

Submission Template

Workforce Race Equality Standard 2019/20 template

	Answer Required
	Auto Populated
	N/A

INDICATOR	DATA ITEM	MEASURE	31st MARCH 2019			31st MARCH 2020			Notes	
			WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL		
1	Number of staff in each of the pay bands OR Medical and Dental subgroups and VSM (including executive Board members)	1a) Non Clinical workforce	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures		
		1 Support	Headcount	173	29	13	183	33	16	
		2 Middle	Headcount	29	0	4	25	1	2	
		3 Senior	Headcount	15	2	0	19	1	2	
		4 VSM	Headcount	5	0	0	5	0	0	
		1b) Clinical workforce								
		of which Non Medical								
		15 Support	Headcount	344	35	15	346	40	12	
		16 Middle	Headcount	503	34	18	477	34	18	
		17 Senior	Headcount	8	0	0	14	0	0	
		18 VSM	Headcount	2	0	0	2	0	0	
		Of which Medical & Dental								
		29 Consultants	Headcount	5	2	0	5	2	0	
		30 of which Senior medical manager	Headcount	1	0	0	1	0	0	
		31 Non-consultant career grade	Headcount	16	7	7	14	9	4	
		32 Trainee grades	Headcount	0	0	0	0	0	0	
		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	820	180	16	951	312
35 Number appointed from shortlisting	Headcount			94	21	2	169	30	7	
36 Relative likelihood of shortlisting/appointed	Auto calculated			0.1146341463	0.1166666667	0.1250000000	0.1777076761	0.0961538462	0.2121212121	
37 Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated			0.98			1.85			
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	1100	109	57	1090	120	54	
		39 Number of staff entering the formal disciplinary process	Headcount	21	5	0	23	5	4	
		40 Likelihood of staff entering the formal disciplinary process	Auto calculated	0.0190909091	0.0456715596	0.0000000000	0.0211009174	0.0416666667	0.0740740741	
		41 Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated		2.40			1.97		

Note: This indicator will be based on data from a two year rolling average of the current year and the previous year

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4	Relative likelihood of staff accessing non-mandatory training and CPD	42 Number of staff in workforce (White)	Auto calculated	1100	109	57	1090	120	54	
		43 Number of staff accessing non-mandatory training and CPD (White)	Headcount	173	20	11	161	20	7	
		44 Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.1572727273	0.1834862385	0.1928824561	0.1477064220	0.1666666667	0.1296296296	
		45 Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	0.86			0.89			
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	46 % of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	22.10%	13.60%	26.30%	18.70%	22.00%	25.00%	
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	47 % of staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	13.00%	35.60%	12.50%	16.50%	24.10%	31.30%	
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	48 % staff believing that trust provides equal opportunities for career progression or promotion	Percentage	92.80%	78.60%	77.30%	94.40%	86.20%	69.20%	
8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	49 % staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	4.60%	15.40%	17.90%	5.30%	16.90%	9.10%	
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	50 Total Board members	Headcount	9	1	0	9	1	0	
		51 of which: Voting Board members	Headcount	9	1	0	9	1	0	
		52 : Non Voting Board members	Auto calculated	0	0	0	0	0	0	
		53 Total Board members	Auto calculated	9	1	0	9	1	0	
		54 of which: Exec Board members	Headcount	6	0	0	6	0	0	
		55 : Non Executive Board members	Auto calculated	3	1	0	3	1	0	
		56 Number of staff in overall workforce	Auto calculated	1100	109	57	1090	120	54	
		57 Total Board members - % by Ethnicity	Auto calculated	90.0%	10.0%	0.0%	90.0%	10.0%	0.0%	
		58 Voting Board Member - % by Ethnicity	Auto calculated	90.0%	10.0%	0.0%	90.0%	10.0%	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	75.0%	25.0%	0.0%	75.0%	25.0%	0.0%	
		62 Overall workforce - % by Ethnicity	Auto calculated	86.9%	8.6%	4.5%	86.2%	9.5%	4.3%	
		63 Difference (Total Board - Overall workforce)	Auto calculated	3.1%	1.4%	-4.5%	3.8%	0.5%	-4.3%	