

SubmissionTemplate
Workforce Race Equality Standards 2017/18 template

	Answer Required
	Auto Populated
	N/A

INDICATOR	DATA ITEM	MEASURE	31st MARCH 2017						31st MARCH 2018						Notes
			WHITE		BME		ETHNICITY UNKNOWN/NULL		WHITE		BME		ETHNICITY UNKNOWN/NULL		
			Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	
1	1a) Non Clinical workforce														
	1	Under Band 1	Headcount	1	1	0	0	0	0	0	0	0	0	0	0
	2	Band 1	Headcount	24	24	0	0	1	1	18	28	0	0	0	0
	3	Band 2	Headcount	37	37	0	0	1	1	39	40	0	0	2	2
	4	Band 3	Headcount	76	76	2	2	2	2	69	73	2	2	4	4
	5	Band 4	Headcount	67	67	2	2	0	0	68	80	2	6	0	0
	6	Band 5	Headcount	39	39	1	1	0	0	40	48	0	1	0	0
	7	Band 6	Headcount	20	20	0	0	0	0	23	62	1	5	0	0
	8	Band 7	Headcount	16	16	0	0	0	0	14	83	0	5	0	0
	9	Band 8A	Headcount	18	18	1	1	0	0	18	46	0	1	0	0
	10	Band 8B	Headcount	18	11	0	0	0	0	11	21	0	2	0	1
	11	Band 8C	Headcount	6	6	0	0	0	0	7	14	0	0	0	1
	12	Band 8D	Headcount	1	1	0	0	0	0	0	2	0	0	0	0
	13	Band 9	Headcount	0	0	0	0	0	0	1	1	0	0	0	0
	14	VSM	Headcount	6	6	0	0	0	0	1	18	0	4	0	1
	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	1	1	0	0	0	0	7	0	0	0	0	0
	17	Band 2	Headcount	9	9	1	1	10	10	10	1	1	9	0	0
	18	Band 3	Headcount	198	198	3	3	1	1	196	188	6	6	8	9
	19	Band 4	Headcount	79	79	3	3	4	4	79	69	7	3	1	1
	20	Band 5	Headcount	201	201	13	13	0	0	195	186	11	10	3	3
	21	Band 6	Headcount	241	241	12	12	3	3	258	221	14	10	6	5
	22	Band 7	Headcount	140	140	11	11	0	0	147	84	7	2	5	6
	23	Band 8A	Headcount	56	56	1	1	1	1	54	29	1	0	1	1
	24	Band 8B	Headcount	15	15	1	1	1	1	12	3	2	0	1	0
	25	Band 8C	Headcount	15	15	1	1	0	0	15	8	0	0	1	0
	26	Band 8D	Headcount	3	3	0	0	0	0	2	1	0	0	0	0
27	Band 9	Headcount	0	0	1	1	1	1	0	0	0	0	0	0	
28	VSM	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
<i>Of which Medical & Dental</i>															
29	Consultants	Headcount	13	13	15	15	0	0	17	13	21	15	2	2	
30	<i>of which Senior medical manager</i>	Headcount		3		2				0		2		0	
31	Non-consultant career grade	Headcount	8	8	7	7	0	0	7	7	6	4	0	2	
32	Trainee grades	Headcount	8	8	7	7	0	0	1	6	2	10	0	1	
33	Other	Headcount	0	0	0	0	0	0	1	0	3	0	1	0	
34	Number of shortlisted applicants	Headcount										1998		493	
35	Number appointed from shortlisting	Headcount										199		25	
2	Relative likelihood of staff being appointed from shortlisting across all posts														
	36	Relative likelihood of shortlisting/appointed	Auto calculated		0.1965897693		0.1638418079				0.0995995996		0.0507099391		0.0857142857
37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated		1.20						1.96					
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							1310	1332	86	95	35	39
	39	Number of staff entering the formal disciplinary process	Headcount								4		3		0
	40	Likelihood of staff entering the formal disciplinary process	Auto calculated		0.0137509549		0.0243902439				0.0030030030		0.0315789474		0.0000000000
41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated				1.77						10.52			

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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 (White)	Auto calculated							1332		95		39	
		43	Number of staff accessing non-mandatory training and CPD (White);	Headcount							133		10		8	Based on data from our LMS plus medical CPD.
		44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated		0.9877769290		1.3048780488		0.0998498498		0.1052631579		0.2051282051		
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated		0.76				0.95						
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	46	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	32.33%		37.14%		31.19%		43.33%					
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	47	% of staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	18.92%		25.00%		16.13%		36.67%					
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	48	% staff believing that trust provides equal opportunities for career progression or promotion	Percentage	88.67%		85.71%		91.29%		64.29%					
8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	49	% staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	4.89%		16.67%		6.73%		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		11		2		0		11		2		0
		51	of which: Voting Board members	Headcount		3		1		0		3		1		0
		52	: Non Voting Board members	Auto calculated		8		1		0		8		1		0
		53	Total Board members	Auto calculated		11		2		0		11		2		0
		54	of which: Exec Board members	Headcount		6		2		0		7		1		0
		55	: Non Executive Board members	Auto calculated		5		0		0		4		1		0
		56	Number of staff in overall workforce	Auto calculated		1309		82		25		1332		95		39
		57	Total Board members - % by Ethnicity	Auto calculated		84.6%		15.4%		0.0%		84.6%		15.4%		0.0%
		58	Voting Board Member - % by Ethnicity	Auto calculated		75.0%		25.0%		0.0%		75.0%		25.0%		0.0%
		59	Non Voting Board Member - % by Ethnicity	Auto calculated		88.9%		11.1%		0.0%		88.9%		11.1%		0.0%
		60	Executive Board Member - % by Ethnicity	Auto calculated		75.0%		25.0%		0.0%		87.5%		12.5%		0.0%
		61	Non Executive Board Member - % by Ethnicity	Auto calculated		100.0%		0.0%		0.0%		80.0%		20.0%		0.0%
		62	Overall workforce - % by Ethnicity	Auto calculated		0.00%	92.4%	0.00%	5.8%	0.00%	1.8%	0.00%	90.9%		6.5%	
63	Difference (Total Board -Overall workforce)	Auto calculated		-7.8%		9.6%		-1.8%		-6.2%		8.9%		-2.7%		