

# Unify2 Upload Template

## Workforce Race Equality Standards 2017/18 template

Organisation:

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INDICATOR	DATA ITEM	MEASURE	31st MARCH 2016						31st MARCH 2017						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	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														
		1	Under Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	
		2	Band 1	Headcount	79	93	46	56	2	2	75	84	44	53	2	2
		3	Band 2	Headcount	209	240	33	38	10	12	222	264	28	33	10	12
		4	Band 3	Headcount	317	319	46	46	6	6	329	331	61	61	9	9
		5	Band 4	Headcount	305	300	33	32	8	8	325	320	48	47	10	10
		6	Band 5	Headcount	103	106	18	19	2	2	105	107	13	13	7	7
		7	Band 6	Headcount	81	80	9	8	3	3	90	89	13	13	4	4
		8	Band 7	Headcount	48	47	7	7	3	3	52	49	6	5	4	4
		9	Band 8A	Headcount	29	27	7	7	2	2	33	31	13	13	1	1
		10	Band 8B	Headcount	19	21	6	6	1	1	19	19	6	6	4	4
		11	Band 8C	Headcount	9	7	1	1	0	0	9	5	1	1	1	1
		12	Band 8D	Headcount	19	8	1	1	1	0	26	12	1	1	3	2
		13	Band 9	Headcount	7	7	0	0	0	0	6	6	0	0	0	0
		14	VSM	Headcount	2	17	0	1	0	1	2	25	0	0	0	1
				1b) Clinical workforce												
				<i>of which Non Medical</i>												
		15	Under Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0
		16	Band 1	Headcount	14	1	10	0	0	0	10	1	9	0	0	0
		17	Band 2	Headcount	413	384	111	106	28	26	412	372	125	119	21	20
		18	Band 3	Headcount	171	164	61	60	14	14	178	168	60	59	39	41
		19	Band 4	Headcount	74	73	19	19	1	1	81	78	22	21	1	1
		20	Band 5	Headcount	539	543	327	329	66	65	499	500	345	344	94	94
		21	Band 6	Headcount	496	490	214	213	26	26	512	507	240	240	20	20
		22	Band 7	Headcount	373	359	82	79	22	21	371	358	99	95	24	23
		23	Band 8A	Headcount	88	84	20	20	3	3	101	97	15	15	3	3
		24	Band 8B	Headcount	27	28	9	9	3	1	25	25	9	9	3	1
		25	Band 8C	Headcount	13	12	5	5	2	2	12	12	6	6	2	2
		26	Band 8D	Headcount	4	4	0	0	0	0	6	6	0	0	0	0
		27	Band 9	Headcount	1	1	0	0	0	0	1	1	0	0	0	0
		28	VSM	Headcount	1	2	0	0	0	0	2	2	0	0	0	0
				<i>Of which Medical &amp; Dental</i>												
		29	Consultants	Headcount	150	150	129	128	25	24	154	150	155	141	21	18
30	<i>of which Senior medical manager</i>	Headcount														
31	Non-consultant career grade	Headcount	42	31	63	42	4	4	38	25	64	34	8	5		
32	Trainee grades	Headcount	155	167	137	156	18	39	91	145	105	159	24	47		
33	Other	Headcount	7	16	8	28	0	0	41	19	37	41	9	5		
2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants:													
			Headcount		2254		1344				2459		1527		135	
		35	Number appointed from shortlisting:		564		211				528		290		57	
		36	Relative likelihood of shortlisting/appointed:	Auto calculated	0.2502218279		0.1569940476				0.2147214315		0.1899148657		0.4222222222	
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation Note: This indicator will be based on data from a two year rolling average of the current year and the previous year	37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated	1.59					1.13						
		38	Number of staff in workforce:	Headcount		3782		1416			3808		1529		337	
		39	Number of staff entering the formal disciplinary process:	Headcount		42		19		39		17				
		40	Likelihood of staff entering the formal disciplinary process:	Auto calculated	0.0111052353		0.0134180791			0.0102415966		0.0111183780		0.0000000000		
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated			1.21					1.09				

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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):	Headcount		3782	1416		3808	1529	135			
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount		3782	1682		3774	1923				
		44	Likelihood of staff accessing non-mandatory training and CPD:	Auto calculated		1.000000000	1.1878531073		0.9910714286	1.2576847613		0.000000000		
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff:	Auto calculated		0.84			0.79					
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	30.07%		28.34%		27.34%		29.48%			
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	28.46%		33.23%		27.77%		35.36%			
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	90.09%		78.85%		88.67%		80.51%			
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	5.13%		17.11%		6.27%		15.20%			
9	Percentage difference between the organisations' Board voting membership and its overall workforce Notes: 1. Voting Board members of the Board	50	Total Board members	Headcount		12				13				
		51	of which: Voting Board members	Headcount		5				5				
		52	: Non Voting Board members	Autocalculated		7		0		8		0		
		53	Total Board members	Headcount		12				13				
		54	of which: Exec Board members	Headcount		5				5				
		55	: Non Executive Board members	Autocalculated		7		0		8		0		
		56	Number of staff in overall workforce	Headcount		5474				5674				
		57	Total Board members - % by Ethnicity	Auto calculated		100.0%		0.0%		100.0%		0.0%		0.0%
		58	Voting Board Member - % by Ethnicity	Auto calculated		100.0%		0.0%		100.0%		0.0%		0.0%
		59	Non Voting Board Member - % by Ethnicity	Auto calculated		100.0%		0.0%		100.0%		0.0%		0.0%
		60	Executive Board Member - % by Ethnicity	Auto calculated		100.0%		0.0%		100.0%		0.0%		0.0%
		61	Non Executive Board Member - % by Ethnicity	Auto calculated		100.0%		0.0%		100.0%		0.0%		0.0%
		62	Overall workforce - % by Ethnicity	Auto calculated		100.0%		0.0%		100.0%		0.0%		0.0%
		63	Difference (Total Board -Overall workforce )	Auto calculated		0.0%		0.0%		0.0%		0.0%		0.0%