

SubmissionTemplate

Workforce Race Equality Standards 2017/18 template

	Answer Required
	Auto Populated
	N/A

INDICATOR	DATA ITEM	MEASURE	31st MARCH 2017						31st MARCH 2018						Notes		
			WHITE		BME		ETHNICITY UNKNOWN/NULL		WHITE		BME		ETHNICITY UNKNOWN/NULL				
			Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures			
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	1 Under Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0		
		2 Band 1	Headcount	19	19	4	4	4	4	18	28	3	7	2	3		
		3 Band 2	Headcount	250	250	49	49	8	8	247	309	55	72	10	15		
		4 Band 3	Headcount	232	232	24	24	10	10	239	250	39	39	8	9		
		5 Band 4	Headcount	250	250	35	35	8	8	254	256	36	36	8	8		
		6 Band 5	Headcount	101	101	20	20	9	9	108	113	19	19	9	9		
		7 Band 6	Headcount	73	73	12	12	2	2	72	68	12	11	4	4		
		8 Band 7	Headcount	66	66	8	8	6	6	59	61	9	9	4	4		
		9 Band 8A	Headcount	26	26	6	6	1	1	24	34	6	6	1	1		
		10 Band 8B	Headcount	26	19	1	1	3	3	24	23	4	4	1	2		
		11 Band 8C	Headcount	13	13	0	0	1	1	14	15	1	1	1	1		
		12 Band 8D	Headcount	5	5	1	1	0	0	7	6	2	2	1	1		
		13 Band 9	Headcount	7	7	0	0	1	1	8	9	0	0	0	0		
		14 VSM	Headcount	7	7	0	0	0	0	0	4	0	0	0	0		
		1b) Clinical workforce of which Non Medical															
		15 Under Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	0	
		16 Band 1	Headcount	46	46	11	11	3	3	10	37	4	9	0	4		
		17 Band 2	Headcount	428	428	219	219	40	40	427	366	223	209	40	35		
		18 Band 3	Headcount	269	269	42	42	22	22	263	257	52	52	16	15		
		19 Band 4	Headcount	181	181	25	25	10	10	208	210	27	27	15	15		
		20 Band 5	Headcount	683	683	276	276	92	92	616	610	284	284	81	82		
		21 Band 6	Headcount	780	780	165	165	42	42	789	801	174	178	37	38		
		22 Band 7	Headcount	439	439	59	59	25	25	457	466	71	70	22	21		
		23 Band 8A	Headcount	108	108	23	23	4	4	115	118	20	21	5	5		
		24 Band 8B	Headcount	37	37	3	3	1	1	35	37	7	7	1	1		
		25 Band 8C	Headcount	14	14	1	1	1	1	16	17	2	2	1	1		
		26 Band 8D	Headcount	8	8	0	0	1	1	8	8	0	0	0	0		
		27 Band 9	Headcount	2	2	1	1	0	0	3	3	1	1	0	0		
		28 VSM	Headcount	1	1	0	0	0	0	2	1	0	0	0	0		
		Of which Medical & Dental															
		29 Consultants	Headcount	126	126	115	115	13	13	150	133	138	120	15	15		
		30 of which Senior medical manager	Headcount	0	0	0	0	0	0	0	0	0	0	0	0		
		31 Non-consultant career grade	Headcount	33	33	53	53	13	5	34	34	49	48	6	5		
		32 Trainee grades	Headcount	168	168	155	155	0	9	45	165	60	161	5	16		
33 Other	Headcount	0	0	0	0	9	0	103	0	83	0	9	0				
2	Relative likelihood of staff being appointed from shortlisting across all posts	34 Number of shortlisted applicants	Headcount		3413		2974		140		3000		2811		157	It's important to note that the data shows that at appointment stage there is a substantial number in the "unknown" category - this is due to overseas nurse recruitment campaigns, the recruitment process followed for student nurses that have been on work placements at the Trust, and the process in place for Doctors assigned to the deanery. These recruitment activities are processed offline and uploaded to Trac at appointment stage.	
		35 Number appointed from shortlisting	Headcount		618		212		201		628		241		188		
		36 Relative likelihood of shortlisting/appointed	Auto calculated		0.2018751831		0.0837256221		0.0000000000		0.2093333333		0.0857346140		1.1974522293		
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation	37 Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated		2.41						2.44						
		38 Number of staff in workforce	Auto calculated							4365	4439	1381	1395	302	310		
		39 Number of staff entering the formal disciplinary process	Headcount								42		20		3		
		40 Likelihood of staff entering the formal disciplinary process	Auto calculated		0.0052379868		0.0183486239		0.0000000000		0.0094615904		0.0143369176		0.0096774194		
41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated				3.50						1.52					

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			WHITE	BME	ETHNICITY UNKNOWN/NULL		WHITE	BME	ETHNICITY UNKNOWN/NULL						
4	Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce (White)	Auto calculated					4439		1395		310		
		43	Number of staff accessing non-mandatory training and CPD (White)	Headcount					1178		519		99		
		44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.0924618538		0.2094801223		0.0000000000	0.2653750845		0.3720430108		0.3193548387	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	0.44					0.71					
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	27.65%		26.92%		26.67%		28.40%				
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	19.59%		23.57%		21.64%		21.17%				
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	92.25%		80.70%		90.47%		78.34%				
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	5.03%		12.19%		5.43%		11.13%				
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	11		2		1		12		2		1
		51	of which: Voting Board members	Headcount	8		2		1		8		2		1
		52	: Non Voting Board members	Auto calculated	3		0		0		4		0		0
		53	Total Board members	Auto calculated	11		2		1		12		2		1
		54	of which: Exec Board members	Headcount	8		0		0		8		0		0
		55	: Non Executive Board members	Auto calculated	3		2		1		4		2		1
		56	Number of staff in overall workforce	Auto calculated	4391		1308		321		4439		1395		310
		57	Total Board members - % by Ethnicity	Auto calculated	78.6%		14.3%		7.1%		80.0%		13.3%		6.7%
		58	Voting Board Member - % by Ethnicity	Auto calculated	72.7%		18.2%		9.1%		72.7%		18.2%		9.1%
		59	Non Voting Board Member - % by Ethnicity	Auto calculated	100.0%		0.0%		0.0%		100.0%		0.0%		0.0%
		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	50.0%		33.3%		16.7%		57.1%		28.6%		14.3%
		62	Overall workforce - % by Ethnicity	Auto calculated	0.00%		72.9%		0.00%		21.7%		5.3%		0.00%
63	Difference (Total Board -Overall workforce)	Auto calculated	5.6%		-7.4%		1.8%		7.8%		-9.4%		1.6%		