SubmissionTemplate
Workforce Race Equality Standards 2020/21 template

	Answer Required
	Auto Populated
	N/A

#	INDICATOR	DATA ITEM		MEASURE	2020			2021			Notes
					WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL	
			1a) Non Clinical workforce		Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	
		1	Under Band 1	Headcount	25	9	0	0	0	0	
		2	Band 1	Headcount	0	0	0	0	0	0	
		3	Band 2	Headcount	10	19	0	0	0	0	
		4	Band 3	Headcount	117	121	5	149	158	5	
		5	Band 4	Headcount	148	204	10	160	220	9	
		6	Band 5	Headcount	91	117	5	90	131	3	
		7	Band 6	Headcount	79	77	4	81	84	3	
		8	Band 7	Headcount	51	35	2	53	43	3	
		9	Band 8A	Headcount	58	47	1	65	57	0	
		10	Band 8B	Headcount	26	13	0	27	17	0	
		11	Band 8C	Headcount	29	4	0	33	5	0	
		12	Band 8D	Headcount	22	4	0	23	3	1	
		13	Band 9	Headcount	5	1	0	6	3	0	
		14	VSM	Headcount	5	6	0	6	6	0	
1	Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce		1b) Clinical workforce of which Non Medical								
		15	Under Band 1	Headcount	1	2	0	0	0	0	
		16	Band 1	Headcount	0	0	0	0	0	0	
		17	Band 2	Headcount	3	6	0	0	0	0	
		18	Band 3	Headcount	195	470	15	197	496	15	
		19	Band 4	Headcount	206	236	11	219	297	12	
		20	Band 5	Headcount	256	419	7	255	457	12	
		21	Band 6	Headcount	451	535	6	427	600	10	
		22	Band 7	Headcount	493	333	12	540	370	16	
		23	Band 8A	Headcount	254	119	7	261	139	6	
		24	Band 8B	Headcount	85	22	1	91	27	1	
		25	Band 8C	Headcount	47	10	1	48	10	1	
		26	Band 8D	Headcount	8	2	1	9	2	1	
		27	Band 9	Headcount	3	1	0	4	1	0	
		28	VSM	Headcount	0	0	0	0	0	0	
			Of which Medical & Dental								
		29	Consultants	Headcount	125	83	3	125	90	3	
		30	of which Senior medical manager	Headcount	0	0	0	0	0	0	
		31	Non-consultant career grade	Headcount	32	39	5	33	48	4	
		32	Trainee grades	Headcount	56	51	2	57	58	1	
		33	Other	Headcount	0	0	0	0	0	0	
2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants	Headcount	2510	3122	222	1983	2950	353	
		35	Number appointed from shortlisting	Headcount	605	562	81	508	620	57	
		36	Relative likelihood of appointment from shortlisting	Auto calculated	24.10%	18.00%	36.49%	25.62%	21.02%	16.15%	
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated	1.34			1.22			
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation Note: This indicator will be based on data from a two year rolling average of the current year and the previous year	38	Number of staff in workforce	Auto calculated	2881	2985	98	2959	3322	105	
		39	Number of staff entering the formal disciplinary process	Headcount	43	53	1	21	46	0	The overall number of disciplinary cases for both white and BAME staff has reduced significantly in this report.
		40	Likelihood of staff entering the formal disciplinary process	Auto calculated	1.49%	1.78%	1.02%	0.71%	1.38%	0.00%	
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated		1.19			1.95		

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4	Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce	Auto calculated	2881	2985	98	2959	3322	105	
		43	Number of staff accessing non-mandatory training and CPD:	Headcount	671	896	194	808	887	41	
		44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	23.29%	30.02%	197.96%	27.31%	26.70%	39.05%	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	0.78			1.02			
9	Percentage difference between the organisations' Board voting membership and its overall workforce Note: Only voting members of the Board should be included when considering this indicator	46	Total Board members	Headcount	9	10	0	9	10	0	
		47	of which: Voting Board members	Headcount	8	7	0	8	9	0	
		48	: Non Voting Board members	Auto calculated	1	3	0	1	1	0	
		49	Total Board members	Auto calculated	9	10	0	9	10	0	
		50	of which: Exec Board members	Headcount	4	7	0	5	5	0	
		51	: Non Executive Board members	Auto calculated	5	3	0	4	5	0	
		52	Number of staff in overall workforce	Auto calculated	2881	2985	98	2959	3322	105	
		53	Total Board members - % by Ethnicity	Auto calculated	47.4%	52.6%	0.0%	47.4%	52.6%	0.0%	
		54	Voting Board Member - % by Ethnicity	Auto calculated	53.3%	46.7%	0.0%	47.1%	52.9%	0.0%	
		55	Non Voting Board Member - % by Ethnicity	Auto calculated	25.0%	75.0%	0.0%	50.0%	50.0%	0.0%	
		56	Executive Board Member - % by Ethnicity	Auto calculated	36.4%	63.6%	0.0%	50.0%	50.0%	0.0%	
		57	Non Executive Board Member - % by Ethnicity	Auto calculated	62.5%	37.5%	0.0%	44.4%	55.6%	0.0%	
		58	Overall workforce - % by Ethnicity	Auto calculated	48.3%	50.1%	1.6%	46.3%	52.0%	1.6%	
		59	Difference (Total Board -Overall workforce)	Auto calculated	-0.9%	2.6%	-1.6%	1.0%	0.6%	-1.6%	