

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			
			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	Percentage of staff in each of the AIC 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	12	0	1	0	1	0	16	0	1	0	3	
		2 Band 1	Headcount	507	561	9	9	21	25	497	552	11	11	21	24	
		3 Band 2	Headcount	353	552	13	14	16	26	362	555	12	13	9	15	
		4 Band 3	Headcount	389	412	2	2	11	14	362	387	2	2	9	9	
		5 Band 4	Headcount	144	149	3	3	6	6	139	144	3	3	5	5	
		6 Band 5	Headcount	50	51	1	1	1	1	54	56	0	0	1	1	
		7 Band 6	Headcount	51	52	2	2	1	1	63	65	2	2	2	2	
		8 Band 7	Headcount	57	58	3	3	1	1	44	44	3	3	2	2	
		9 Band 8A	Headcount	37	39	0	0	0	0	42	43	0	0	0	0	
		10 Band 8B	Headcount	12	13	0	0	0	0	17	18	0	0	0	0	
		11 Band 8C	Headcount	16	16	0	0	0	0	14	14	0	0	0	0	
		12 Band 8D	Headcount	7	7	0	0	0	0	9	9	0	0	0	0	
		13 Band 9	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
		14 VSM	Headcount	5	7	0	0	0	7	5	9	0	0	0	0	
			1b) Clinical workforce of which Non Medical													
			15 Under Band 1	Headcount	0	10	0	0	0	0	3	0	0	0	0	
			16 Band 1	Headcount	52	3	0	4	0	50	3	0	0	3	0	
			17 Band 2	Headcount	1126	956	29	28	38	28	1135	965	32	31	35	29
			18 Band 3	Headcount	250	239	2	2	6	6	284	291	3	3	6	7
			19 Band 4	Headcount	93	94	2	2	6	6	90	93	1	1	5	5
			20 Band 5	Headcount	1098	1104	127	128	36	36	1055	1064	121	122	34	34
			21 Band 6	Headcount	764	779	24	24	26	26	772	789	28	28	26	26
			22 Band 7	Headcount	364	371	12	12	8	9	375	382	9	9	10	10
			23 Band 8A	Headcount	79	79	7	7	7	7	74	75	7	7	2	2
			24 Band 8B	Headcount	13	12	0	0	1	1	12	11	2	2	0	0
			25 Band 8C	Headcount	12	13	0	0	0	0	13	14	0	0	0	0
			26 Band 8D	Headcount	2	2	0	0	0	0	3	3	0	0	0	0
	27 Band 9	Headcount	1	1	1	1	1	1	1	1	1	1	1			
	28 VSM	Headcount	0	0	1	1	1	1	0	1	0	1	1			
	Of which Medical & Dental															
	29 Consultants	Headcount	109	109	160	160	329	329	102	101	147	148	110	109		
	of which Senior medical manager	Headcount		0		1		0		0		1		0		
	31 Non-consultant career grade	Headcount	21	70	70	147	4	19	22	79	65	170	3	18		
	32 Trainee grades	Headcount	85	38	92	17	20	5	100	47	120	16	15	1		
	33 Other	Headcount	0	0	0	0	0	0	0	0	0	0	0	0		
2	Relative likelihood of staff being appointed from shortlisting across all posts	34 Number of shortlisted applicants	Headcount		592		102		10		647		107		7	
		35 Number appointed from shortlisting	Headcount		277		45		2		266		18		0	
		36 Relative likelihood of appointment from shortlisting	Auto calculated		0.4679054054		0.4411764706		0.2000000000		0.4111282844		0.1682242991		0.0000000000	
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation	37 Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated		1.06					2.44						
		38 Number of staff in workforce	Auto calculated		5809		564		551		5833		573		304	
		39 Number of staff entering the formal disciplinary process	Headcount		54		2		2		55		4		1	
	40 Likelihood of staff entering the formal disciplinary process	Auto calculated		0.0092959201		0.0035460993		0.0036297641		0.0094291102		0.0069808028		0.0032894737		
	41 Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated				0.38						0.74				

Note: This indicator

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4	42	Number of staff in workforce	Auto calculated	5809	564	551	5833	573	304	
	43	Number of staff accessing non-mandatory training and CPD	Headcount	5529	499	232	5353	485	189	
	44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.9517989327	0.8847517730	0.4210526316	0.9177095834	0.8464223386	0.6217105263	
	45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	1.08			1.08			
5	Percentage of staff experiencing harassment, bullying	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	26	29		26	35		
6	Percentage of staff experiencing harassment, bullying	% of staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	22	32		22	31		
7	Percentage of staff that trust provides equal opportunities for	% staff reporting that trust provides equal opportunities for career	Percentage	83	74		86	76		
8	Percentage of staff that have personally experienced discrimination at work	% staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	6	19		6	15		
9	50	Total Board members	Headcount	10	1	1	12	2	1	
	51	of which: Voting Board members	Headcount	10	1	1	8	2	1	
	52	: Non Voting Board members	Auto calculated	0	0	0	4	0	0	
	53	Total Board members	Auto calculated	10	1	1	12	2	1	
	54	of which: Exec Board members	Headcount	4	1	1	4	1	1	
	55	: Non Executive Board members	Auto calculated	6	0	0	8	1	0	
	56	Number of staff in overall workforce	Auto calculated	5809	564	551	5833	573	304	
	57	Total Board members - % by Ethnicity	Auto calculated	83.3%	8.3%	8.3%	80.0%	13.3%	6.7%	
	58	Voting Board Member - % by Ethnicity	Auto calculated	83.3%	8.3%	8.3%	72.7%	18.2%	9.1%	
	59	Non Voting Board Member - % by Ethnicity	Auto calculated				100.0%	0.0%	0.0%	
	60	Executive Board Member - % by Ethnicity	Auto calculated	66.7%	16.7%	16.7%	66.7%	16.7%	16.7%	
	61	Non Executive Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	88.9%	11.1%	0.0%	
	62	Overall workforce - % by Ethnicity	Auto calculated	83.9%	8.1%	8.0%	86.9%	8.5%	4.5%	
63	Difference (Total Board - Overall workforce)	Auto calculated	-0.6%	0.2%	0.4%	-6.9%	4.8%	2.1%		