

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 | |
| Percentage of staff in each of the APC 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 | Headcount | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Under Band 1 | Headcount | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Band 1 | Headcount | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Band 2 | Headcount | 638 | 638 | 73 | 73 | 12 | 12 | 250 | 250 | 27 | 27 | 10 | 10 | |
| | Band 3 | Headcount | 181 | 181 | 22 | 22 | 3 | 3 | 120 | 120 | 16 | 16 | 1 | 1 | |
| | Band 4 | Headcount | 209 | 209 | 25 | 25 | 5 | 5 | 182 | 182 | 15 | 15 | 4 | 4 | |
| | Band 5 | Headcount | 99 | 99 | 15 | 15 | 0 | 0 | 84 | 84 | 13 | 13 | 0 | 0 | |
| | Band 6 | Headcount | 72 | 72 | 5 | 5 | 0 | 0 | 75 | 75 | 6 | 6 | 0 | 0 | |
| | Band 7 | Headcount | 51 | 51 | 5 | 5 | 0 | 0 | 47 | 47 | 5 | 5 | 1 | 1 | |
| | Band 8 | Headcount | 14 | 14 | 0 | 0 | 0 | 0 | 16 | 16 | 1 | 1 | 0 | 0 | |
| | Band 9 | Headcount | 8 | 8 | 1 | 1 | 1 | 1 | 9 | 9 | 3 | 3 | 2 | 2 | |
| | Band 10 | Headcount | 5 | 5 | 0 | 0 | 0 | 0 | 3 | 3 | 2 | 2 | 1 | 1 | |
| | Band 11 | Headcount | 4 | 4 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | |
| | Band 12 | Headcount | 5 | 5 | 0 | 0 | 0 | 0 | 17 | 17 | 1 | 1 | 0 | 0 | |
| | Band 13 | Headcount | 4 | 4 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | |
| | Band 14 | Headcount | 5 | 5 | 0 | 0 | 0 | 0 | 11 | 11 | 1 | 1 | 0 | 0 | |
| | 1b) Clinical workforce | Headcount | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Under Band 1 | Headcount | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Band 1 | Headcount | 454 | 454 | 89 | 89 | 8 | 8 | 407 | 407 | 51 | 51 | 6 | 6 | |
| | Band 2 | Headcount | 136 | 136 | 4 | 4 | 0 | 0 | 141 | 141 | 8 | 8 | 1 | 1 | |
| | Band 3 | Headcount | 97 | 97 | 27 | 27 | 10 | 10 | 73 | 73 | 23 | 23 | 2 | 2 | |
| | Band 4 | Headcount | 350 | 350 | 185 | 185 | 15 | 15 | 316 | 316 | 281 | 281 | 14 | 14 | |
| | Band 5 | Headcount | 438 | 438 | 127 | 127 | 7 | 7 | 455 | 455 | 141 | 141 | 10 | 10 | |
| | Band 6 | Headcount | 242 | 242 | 36 | 36 | 7 | 7 | 232 | 232 | 44 | 44 | 4 | 4 | |
| | Band 7 | Headcount | 49 | 49 | 11 | 11 | 0 | 0 | 56 | 56 | 8 | 8 | 0 | 0 | |
| | Band 8 | Headcount | 13 | 13 | 5 | 5 | 0 | 0 | 10 | 10 | 5 | 5 | 0 | 0 | |
| | Band 9 | Headcount | 4 | 4 | 2 | 2 | 0 | 0 | 5 | 5 | 2 | 2 | 0 | 0 | |
| | Band 10 | Headcount | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | |
| Band 11 | Headcount | 0 | 0 | 1 | 1 | 0 | 0 | 3 | 3 | 1 | 1 | 0 | 0 | | |
| Band 12 | Headcount | 6 | 6 | 2 | 2 | 0 | 0 | 3 | 3 | 3 | 3 | 0 | 0 | | |
| Of which Medical & Dental | Headcount | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 29. Constraints | Headcount | 68 | 68 | 119 | 119 | 6 | 6 | 69 | 69 | 122 | 122 | 5 | 5 | | |
| 30. % of white senior medical manager | Headcount | 4 | 4 | 4 | 4 | 0 | 0 | 5 | 5 | 4 | 4 | 0 | 0 | | |
| 31. Non-consultant career grade | Headcount | 22 | 22 | 102 | 102 | 12 | 12 | 35 | 35 | 107 | 107 | 9 | 9 | | |
| 32. Transfer grades | Headcount | 23 | 23 | 66 | 66 | 6 | 6 | 70 | 70 | 141 | 141 | 11 | 11 | | |
| 33. Other | Headcount | 60 | 60 | 66 | 66 | 7 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 34. Number of shortlisted applicants | Headcount | 1667 | 1667 | 902 | 902 | 89 | 89 | 1343 | 1343 | 771 | 771 | 72 | 72 | | |
| 35. Number appointed from shortlisting | Headcount | 439 | 439 | 178 | 178 | 35 | 35 | 349 | 349 | 154 | 154 | 32 | 32 | | |
| 36. Relative likelihood of appointment from shortlisting | Auto calculated | 0.263473305 | | 0.197330461 | | 0.3302584270 | | 0.259859717 | | 0.1987405966 | | 0.4444444444 | | | |
| 37. Relative likelihood of White staff being appointed from shortlisting compared to BME staff | Auto calculated | 1.33 | | | | | | 1.30 | | | | | | | |
| 38. Number of staff in workforce | Auto calculated | 3294 | | 993 | | 102 | | 3098 | | 1117 | | 83 | | | |
| 39. Number of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation | Headcount | 118 | | 16 | | 0 | | 69 | | 14 | | 2 | | | |
| 40. Likelihood of staff entering the formal disciplinary process | Auto calculated | 0.036827080 | | 0.0161127895 | | 0.000000000 | | 0.022724338 | | 0.0125335721 | | 0.024063855 | | | |
| 41. Relative likelihood of BME staff entering the formal disciplinary process compared to White staff | Auto calculated | 0.45 | | | | | | 0.58 | | | | | | | |
| Note: This indicator will | | | | | | | | | | | | | | | |
| 42. Number of staff in workforce | Auto calculated | 3294 | | 993 | | 102 | | 3098 | | 1117 | | 83 | | | |
| 43. Number of staff accessing non-mandatory training and CPO | Headcount | 1921 | | 682 | | 92 | | 2170 | | 921 | | 68 | | | |
| 44. Likelihood of staff accessing non-mandatory training and CPO | Auto calculated | 0.581815422 | | 0.688078536 | | 0.901860743 | | 0.704519045 | | 0.824529910 | | 0.819277184 | | | |
| 45. Relative likelihood of White staff accessing non-mandatory training and CPO compared to BME staff | Auto calculated | 0.85 | | | | | | 0.85 | | | | | | | |
| 46. % of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months | Percentage | 27.14% | | 29.08% | | | | 30.50% | | 28.00% | | | | | |
| 47. % of staff experiencing harassment, bullying or abuse from staff in last 12 months | Percentage | 28.40% | | 31.80% | | | | 32.40% | | 30.80% | | | | | |
| 48. % of staff who have the trust provides equal opportunities for career | Percentage | 79.76% | | 67.32% | | | | 76.40% | | 68.10% | | | | | |
| 49. % staff personally experienced discrimination at work from management leader or other colleague | Percentage | 8.27% | | 16.17% | | | | 7.60% | | 14.60% | | | | | |
| 50. Total Board members | Headcount | 18 | | 0 | | 0 | | 16 | | 1 | | 0 | | | |
| 51. of which: Voting Board members | Headcount | 13 | | 0 | | 0 | | 11 | | 0 | | 0 | | | |
| 52. Non Voting Board members | Auto calculated | 5 | | 0 | | 0 | | 5 | | 1 | | 0 | | | |
| 53. Total Board members | Auto calculated | 18 | | 0 | | 0 | | 16 | | 1 | | 0 | | | |
| 54. of which: Exec Board members | Headcount | 12 | | 0 | | 0 | | 10 | | 1 | | 0 | | | |
| 55. Non Executive Board members | Auto calculated | 6 | | 0 | | 0 | | 6 | | 0 | | 0 | | | |
| 56. Number of staff in overall workforce | Auto calculated | 3294 | | 993 | | 102 | | 3098 | | 1117 | | 83 | | | |
| 57. Total Board members - % by ethnicity | Auto calculated | 100.0% | | 0.0% | | 0.0% | | 94.1% | | 5.9% | | 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% | | 63.3% | | 16.7% | | 0.0% | | | |
| 60. Executive Board Member - % by ethnicity | Auto calculated | 100.0% | | 0.0% | | 0.0% | | 80.9% | | 8.1% | | 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 | 75.1% | | 23.6% | | 2.3% | | 72.1% | | 26.0% | | 1.9% | | | |
| 63. Difference (Total Board - Overall workforce) | Auto calculated | 24.9% | | -22.6% | | -2.3% | | 22.0% | | -20.1% | | -1.9% | | | |