

# 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	0	0	0	0	0	0	3	0	1	0		
	2	Band 1	Headcount	84	84	53	53	2	2	64	44	56	3		
	3	Band 2	Headcount	264	264	33	33	12	12	223	264	30	34		
	4	Band 3	Headcount	331	331	61	61	9	9	304	316	64	12		
	5	Band 4	Headcount	320	320	47	47	10	10	339	339	54	8		
	6	Band 5	Headcount	107	107	13	13	7	7	96	100	16	4		
	7	Band 6	Headcount	89	89	13	13	4	4	82	83	17	4		
	8	Band 7	Headcount	49	49	5	5	4	4	48	49	10	9		
	9	Band 8A	Headcount	31	31	13	13	1	1	42	39	10	11		
	10	Band 8B	Headcount	31	19	6	6	4	4	19	21	5	3		
	11	Band 8C	Headcount	5	5	1	1	1	1	13	10	3	3		
	12	Band 8D	Headcount	12	12	1	1	2	2	26	15	0	0		
	13	Band 9	Headcount	6	6	0	0	0	0	7	7	1	1		
	14	VSM	Headcount	25	25	0	0	1	1	2	21	0	0		
	1b) Clinical workforce														
	of which Non Medical														
	15	Under Band 1	Headcount	0	0	0	0	0	0	4	0	0	0		
	16	Band 1	Headcount	1	1	0	0	0	0	23	1	12	0		
	17	Band 2	Headcount	372	371	119	119	20	20	446	408	127	123		
	18	Band 3	Headcount	168	168	59	59	41	41	206	198	106	108		
	19	Band 4	Headcount	78	78	21	21	1	1	80	79	29	27		
	20	Band 5	Headcount	500	500	344	344	94	94	474	471	413	409		
	21	Band 6	Headcount	507	506	240	240	20	20	495	502	254	258		
	22	Band 7	Headcount	358	357	95	95	23	23	364	368	102	103		
	23	Band 8A	Headcount	97	97	13	13	3	3	103	99	17	18		
	24	Band 8B	Headcount	25	25	9	9	1	1	24	24	6	6		
	25	Band 8C	Headcount	12	12	6	6	2	2	14	13	9	9		
	26	Band 8D	Headcount	6	6	0	0	0	0	5	4	0	0		
	27	Band 9	Headcount	1	1	0	0	0	0	1	1	0	0		
28	VSM	Headcount	2	2	0	0	0	0	1	2	0	0			
Of which Medical & Dental															
29	Consultants	Headcount	150	150	141	141	18	18	178	150	173	149			
30	of which Senior medical manager	Headcount	0	0	0	0	0	0	0	0	0	0			
31	Non-consultant career grade	Headcount	25	44	34	75	18	10	39	47	70	84			
32	Trainee grades	Headcount	145	145	159	159	0	47	32	152	27	130			
33	Other	Headcount	19	0	41	0	47	0	83	0	79	0			
34	Number of shortlisted applicants	Headcount			1529		135		2465		1570				
35	Number appointed from shortlisting	Headcount			290		57		862		537				
36	Relative likelihood of shortlisting/appointed	Auto calculated		0.2147214315		0.1896664487		0.4222222222		0.3496957404		0.3420382166			
37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated		1.13						1.02					
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							3840		3869		1679	
	39	Number of staff entering the formal disciplinary process	Headcount							32		10		8	
40	Likelihood of staff entering the formal disciplinary process	Auto calculated		0.0102415966		0.011183780				0.0082708710		0.005897050		0.0233918129	
41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated				1.09						0.71			

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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				3869	1695	342	
		43	Number of staff accessing non-mandatory training and CPD (White)	Headcount				3869	1695	342	
		44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.9910714286	1.2576847613		1.0000000000	1.0000000000	1.0000000000	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	0.79			1.00			
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	27.34%	29.48%		28.22%	28.57%		
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	27.77%	35.36%		28.35%	34.86%		
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%	80.51%		86.07%	77.57%		
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	6.27%	15.20%		6.10%	12.29%		
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	12	0	0	12	0	0	
		51	of which: Voting Board members	Headcount	10	0	0	9	0	0	
		52	: Non Voting Board members	Auto calculated	2	0	0	3	0	0	
		53	Total Board members	Auto calculated	12	0	0	12	0	0	
		54	of which: Exec Board members	Headcount	6	0	0	6	0	0	
		55	: Non Executive Board members	Auto calculated	6	0	0	6	0	0	
		56	Number of staff in overall workforce	Auto calculated	3805	1529	337	3869	1695	342	
		57	Total Board members - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		58	Voting Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	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	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		62	Overall workforce - % by Ethnicity	Auto calculated	0.00%	67.1%	0.00%	5.9%	0.00%	65.5%	28.7%
63	Difference (Total Board -Overall workforce )	Auto calculated		32.9%	-27.0%	-5.9%	34.5%	-28.7%	-5.8%		