SubmissionTemplate Workforce Race Equality Standards 2018/19 template

Answer Required Auto Populated N/A

					31st MARCH 2018						31st MARCH 2019						
	INDICATOR	DATA MEAS		MEASURE	WH	WHITE		BME		ETHNICITY UNKNOWN/NULL		WHITE		BME		ETHNICITY UNKNOWN/NULL	
			1a) Non Clinical workforce		ESR figures	Verified figures	ESR figures	Verified figures	ESR figures	Verified figures	ESR figures	Verified figures	ESR figures	Verified figures	ESR figures	Verified figures	
			Under Band 1	Headcount	0	0	0	0	0	0	25	25	3	3	6	6	
			Band 1	Headcount	15	15	0	0	0	0	11	11	0	0	2	2	
			Band 2	Headcount	150	150	1	1	2	2	134	134	2	1	0	0	
			Band 3 Band 4	Headcount	86 38	86 38	1	1	0	0	69 40	69 40	2	2	0	0	
			Band 4 Band 5	Headcount Headcount	29	38	1	1	0	0	40	40	0	0	0	0	
			Band 6	Headcount	15	15	2	2	0	0	21	21	1	1	0	0	
			Band 7	Headcount	19	19	1	1	0	Ő	20	20	1	1	0	0	
			Band 8A	Headcount	8	8	0	0	0	0	8	8	0	Ō	0	0	
			Band 8B	Headcount	3	3	0	0	0	0	5	5	0	0	0	0	
			Band 8C	Headcount	5	5	0	0	0	0	6	6	0	0	0	0	
		12	Band 8D	Headcount	4	4	0	0	0	0	0	0	0	0	0	0	
	Percentage of staff in each of the AfC Bands		Band 9	Headcount	1	1	0	0	0	0	0	0	0	0	0	0	
	each of the Arc Bands 1-9 OR Medical and	14	VSM 1b) Clinical workforce	Headcount	0	0	0	0	0	0	4	4	0	0	0	0	
	Dental subgroups and		of which Non Medical														
	VSM (including	15	Under Band 1	Headcount	0	0	0	0	0	0	147	147	4	4	5	5	
	executive Board		Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
me wit sta	members) compared		Band 2	Headcount	54	54	1	1	3	3	28	28	0	0	1	1	
	with the percentage of		Band 3	Headcount	162	162	3	3	1	1	140	140	3	3	1	1	
	staff in the overall		Band 4	Headcount	49	49	0	0 8	0	0	57	57	0	0	0	0	
	workforce		Band 5 Band 6	Headcount Headcount	345 380	345 380	8	7	0	0	300 355	300 355	10	10	5	5	
			Band 7	Headcount	185	185	5	5	0	0	168	168	4	4	0	0	
			Band 8A	Headcount	30	30	1	1	0	0	28	28	1	1	0	0	
			Band 8B	Headcount	3	3	0	0	0	Ő	3	3	0	0	0	0	
			Band 8C	Headcount	1	1	0	0	0	0	1	1	0	0	0	0	
			Band 8D	Headcount	1	1	0	0	0	0	1	1	0	0	0	0	
			Band 9	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
		28	VSM Of which Medical & Dental	Headcount	3	3	0	0	0	0	3	3	0	0	0	0	
				here the set	2	2	2	2	0	0	2	2	0	0	0	0	
			Consultants of which Senior medical	Headcount	2	2	2	2	U	0	Z	2	0	0	U	0	
		30	manager	Headcount		0		0		0		0		0		0	
			Non-consultant career grade	Headcount	8	8	2	2	0	0	17	17	7	7	0	0	
			Trainee grades	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
			Other	Headcount	53	53	22	22	2	2	0	0	0	0	0	0	
	Relative likelihood of	34	Number of shortlisted applicants	Headcount		526		17		13		1779		123		19	
	staff being appointed		Number appointed from shortlisting Relative likelihood of appointment			263		6		2		770		20		6	
	from shortlisting across all posts		from shortlisting	Auto calculated		0.5000000000		0.3529411765		0.1538461538		0.4328274311		0.1626016260		0.3157894737	
			Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated		1.42						2.66					
s	Relative likelihood of staff entering the	38	Number of staff in workforce	Auto calculated	-	1649		58		15		1620		43		20	
	formal disciplinary process, as measured	39	Number of staff entering the formal disciplinary process	Headcount		9		1		0		11		1		0	
d ir	by entry into a formal disciplinary	40	Likelihood of staff entering the formal disciplinary process	Auto calculated		0.0054578532		0.0172413793		0.0000000000		0.0067901235		0.0232558140		0.0000000000	
	investigation Note: This indicator	41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated				3.16						3.42			

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INDICATOR	DATA	MEASURE	WHITE		BME		ETHNICITY UNKNOWN/NULL		WHITE		ВМЕ		ETHNICITY UNKNOWN/NULL	
	42 Number of staff in workforce	Auto calculated		1649		58		15	1620		43		20	
Relative likelihood of	43 Number of staff accessing non- mandatory training and CPD:	Headcount		437		10		8	1488		38		14	
4 staff accessing non- mandatory training and CPD	44 Likelihood of staff accessing non- mandatory training and CPD	Auto calculated		0.2650090964		0.1724137931		0.5333333333	0.918518518	5	0.8837209302		0.700000000	
	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	g Auto calculated		1.54					1.04					
5 experiencing harassment, bullying	46 harassment, bullying or abuse fro patients, relatives or the public in			25.17%		17.65%			26.20%		31.80%			
Percentage of stair experiencing harassment, bullying Percentage pentoffig	% of staff experiencing 47 harassment, bullying or abuse fro staff in last 12 months	m Percentage		19.00%		17.65%			16.60%		30.40%			
that trust provides equal opportunities for	48 provides equal opportunities for career	Percentage		87.42%		0.00%			87.30%		0.00%			
have you personally experienced discrimination at work	49 % staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage		4.70%		0.00%			4.50%		8.70%			
the many of the	50 Total Board members	Headcount		13		0		0	12		0		0	
	51 of which: Voting Board members	s 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	
Percentage difference between the	54 of which: Exec Board members	Headcount		8		0		0	7		0		0	
organisations' Board voting membership	55 Non Executive Board members	Auto calculated		5		0		0	5		0		0	
and its overall workforce	56 Number of staff in overall workford	ce Auto calculated		1649		58		15	1620		43		20	
Note: Only voting	57 Total Board members - % by Ethnicity	Auto calculated		100.0%		0.0%		0.0%	100.0%		0.0%		0.0%	
members of the Board should be included	58 Voting Board Member - % by Ethnicity	Auto calculated		100.0%		0.0%		0.0%	100.0%		0.0%		0.0%	
when considering this	59 Non Voting Board Member - % by Ethnicity	Auto calculated												
indicator	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%	