

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		
		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	
1	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	6	6	0	0	1	1	1	1	0	0	1	1	
	Band 3	Headcount	25	25	1	1	0	0	28	28	1	1	1	1	
	Band 4	Headcount	43	43	0	0	1	1	47	47	0	0	1	1	
	Band 5	Headcount	41	41	1	1	1	1	41	41	1	1	1	1	
	Band 6	Headcount	41	41	2	2	1	1	46	46	1	1	0	0	
	Band 7	Headcount	44	44	0	0	1	1	46	46	1	1	1	1	
	Band 8A	Headcount	36	36	0	0	1	1	36	36	0	0	2	2	
	Band 8B	Headcount	30	30	1	1	0	0	30	30	1	1	1	1	
	Band 8C	Headcount	14	14	0	0	0	0	17	17	0	0	0	0	
	Band 8D	Headcount	9	9	0	0	0	0	12	12	0	0	0	0	
	Band 9	Headcount	0	0	0	0	0	0	1	1	0	0	0	0	
	VSM	Headcount	6	6	0	0	0	0	3	3	0	0	0	0	
	1b) Clinical workforce														
	of which Non Medical														
	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	0	0	0	0	0	0	0	0	0	0	0	0	
	Band 3	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
	Band 4	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
	Band 5	Headcount	15	15	1	1	0	0	13	13	1	1	0	0	
	Band 6	Headcount	26	26	1	1	0	0	28	28	1	1	1	1	
	Band 7	Headcount	3	3	0	0	0	0	4	4	0	0	0	0	
	Band 8A	Headcount	11	11	0	0	0	0	10	10	0	0	0	0	
	Band 8B	Headcount	3	3	0	0	0	0	3	3	0	0	0	0	
	Band 8C	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
	Band 8D	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
Band 9	Headcount	0	0	0	0	0	0	0	0	0	0	0	0		
VSM	Headcount	0	0	0	0	2	2	0	0	0	0	0	0		
Of which Medical & Dental															
Consultants	Headcount	0	0	0	0	0	0	0	0	0	0	0	0		
of which Senior medical manager	Headcount		0		0		0		0		0		0		
Non-consultant career grade	Headcount	0	0	0	0	0	0	0	0	0	0	0	0		
Trainee grades	Headcount	0	0	0	0	0	0	0	0	0	0	0	0		
Other	Headcount	0	0	0	0	0	0	0	0	0	0	0	0		
34	Number of shortlisted applicants	Headcount		454		45		17		614		76		21	
35	Number appointed from shortlisting	Headcount		90		2		3		66		2		10	
36	Relative likelihood of appointment from shortlisting	Auto calculated		0.1982378855		0.0444444444		0.1764705882		0.1074918567		0.0263157895		0.4761904762	
37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated		4.46						4.08					
38	Number of staff in workforce	Auto calculated		353		7		8		366		7		8	
39	Number of staff entering the formal disciplinary process	Headcount		2		0		0		1		0		0	
40	Likelihood of staff entering the formal disciplinary process	Auto calculated		0.0056657224		0.0000000000		0.0000000000		0.0027322404		0.0000000000		0.0000000000	
41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated				0.00						0.00			

Note: This indicator will be based on data

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			WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL		
4	42	Number of staff in workforce	Auto calculated	353	7	8	366	7	8	
	43	Number of staff accessing non-mandatory training and CPD:	Headcount	115	4	3	124	4	3	
	44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.3257790368	0.5714285714	0.3750000000	0.3387978142	0.5714285714	0.3750000000	
	45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	0.57			0.59			
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	13.00%	1.00%		13.00%	1.00%		Sample size on staff survey too low for reporting. 0% not allowed
6	Percentage of staff experiencing harassment, bullying	% of staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	17.00%	1.00%		13.00%	1.00%		Sample size on staff survey too low for reporting. 0% not allowed
7	Percentage of staff that trust provides equal opportunities for	% staff believing that trust provides equal opportunities for career	Percentage	84.00%	1.00%		84.00%	1.00%		Sample size on staff survey too low for reporting. 0% not allowed
8	Percentage of staff that in the last 12 months have you personally experienced discrimination at work from any of the	% staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	8.00%	1.00%		10.00%	1.00%		Sample size on staff survey too low for reporting. 0% not allowed
9	50	Total Board members	Headcount	16	2	0	16	2	0	
	51	of which: Voting Board members	Headcount	16	2	0	16	2	0	
	52	: Non Voting Board members	Auto calculated	0	0	0	0	0	0	
	53	Total Board members	Auto calculated	16	2	0	16	2	0	
	54	of which: Exec Board members	Headcount	2	0	0	2	0	0	
	55	: Non Executive Board members	Auto calculated	14	2	0	14	2	0	
	56	Number of staff in overall workforce	Auto calculated	353	7	8	366	7	8	
	57	Total Board members - % by Ethnicity	Auto calculated	88.9%	11.1%	0.0%	88.9%	11.1%	0.0%	
	58	Voting Board Member - % by Ethnicity	Auto calculated	88.9%	11.1%	0.0%	88.9%	11.1%	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	87.5%	12.5%	0.0%	87.5%	12.5%	0.0%	
	62	Overall workforce - % by Ethnicity	Auto calculated	95.9%	1.9%	2.2%	96.1%	1.8%	2.1%	
63	Difference (Total Board - Overall workforce)	Auto calculated	-7.0%	9.2%	-2.2%	-7.2%	9.3%	-2.1%		