

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		
4	42	Number of staff in workforce	Auto calculated	1649	58	15	1620	43	20	
	43	Number of staff accessing non-mandatory training and CPD	Headcount	437	10	8	1488	38	14	
	44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.2650090964	0.1724137931	0.5333333333	0.9185185185	0.8837209302	0.7000000000	
	45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	1.54			1.04			
5	Percentage of staff experiencing harassment, bullying	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in	Percentage	25.17%	17.65%		26.20%	31.80%		
6	Percentage of staff experiencing harassment, bullying	% of staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	19.00%	17.65%		16.60%	30.40%		
7	Percentage of staff that trust provides equal opportunities for	% of staff reporting that trust provides equal opportunities for career	Percentage	87.42%	0.00%		87.30%	0.00%		
8	In the last 12 months have you personally experienced discrimination at work	% staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	4.70%	0.00%		4.50%	8.70%		
9	50	Total Board members	Headcount	13	0	0	12	0	0	
	51	of which: Voting Board members	Headcount	13	0	0	12	0	0	
	52	: Non Voting Board members	Auto calculated	0	0	0	0	0	0	
	53	Total Board members	Auto calculated	13	0	0	12	0	0	
	54	of which: Exec Board members	Headcount	8	0	0	7	0	0	
	55	: Non Executive Board members	Auto calculated	5	0	0	5	0	0	
	56	Number of staff in overall workforce	Auto calculated	1649	58	15	1620	43	20	
	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							
	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	95.8%	3.4%	0.9%	96.3%	2.6%	1.2%	
63	Difference (Total Board - Overall workforce)	Auto calculated	4.2%	-3.4%	-0.9%	3.7%	-2.6%	-1.2%		