

SubmissionTemplate

Workforce Race Equality Standards 2019/20 template

	Answer Required
	Auto Populated
	N/A

INDICATOR	DATA ITEM	MEASURE	2019			2020			Notes
			WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL	
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	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	
		1 Under Band 1	Headcount	0	0	0	0	0	
		2 Band 1	Headcount	220	8	2	42	0	
		3 Band 2	Headcount	174	4	1	348	13	
		4 Band 3	Headcount	209	5	2	216	6	
		5 Band 4	Headcount	173	0	2	170	0	
		6 Band 5	Headcount	79	1	2	93	1	
		7 Band 6	Headcount	34	0	0	38	0	
		8 Band 7	Headcount	41	0	0	38	0	
		9 Band 8A	Headcount	23	2	1	25	1	
		10 Band 8B	Headcount	18	1	1	22	1	
		11 Band 8C	Headcount	7	0	0	6	0	
		12 Band 8D	Headcount	3	0	1	3	0	
		13 Band 9	Headcount	0	0	0	0	0	
		14 VSM	Headcount	6	0	0	8	0	
		1b) Clinical workforce							
		15 Under Band 1	Headcount	0	0	0	0	0	
		16 Band 1	Headcount	4	0	0	5	0	
		17 Band 2	Headcount	425	8	5	435	10	
		18 Band 3	Headcount	143	10	3	169	13	
		19 Band 4	Headcount	105	26	2	100	58	
		20 Band 5	Headcount	496	138	6	473	195	
		21 Band 6	Headcount	289	31	2	285	31	
		22 Band 7	Headcount	238	10	1	237	12	
		23 Band 8A	Headcount	40	2	3	45	1	
		24 Band 8B	Headcount	6	0	0	10	0	
		25 Band 8C	Headcount	5	0	0	4	0	
		26 Band 8D	Headcount	2	0	0	2	0	
		27 Band 9	Headcount	0	0	0	0	0	
		28 VSM	Headcount	0	0	0	0	0	
		Of which Medical & Dental							
		29 Consultants	Headcount	57	66	3	57	66	
		30 of which Senior medical manager	Headcount	3	3	0	3	3	
		31 Non-consultant career grade	Headcount	20	33	1	21	37	
		32 Trainee grades	Headcount	68	61	3	66	7	
		33 Other	Headcount	7	0	0	6	0	Non Exec Directors
2	Relative likelihood of staff being appointed from shortlisting across all posts	34 Number of shortlisted applicants	Headcount	1054	109	19	1353	110	48
		35 Number appointed from shortlisting	Headcount	228	33	7	298	17	12
		36 Relative likelihood of appointment from shortlisting	Auto calculated	21.63%	30.28%	36.84%	22.03%	15.45%	25.00%
		37 Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated	0.71			1.43		
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation	38 Number of staff in workforce	Auto calculated	2892	406	38	2925	510	62
		39 Number of staff entering the formal disciplinary process	Headcount	23	2	0	21	3	1
		40 Likelihood of staff entering the formal disciplinary process	Auto calculated	0.80%	0.49%	0.00%	0.72%	0.59%	1.61%
		41 Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated		0.62			0.82	
4	Relative likelihood of staff accessing non-mandatory training and CPD	42 Number of staff in workforce	Auto calculated	2892	406	38	2925	510	62
		43 Number of staff accessing non-mandatory training and CPD	Headcount	1039	167	19	1439	327	23
		44 Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	35.93%	41.13%	50.00%	49.20%	64.12%	37.10%
		45 Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	0.87			0.77		
9	Percentage difference between the organisations' Board voting membership and its overall workforce	46 Total Board members	Headcount	14	0	0	14	0	0
		47 of which: Voting Board members	Headcount	12	0	0	12	0	0
		48 : Non Voting Board members	Auto calculated	2	0	0	2	0	0
		49 Total Board members	Auto calculated	14	0	0	14	0	0
		50 of which: Exec Board members	Headcount	8	0	0	8	0	0
		51 : Non Executive Board members	Auto calculated	6	0	0	6	0	0
		52 Number of staff in overall workforce	Auto calculated	2892	406	38	2925	510	62
		53 Total Board members - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
		54 Voting Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
		55 Non Voting Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
		56 Executive Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
		57 Non Executive Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
		58 Overall workforce - % by Ethnicity	Auto calculated	86.7%	12.2%	1.1%	83.6%	14.6%	1.8%
		59 Difference (Total Board -Overall workforce)	Auto calculated	13.3%	-12.2%	-1.1%	16.4%	-14.6%	-1.8%