPACT ON MY CAREER		OTHER		TOTAL NO. OF RESPONSES
		n*	%	n	%	n	%	n	%	n	%	
WHITE BRITISH	Used procedure (N*=20)	3	15.0	10	50.0	11	55.0	7	35.0	4	20.0	35
	Did not use procedure (N=55)	3	5.5	9	16.4	13	23.6	8	14.5	38	69.1	71
	Raised concern but not aware of /unsure about a procedure (N=32)	2	6.3	6	18.8	13	40.6	6	18.8	19	59.4	46
	OVERALL TOTAL (N=107)	8	7.5	25	23.4	37	34.6	21	19.6	61	57.0	152
OTHER WHITE	Used procedure (N=3)	1	33.3	1	33.3	2	66.7	0	0.0	1	33.3	5
	Did not use procedure (N=2)	0	0.0	1	50.0	0	0.0	1	50.0	0	0.0	2
	Raised concern but not aware of /unsure about a procedure (N=11)	0	0.0	2	18.2	6	54.5	4	36.4	4	36.4	16
	OVERALL TOTAL (N=16)	1	6.3	4	25.0	8	50.0	5	31.3	5	31.3	23
MIXED	Used procedure (N=0)	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	Did not use procedure (N=1)	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1
	Raised concern but not aware of /unsure about a procedure (N=2)	0	0.0	1	50.0	1	50.0	0	0.0	1	50.0	3
	OVERALL TOTAL (N=3)	0	0.0	1	33.3	1	33.3	0	0.0	2	66.7	4
ASIAN	Used procedure (N=6)	2	33.3	3	50.0	2	33.3	4	66.7	2	33.3	13
	Did not use procedure (N=7)	0	0.0	1	14.3	1	14.3	1	14.3	6	85.7	9
	Raised concern but not aware of /unsure about a procedure (N=15)	0	0.0	4	26.7	8	53.3	6	40.0	4	26.7	22
	OVERALL TOTAL (N=28)	2	7.1	8	28.6	11	39.3	11	39.3	12	42.9	44

Figure 13 (contd.): Reason for primary care staff raising their concern outside the trust by ethnic

ETHNIC GROUP	USED /DID NOT USE /UNSURE OF EMPLOYER'S PROCEDURE	THE INTERNAL PROCEDURE WAS TAKING TOO LONG		I WAS NOT SATISFIED WITH THE OUTCOME OF THE INTERNAL PROCEDURE		I DID NOT HAVE CONFIDENCE IN THE INTERNAL PROCEDURE		I WAS WORRIED ABOUT THE POTENTIAL IMPACT ON MY CAREER		OTHER		TOTAL NO. OF RESPONSES
		n*	%	n	%	n	%	n	%	n	%	
BLACK	Used procedure (N=0)	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	Did not use procedure (N=5)	0	0.0	0	0.0	1	20.0	1	20.0	3	60.0	5
	Raised concern but not aware of /unsure about a procedure (N=1)	0	0.0	1	100.0	1	100.0	1	100.0	0	0.0	3
	OVERALL TOTAL (N=6)	0	0.0	1	16.7	2	33.3	2	33.3	3	50.0	8
OTHER ETHNIC GROUP	Used procedure (N=0)	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0
	Did not use procedure (N=2)	0	0.0	0	0.0	1	50.0	1	50.0	2	100.0	4
	Raised concern but not aware of /unsure about a procedure (N=1)	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	1
	OVERALL TOTAL (N=3)	0	0.0	0	0.0	2	66.7	1	33.3	2	66.7	5
TOTAL	Used procedure (N=29)	6	20.7	14	48.3	15	51.7	11	37.9	7	24.1	53
	Did not use procedure (N=72)	3	4.2	11	15.3	16	22.2	12	16.7	50	69.4	92
	Raised concern but not aware of /unsure about a procedure (N=62)	2	3.2	14	22.6	30	48.4	17	27.4	28	45.2	91
	OVERALL TOTAL (N=163)	11	6.7	39	23.9	61	37.4	40	24.5	85	52.1	236

n* is the number of responses N* is the number of respondents

The main reason was “other” (36% of responses). The second most common reason was lack of confidence in the internal procedure(25.8% of responses).The “white british” group was disproportionately represented with 64.4% of the total responses but only 60.7% here. The “other white” and “other ethnic” groups were disproportionately more likely to lack confidence. For example, the “other white” group provided 9.7% of the total responses but constituted 13.1% of those lacking confidence

The third most common reason was worry about career impact (16.9% of responses). The “white british” group were disproportionately less worried, accounting for 64.4% of overall responses but only 52.5% in this category. With the exception of “mixed” group, all the other groups were disproportionately worried. For example, the “asian” group provided 18.6% of the total responses but constituted 27.5% of those worried and the “other white” group provided 9.7% of the total responses but constituted 12.5% of those worried.

Figure 14: Treatment of primary care staff from co-workers and management after raising their concern by ethnic group

ETHNIC GROUP	USED /DID NOT USE /UNSURE OF EMPLOYER'S PROCEDURE	PRAISED BY CO-WORKERS		PRAISED BY MANAGEMENT		IGNORED BY CO-WORKERS		IGNORED BY MANAGEMENT		VICTIMISED BY CO-WORKERS		VICTIMISED BY MANAGEMENT		NONE OF THE ABOVE		TOTAL NO. OF RESPONSES
		n*	%	n	%	n	%	n	%	n	%	n	%	n	%	
WHITE BRITISH	Used procedure (N*=175)	44	25.1	42	24.0	9	5.1	27	15.4	9	5.1	29	16.6	80	45.7	240
	Did not use procedure (N=195)	38	19.5	21	10.8	13	6.7	23	11.8	10	5.1	21	10.8	110	56.4	236
	Raised concern but not aware of /unsure about a procedure (N=144)	17	11.8	4	2.8	8	5.6	29	20.1	5	3.5	25	17.4	87	60.4	175
	OVERALL TOTAL (N=514)	99	19.3	67	13.0	30	5.8	79	15.4	24	4.7	75	14.6	277	53.9	651
OTHER WHITE	Used procedure (N=19)	3	15.8	3	15.8	2	10.5	5	26.3	2	10.5	5	26.3	6	31.6	26
	Did not use procedure (N=19)	4	21.1	3	15.8	3	15.8	9	47.4	1	5.3	4	21.1	6	31.6	30
	Raised concern but not aware of /unsure about a procedure (N=36)	6	16.7	2	5.6	2	5.6	13	36.1	1	2.8	6	16.7	14	38.9	44
	OVERALL TOTAL (N=74)	13	17.6	8	10.8	7	9.5	27	36.5	4	5.4	15	20.3	26	35.1	100
MIXED	Used procedure (N=3)	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	3
	Did not use procedure (N=4)	1	25.0	1	25.0	0	0.0	1	25.0	0	0.0	1	25.0	1	25.0	5
	Raised concern but not aware of /unsure about a procedure (N=6)	3	50.0	0	0.0	0	0.0	2	33.3	0	0.0	1	16.7	2	33.3	8
	OVERALL TOTAL (N=13)	4	30.8	1	7.7	0	0.0	3	23.1	0	0.0	2	15.4	6	46.2	16
ASIAN	Used procedure (N=44)	8	18.2	8	18.2	5	11.4	8	18.2	4	9.1	12	27.3	17	38.6	62
	Did not use procedure (N=24)	2	8.3	2	8.3	1	4.2	1	4.2	0	0.0	0	0.0	19	79.2	25
	Raised concern but not aware of /unsure about a procedure (N=40)	5	12.5	0	0.0	4	10.0	13	32.5	6	15.0	10	25.0	17	42.5	55
	OVERALL TOTAL (N=108)	15	13.9	10	9.3	5	4.6	22	20.4	10	9.3	22	20.4	53	49.1	142

Figure 14 (contd.): Treatment of primary care staff from co-workers and management after raising their concern by ethnic

ETHNIC GROUP	USED /DID NOT USE /UNSURE OF EMPLOYER'S PROCEDURE	PRAISED BY CO-WORKERS		PRAISED BY MANAGEMENT		IGNORED BY CO-WORKERS		IGNORED BY MANAGEMENT		VICTIMISED BY CO-WORKERS		VICTIMISED BY MANAGEMENT		NONE OF THE ABOVE		TOTAL NO. OF RESPONSES
		n*	%	n	%	n	%	n	%	n	%	n	%	n	%	
BLACK	Used procedure (N*=3)	1	33.3	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	2	66.7	4
	Did not use procedure (N=12)	3	25.0	2	16.7	0	0.0	1	8.3	2	16.7	0	0.0	5	41.7	13
	Raised concern but not aware of /unsure about a procedure (N=11)	1	9.1	1	9.1	3	27.3	4	36.4	2	18.2	3	27.3	4	36.4	18
	OVERALL TOTAL (N=26)	5	19.2	4	15.4	3	11.5	5	19.2	4	15.4	3	11.5	11	42.3	35
OTHER ETHNIC GROUP	Used procedure (N=6)	0	0.0	0	0.0	2	33.3	2	33.3	1	16.7	2	33.3	3	50.0	10
	Did not use procedure (N=6)	0	0.0	0	0.0	0	0.0	1	16.7	0	0.0	0	0.0	5	83.3	6
	Raised concern but not aware of /unsure about a procedure (N=4)	0	0.0	0	0.0	1	25.0	2	50.0	2	50.0	3	75.0	1	25.0	9
	OVERALL TOTAL (N=16)	0	0.0	0	0.0	3	18.8	5	31.3	3	18.8	5	31.3	9	56.3	25
TOTAL	Used procedure (N=250)	56	22.4	54	21.6	18	7.2	42	16.8	16	6.4	48	19.2	111	44.4	345
	Did not use procedure (N=260)	48	18.5	29	11.2	17	6.5	36	13.8	13	5.0	26	10.0	146	56.2	315
	Raised concern but not aware of /unsure about a procedure (N=241)	32	13.3	7	2.9	18	7.5	63	26.1	16	6.6	48	19.9	125	51.9	309
	OVERALL TOTAL (N=751)	136	18.1	90	12.0	53	7.1	141	18.8	45	6.0	122	16.2	382	50.9	969

n* is the number of responses N* is the number of respondents

The main response was 'none of the above' and the second most common was 'ignored by management' (39.4% and 14.6% of responses respectively). In the latter category the "white british" group were proportionately under –represented since they provided 67.2% of the total responses but only 56% of the responses here. Most of the other groups were over-represented. For example, the "other white" group offered 10.3% of overall responses but 19.1% identified this treatment and the "asian" group provided 14.7% of the overall responses but 15.6% in this category. Respondents in all groups were most likely to be unaware/unsure about the employer's procedure except "other ethnic", where respondents were equally likely to have used the employer's procedure and be unaware/unsure about it

The third most frequently mentioned treatment was 'praised by co-workers' (14% of the total responses).The "white british" group were proportionately over-represented, with 67.2% of overall responses but 72.8% stating that they received such praise. Other groups were proportionately less likely to be praised. For example, the "asian " group provided 14.7% of the total responses but only 11% of this category. In terms of procedures, the "white british" and "asian" respondents were more likely to have used the procedure; the "other white" and "mixed" group were more likely to be unaware/unsure about the employer's procedure and the "black" group were more likely not to have used the procedure.

Finally, 'victimised by management' accounted for 12.6% of the total responses. The "white british" group were disproportionately less likely to allege this form of treatment – they provided 67.2% of overall responses but only 61.5% in this category. Most of the other groups were disproportionately more likely to identify this form of victimisation. For example, the "other white" group provide 10.3% of the total responses but 12.3% in this category. In terms of procedures, respondents from the "other white", "black" and "other ethnic" groups were most likely to be unaware/unsure about the employer's procedure; the "white British" and "Asian" groups were most likely to have used the procedure and the "mixed" group were equally likely not to have used the procedure and to be unsure/unaware of it.

Figure 15: Likelihood that primary care staff would raise a concern again if they suspected wrongdoing within their organisation by ethnic group

RESPONSE	USE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
HIGHLY LIKELY	Used procedure	109	62.6	4	21.1	1	33.3	16	36.4	2	66.7	5	83.3	137	55
	Did not use procedure	98	50.3	9	47.4	2	50	14	58.3	4	33.3	2	50	129	50
	Raised concern; unaware of procedure	61	43	11	30.6	3	50	10	25.6	1	9.1	0	0	86	36.1
	OVERALL TOTAL	268	76.1	24	6.8	6	1.7	40	11.4	7	2	7	2	352	100
LIKELY	Used procedure	39	22.4	7	36.8	2	66.7	13	29.5	1	33.3	1	16.7	63	25.3
	Did not use procedure	70	35.9	4	21.1	0	0	5	20.8	2	16.7	2	50	83	32.2
	Raised concern; unaware of procedure	47	33.1	15	41.7	0	0	12	30.8	4	36.4	1	25	79	33.2
	OVERALL TOTAL	156	69.3	26	11.6	2	0.9	30	13.3	7	3.1	4	1.8	225	100
NEITHER LIKELY OR UNLIKELY	Used procedure	8	4.6	3	15.8	0	0	5	11.4	0	0	0	0	16	6.4
	Did not use procedure	10	5.1	2	10.5	0	0	2	8.3	1	8.3	0	0	15	5.8
	Raised concern; unaware of procedure	7	4.9	4	11.1	1	16.7	6	15.4	1	9.1	0	0	19	8
	OVERALL TOTAL	25	50	9	18	1	2	13	26	2	4	0	0	50	100
UNLIKELY	Used procedure	13	7.5	2	10.5	0	0	4	9.1	0	0	0	0	19	7.6
	Did not use procedure	12	6.2	2	10.5	0	0	3	12.5	3	25	0	0	20	7.8
	Raised concern; unaware of procedure	19	13.4	4	11.1	2	33.3	7	17.9	4	36.4	2	50	38	16
	OVERALL TOTAL	44	57.1	8	10.4	2	2.6	14	18.2	7	9.1	2	2.6	77	100

Figure 15 (contd.): Likelihood that primary care staff would raise a concern again if they suspected wrongdoing within their organisation by ethnic group

RESPONSE	USE OF EMPLOYER'S PROCEDURE	WHITE BRITISH		OTHER WHITE		MIXED		ASIAN		BLACK		OTHER ETHNIC GROUP		TOTAL	
		N*	%	N	%	N	%	N	%	N	%	N	%	N	%
HIGHLY UNLIKELY	Used procedure	5	2.9	3	15.8	0	0	6	13.6	0	0	0	0	14	5.6
	Did not use procedure	5	2.6	2	10.5	2	50	0	0	2	16.7	0	0	11	4.3
	Raised concern; unaware of procedure	8	5.6	2	5.6	0	0	4	10.3	1	9.1	1	25	16	6.7
	OVERALL TOTAL	18	43.9	7	17.1	2	4.9	10	24.4	3	7.3	1	2.4	41	100
TOTAL NO. OF RESPONSES	Used procedure	174	100	19	100	3	100	44	100	3	100	6	100	249	100
	Did not use procedure	195	100	19	100	4	100	24	100	12	100	4	100	258	100
	Raised concern; unaware of procedure	142	100	36	100	6	100	39	100	11	100	4	100	238	100
	OVERALL TOTAL	511	68.6	74	9.9	13	1.7	107	14.4	26	3.5	14	1.9	745	100

The most common response was 'highly likely' (47.2% of all responses). The "white british" group was over-represented in this respect having 68.6% of overall responses but 76.1% in this category. Most of the other groups were disproportionately under-represented, with "asian" having 14.4% of total responses but 11.4% here and "other white" accounting for 9.9% of all responses but 6.8% here. In terms of procedures, respondents from the "white british", "asian", and "other ethnic" groups were more likely to have used the procedure; the "other white" and "mixed" groups were more likely to be unaware/unsure of the procedure and the "black" group was most likely not to have used the procedure.

In terms of those who answered 'likely', (30.2% of all responses), both the "white british" and other white groups are proportionately over-represented and all the other groups are under-represented. In terms of procedures, respondents from the "mixed" and "asian" groups were most likely to have used the procedure; the "white british" and "other ethnic" groups were most likely not to have used the procedure and the "other white" and "black" groups were most likely to be unaware/unsure about the procedure