

SubmissionTemplate
Workforce Race Equality Standards 2018/19 template

Answer Required
Auto Populated
N/A

INDICATOR	DATA ITEM	MEASURE	31st MARCH 2018						31st MARCH 2019						Notes
			WHITE		BME		ETHNICITY UNKNOWN/NULL		WHITE		BME		ETHNICITY UNKNOWN/NULL		
1	1a) Non Clinical workforce		ESR figures	Verified figures	ESR figures	Verified figures	ESR figures	Verified figures	ESR figures	Verified figures	ESR figures	Verified figures	ESR figures	Verified figures	
	1	Under Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	
	2	Band 1	Headcount	1121	1121	277	277	27	27	1057	1057	259	259	28	28
	3	Band 2	Headcount	618	618	146	146	22	22	676	676	167	167	22	22
	4	Band 3	Headcount	626	626	111	111	21	21	638	638	114	114	20	20
	5	Band 4	Headcount	571	571	84	84	17	17	589	589	76	76	18	18
	6	Band 5	Headcount	293	293	36	36	5	5	328	328	38	38	6	6
	7	Band 6	Headcount	129	129	14	14	7	7	131	131	17	17	9	9
	8	Band 7	Headcount	166	166	17	17	3	3	171	171	18	18	6	6
	9	Band 8A	Headcount	95	95	10	10	1	1	99	99	15	15	1	1
	10	Band 8B	Headcount	48	48	2	2	2	2	51	51	2	2	2	2
	11	Band 8C	Headcount	35	35	4	4	0	0	33	33	5	5	1	1
	12	Band 8D	Headcount	20	20	0	0	0	0	27	27	0	0	1	1
	13	Band 9	Headcount	4	4	1	1	1	1	6	6	0	0	1	1
	14	VSM	Headcount	5	5	0	0	0	0	5	5	2	2	0	0
	1b) Clinical workforce														
	of which Non Medical														
	15	Under Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0
	16	Band 1	Headcount	447	447	149	149	13	13	468	468	159	159	19	19
	17	Band 2	Headcount	1600	1600	420	420	54	54	1602	1602	443	443	54	54
	18	Band 3	Headcount	586	586	100	100	21	21	626	626	132	132	20	20
	19	Band 4	Headcount	267	267	33	33	15	15	298	298	39	39	17	17
	20	Band 5	Headcount	2121	2121	628	628	57	57	2083	2083	636	636	55	55
	21	Band 6	Headcount	2138	2138	270	270	65	65	2222	2222	322	322	64	64
	22	Band 7	Headcount	1112	1112	84	84	31	31	1170	1170	96	96	27	27
	23	Band 8A	Headcount	360	360	26	26	8	8	376	376	31	31	7	7
	24	Band 8B	Headcount	80	80	3	3	1	1	87	87	2	2	2	2
	25	Band 8C	Headcount	51	51	0	0	0	0	52	52	0	0	0	0
	26	Band 8D	Headcount	29	29	0	0	0	0	32	32	0	0	0	0
	27	Band 9	Headcount	6	6	0	0	0	0	6	6	0	0	1	1
	28	VSM	Headcount	17	17	0	0	0	0	4	4	1	1	0	0
	Of which Medical & Dental														
	29	Consultants	Headcount	701	701	246	246	174	174	712	712	260	260	200	200
of which Senior medical manager															
30	Headcount	Headcount	20	20	1	1	0	0	20	20	2	2	0	0	
31	Non-consultant career grade	Headcount	135	135	113	113	137	137	46	46	25	25	7	7	
32	Trainee grades	Headcount	613	613	317	317	78	78	611	611	322	322	82	82	
33	Other	Headcount	86	86	85	85	129	129	81	81	95	95	145	145	
2	34 Number of shortlisted applicants		Headcount		11573		5138		358		12300		5640		443
	35 Number appointed from shortlisting		Headcount		1916		469		56		1938		475		45
	36 Relative likelihood of appointment from shortlisting		Auto calculated		0.1655577638		0.0912806540		0.1564245810		0.1575609756		0.0842198582		0.1015801354
3	37 Relative likelihood of White staff being appointed from shortlisting compared to BME staff		Auto calculated		1.81						1.87				
	38 Number of staff in workforce		Auto calculated		14080		3156		889		14267		3276		814
	39 Number of staff entering the formal disciplinary process		Headcount		148		35		5		117		46		3
	40 Likelihood of staff entering the formal disciplinary process		Auto calculated		0.0105113636		0.0110899873		0.0056242970		0.0082007430		0.0140415140		0.0036855037
41 Relative likelihood of BME staff entering the formal disciplinary process compared to White staff		Auto calculated				1.06						1.71			

Note: This indicator

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			WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL		
4	42	Number of staff in workforce	Auto calculated	14080	3156	889	14267	3276	814	
	43	Number of staff accessing non-mandatory training and CPD	Headcount	3518	575	119	2297	408	72	
	44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.2498579545	0.1821926489	0.1338582677	0.1610009112	0.1245421245	0.0884520885	
	45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	1.37			1.29			
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	Percentage		24	25		25	23		
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage		23	30		20	27		
7	Percentage of staff believing that trust provides equal opportunities for career	Percentage		90	75		91	76		
8	Percentage of staff who have personally experienced discrimination at work from Manager/team leader or other colleague	Percentage		5	16		5	11		
9	50	Total Board members	Headcount	15	1	0	15	1	0	
	51	of which: Voting Board members	Headcount	15	1	0	15	1	0	
	52	: Non Voting Board members	Auto calculated	0	0	0	0	0	0	
	53	Total Board members	Auto calculated	15	1	0	15	1	0	
	54	of which: Exec Board members	Headcount	8	0	0	7	0	0	
	55	: Non Executive Board members	Auto calculated	7	1	0	8	1	0	
	56	Number of staff in overall workforce	Auto calculated	14080	3156	889	14267	3276	814	
	57	Total Board members - % by Ethnicity	Auto calculated	93.8%	6.3%	0.0%	93.8%	6.3%	0.0%	
	58	Voting Board Member - % by Ethnicity	Auto calculated	93.8%	6.3%	0.0%	93.8%	6.3%	0.0%	
	59	Non Voting Board Member - % by Ethnicity	Auto calculated							
	60	Executive Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
	61	Non Executive Board Member - % by Ethnicity	Auto calculated	87.5%	12.5%	0.0%	88.9%	11.1%	0.0%	
	62	Overall workforce - % by Ethnicity	Auto calculated	77.7%	17.4%	4.9%	77.7%	17.8%	4.4%	
	63	Difference (Total Board -Overall workforce)	Auto calculated	16.1%	-11.2%	-4.9%	16.0%	-11.6%	-4.4%	