

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	Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce	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	4	0	0	0	0	0	0	0	0	0	0		
		2 Band 1	Headcount	481	478	42	42	4	4	0	508	0	45	0	12		
		3 Band 2	Headcount	496	497	40	41	1	1	0	513	0	51	0	0		
		4 Band 3	Headcount	443	442	33	34	1	1	0	454	0	34	0	7		
		5 Band 4	Headcount	214	214	14	14	1	1	0	236	0	13	0	4		
		6 Band 5	Headcount	109	109	14	14	1	1	0	111	0	15	0	2		
		7 Band 6	Headcount	79	79	8	8	0	0	0	88	0	9	0	2		
		8 Band 7	Headcount	51	52	3	3	2	2	0	62	0	4	0	0		
		9 Band 8A	Headcount	53	52	2	2	0	0	0	63	0	3	0	0		
		10 Band 8B	Headcount	26	26	1	1	0	0	0	22	0	1	0	1		
		11 Band 8C	Headcount	19	19	0	0	0	0	0	26	0	0	0	0		
		12 Band 8D	Headcount	8	8	0	0	0	0	0	10	0	0	0	0		
		13 Band 9	Headcount	4	4	0	0	0	0	0	4	0	0	0	0		
		14 VSM	Headcount	6	13	0	1	0	1	0	8	0	1	0	0		
				1b) Clinical workforce of which Non Medical													
				15 Under Band 1	Headcount	0	3	0	1	0	0	0	0	0	0	0	
				16 Band 1	Headcount	65	66	40	42	0	46	0	27	0	8	8	
				17 Band 2	Headcount	1288	1285	150	148	3	3	0	1289	0	154	0	8
				18 Band 3	Headcount	498	499	21	20	1	1	0	564	0	34	0	2
				19 Band 4	Headcount	139	140	19	18	0	0	0	147	0	21	0	13
				20 Band 5	Headcount	1172	1163	283	285	5	5	0	1195	0	277	0	13
				21 Band 6	Headcount	995	995	101	101	4	4	0	1014	0	104	0	6
				22 Band 7	Headcount	447	447	38	38	2	2	0	541	0	43	0	0
				23 Band 8A	Headcount	108	108	13	13	2	0	0	129	0	18	0	0
				24 Band 8B	Headcount	21	21	3	3	0	0	0	21	0	3	0	0
				25 Band 8C	Headcount	21	21	1	1	0	0	0	22	0	1	0	0
				26 Band 8D	Headcount	3	3	1	1	0	0	0	3	0	1	0	0
				27 Band 9	Headcount	4	4	0	0	0	0	0	3	0	0	0	0
				28 VSM	Headcount	7	1	1	0	0	0	7	0	0	0	0	0
				Of which Medical & Dental													
				29 Consultants	Headcount	209	215	171	172	2	2	0	187	0	160	0	1
				30 of which Senior medical manager	Headcount		6		1		0	5		0		0	
		31 Non-consultant career grade	Headcount	27	21	58	48	0	0	0	25	0	50	0	0		
		32 Trainee grades	Headcount	49	204	55	131	1	2	0	292	0	163	0	4		
		33 Other	Headcount	150	0	66	0	1	0	0	1	0	0	6			
2	Relative likelihood of staff being appointed from shortlisting across all posts	34 Number of shortlisted applicants	Headcount		6465		1761		109		6638		1912		180		
		35 Number appointed from shortlisting	Headcount		889		155		10		926		169		8		
		36 Relative likelihood of appointment from shortlisting	Auto calculated		0.1375096674		0.0880181715		0.0917431193		0.1394998494		0.0883891213		0.0444444444		
		37 Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated		1.56						1.58						
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation	38 Number of staff in workforce	Auto calculated		7193		1182		30		7591		1233		89		
		39 Number of staff entering the formal disciplinary process	Headcount		57		14		1		35		6		0		
		40 Likelihood of staff entering the formal disciplinary process	Auto calculated		0.0079243709		0.0118443316		0.0333333333		0.0046107232		0.0048661800		0.0000000000		
		41 Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated				1.49						1.06				

Note: This indicator

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			WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL		
4 Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce	Auto calculated	7193	1182	30	7591	1233	89	
	43	Number of staff accessing non-mandatory training and CPD:	Headcount	7144	1032	27	7329	1186	60	
	44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.9931878215	0.8730964467	0.9000000000	0.9654854433	0.9618815896	0.6741573034	
	45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	1.14			1.00			
5 Percentage of staff experiencing harassment, bullying	46	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	25.19%	28.13%		27.40%	25.90%		
6 Percentage of staff experiencing harassment, bullying	47	% of staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	23.59%	30.18%		24.44%	31.58%		
7 Percentage identifying that trust provides equal opportunities for	48	% staff believing that trust provides equal opportunities for career progression or promotion	Percentage	84.03%	68.42%		84.44%	58.92%		
8 In the last 12 months have you personally experienced discrimination at work	49	% staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	5.83%	17.74%		8.60%	20.69%		
9 Percentage difference between the organisations' Board voting membership and its overall workforce Note: Only voting members of the Board should be included when considering this indicator	50	Total Board members	Headcount	15	1	1	14	2	0	
	51	of which: Voting Board members	Headcount	10	1	1	9	2	0	
	52	: Non Voting Board members	Auto calculated	5	0	0	5	0	0	
	53	Total Board members	Auto calculated	15	1	1	14	2	0	
	54	of which: Exec Board members	Headcount	9	0	0	8	0	0	
	55	: Non Executive Board members	Auto calculated	6	1	1	6	2	0	
	56	Number of staff in overall workforce	Auto calculated	7193	1182	30	7591	1233	89	
	57	Total Board members - % by Ethnicity	Auto calculated	88.2%	5.9%	5.9%	87.5%	12.5%	0.0%	
	58	Voting Board Member - % by Ethnicity	Auto calculated	83.3%	8.3%	8.3%	81.8%	18.2%	0.0%	
	59	Non Voting Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
	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	75.0%	12.5%	12.5%	75.0%	25.0%	0.0%	
	62	Overall workforce - % by Ethnicity	Auto calculated	85.6%	14.1%	0.4%	85.2%	13.8%	1.0%	
63	Difference (Total Board -Overall workforce)	Auto calculated	2.7%	-8.2%	5.5%	2.3%	-1.3%	-1.0%		