

31st MARCH 2019																		
METRIC	INDICATOR	DATA ITEM	MEASURE	DISABLED				NON-DISABLED				DISABILITY UNKNOWN OR NULL				OVERALL STAFF		
				Total Disabled		% Disabled / ratio		Total Not Disabled		% Not Disabled / ratio		Total Unknown or Null		% Unknown or Null / ratio		Total		
				Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	
			<b>1a) Non Clinical Staff</b>															
		1	Bands 1	Headcount	15	15	3%	3%	470	458	84%	82%	73	84	13%	15%	558	557
		2	Bands 2	Headcount	27	27	5%	5%	458	452	82%	81%	73	80	13%	14%	558	559
		3	Bands 3	Headcount	18	18	4%	4%	415	408	85%	83%	56	63	11%	13%	489	489
		4	Bands 4	Headcount	11	10	4%	4%	217	211	87%	85%	22	27	9%	11%	250	248
		5	Bands 5	Headcount	7	7	6%	6%	99	93	80%	76%	17	23	14%	19%	123	123
		6	Bands 6	Headcount	4	4	4%	4%	81	79	85%	84%	10	11	11%	12%	95	94
		7	Bands 7	Headcount	1	1	2%	2%	56	56	89%	85%	6	9	10%	14%	63	66
		8	Bands 8a	Headcount	3	3	5%	5%	53	52	80%	79%	10	11	15%	17%	66	66
		9	Bands 8b	Headcount	1	1	5%	5%	18	18	82%	82%	3	3	14%	14%	22	22
		10	Bands 8c	Headcount	0	0	0%	0%	22	21	88%	84%	3	4	12%	16%	25	25
		11	Bands 8d	Headcount	0	0	0%	0%	9	8	100%	89%	0	1	0%	11%	9	9
		12	Bands 9	Headcount	0	0	0%	0%	4	4	100%	100%	0	0	0%	0%	4	4
		13	VSM	Headcount	0	0	0%	0%	7	7	100%	100%	0	0	0%	0%	7	7
		14	Other	Headcount	0	0	0%	0%	1	1	100%	25%	0	3	0%	75%	1	4
		15	Cluster 1 (Bands 1 - 4)	Total	71	70	4%	4%	1560	1529	84%	83%	224	254	12%	14%	1855	1853
		16	Cluster 2 (Band 5 - 7)	Total	12	12	4%	4%	236	228	84%	81%	33	43	12%	15%	281	283
		17	Cluster 3 (Bands 8a - 8b)	Total	4	4	5%	5%	71	70	81%	80%	13	14	15%	16%	88	88
		18	Cluster 4 (Bands 8c - 9 & VSM)	Total	0	0	0%	0%	42	40	93%	89%	3	5	7%	11%	45	45
			<b>1b) Clinical Staff</b>															
		19	Bands 1	Headcount	1	1	1%	1%	68	65	93%	89%	4	7	5%	10%	73	73
		20	Bands 2	Headcount	47	47	3%	3%	1205	1141	83%	79%	192	255	13%	18%	1444	1443
		21	Bands 3	Headcount	14	14	2%	2%	502	486	84%	81%	82	99	14%	17%	598	599
		22	Bands 4	Headcount	6	6	4%	4%	152	147	90%	88%	10	15	6%	9%	168	168
		23	Bands 5	Headcount	48	46	3%	3%	1268	1220	86%	83%	150	198	10%	14%	1466	1464
		24	Bands 6	Headcount	50	50	4%	4%	897	863	80%	77%	173	209	15%	19%	1120	1122
		25	Bands 7	Headcount	19	20	4%	4%	381	371	77%	75%	98	106	20%	21%	498	497
		26	Bands 8a	Headcount	5	5	3%	3%	118	118	82%	81%	21	23	15%	16%	144	146
		27	Bands 8b	Headcount	2	2	8%	7%	19	20	73%	74%	5	5	19%	19%	26	27
		28	Bands 8c	Headcount	1	1	4%	4%	19	18	83%	78%	3	4	13%	17%	23	23
		29	Bands 8d	Headcount	0	0	0%	0%	3	2	75%	50%	1	2	25%	50%	4	4
		30	Bands 9	Headcount	0	0	0%	0%	3	2	100%	67%	0	1	0%	33%	3	3
		31	VSM	Headcount	0	0	0%	0%	13	8	87%	89%	2	1	13%	11%	15	9
		32	Medical & Dental Staff, Consultants	Headcount	3	3	1%	1%	280	270	81%	76%	64	80	18%	23%	347	353
		33	Medical & Dental Staff, Non-Consultants career grade	Headcount	0	0	0%	0%	68	58	85%	78%	12	16	15%	22%	80	74
		34	Medical & Dental Staff, Medical and dental trainee grades	Headcount	0	0	0%	0%	438	442	97%	97%	15	16	3%	3%	453	458
		35	Other	Headcount	0	0	0%	0%	0	0	0%	0%	1	1	100%	100%	1	1
		36	Cluster 1 (Bands 1 - 4)	Total	68	68	3%	3%	1927	1839	84%	81%	288	376	13%	16%	2283	2283
		37	Cluster 2 (Band 5 - 7)	Total	117	116	4%	4%	2546	2454	83%	80%	421	513	14%	17%	3084	3083
		38	Cluster 3 (Bands 8a - 8b)	Total	7	7	4%	4%	137	138	81%	80%	26	28	15%	16%	170	173
		39	Cluster 4 (Bands 8c - 9 & VSM)	Total	1	1	2%	3%	38	30	84%	77%	6	8	13%	21%	45	39
		40	Cluster 5 (Medical & Dental Staff, Consultants)	Total	3	3	1%	1%	280	270	81%	76%	64	80	18%	23%	347	353
		41	Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	Total	0	0	0%	0%	68	58	85%	78%	12	16	15%	22%	80	74
		42	Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	Total	0	0	0%	0%	438	442	97%	97%	15	16	3%	3%	453	458

Percentage of staff in A/C paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2019



10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:  • By Voting membership of the Board The data for this metric should be a snapshot as of 31st March 2019	61	Total Board members	Headcount	0					0				17		
		62	of which: Voting Board members	Headcount	0					10					10	
		63	: Non Voting Board members	Auto-Populated	0					7					7	
		64	Total Board members	Auto-Populated	0					17					17	
		65	of which: Exec Board members	Headcount	0					9					9	
		66	: Non Executive Board members	Auto-Populated	0					8					8	
		67	Number of staff in overall workforce	Headcount	281					7099					1357	8737
		68	Total Board members - % by Disability	Auto-Populated	0%					100%					0%	
		69	Voting Board Member - % by Disability	Auto-Populated	0%					100%					0%	
		70	Non Voting Board Member - % by Disability	Auto-Populated	0%					100%					0%	
		71	Executive Board Member - % by Disability	Auto-Populated	0%					100%					0%	
		72	Non Executive Board Member - % by Disability	Auto-Populated	0%					100%					0%	
		73	Overall workforce - % by Disability	Auto-Populated	3%					81%					16%	
		74	Difference (Total Board - Overall workforce )	Auto-Populated	-3%					19%					-16%	
		75	Difference (Voting membership - Overall Workforce)	Auto-Populated	-3%					19%					-16%	
		76	Difference (Executive membership - Overall Workforce)	Auto-Populated	-3%					19%					-16%	