

		Measure	31/03/2015				31/03/2016			
1a) Non Clinical workforce (White)										
	Under Band 1	Headcount	0	Non clinical	Under Band 1	White	0	Non clinical	Under Band 1	White
	Band 1	Headcount	0	Non clinical	Band 1	White	0	Non clinical	Band 1	White
	Band 2	Headcount	169	Non clinical	Band 2	White	163	Non clinical	Band 2	White
	Band 3	Headcount	114	Non clinical	Band 3	White	114	Non clinical	Band 3	White
	Band 4	Headcount	189	Non clinical	Band 4	White	185	Non clinical	Band 4	White
	Band 5	Headcount	40	Non clinical	Band 5	White	44	Non clinical	Band 5	White
	Band 6	Headcount	20	Non clinical	Band 6	White	22	Non clinical	Band 6	White
	Band 7	Headcount	27	Non clinical	Band 7	White	25	Non clinical	Band 7	White
	Band 8A	Headcount	11	Non clinical	Band 8A	White	12	Non clinical	Band 8A	White
	Band 8B	Headcount	13	Non clinical	Band 8B	White	13	Non clinical	Band 8B	White
	Band 8C	Headcount	6	Non clinical	Band 8C	White	5	Non clinical	Band 8C	White
	Band 8D	Headcount	1	Non clinical	Band 8D	White	3	Non clinical	Band 8D	White
	Band 9	Headcount	4	Non clinical	Band 9	White	4	Non clinical	Band 9	White
	VSM	Headcount	4	Non clinical	VSM	White	5	Non clinical	VSM	White
1b) Non Clinical workforce (BME)										
	Under Band 1	Headcount	0	Non clinical	Under Band 1	BME	0	Non clinical	Under Band 1	BME
	Band 1	Headcount	0	Non clinical	Band 1	BME	0	Non clinical	Band 1	BME
	Band 2	Headcount	8	Non clinical	Band 2	BME	8	Non clinical	Band 2	BME
	Band 3	Headcount	9	Non clinical	Band 3	BME	9	Non clinical	Band 3	BME
	Band 4	Headcount	11	Non clinical	Band 4	BME	12	Non clinical	Band 4	BME
	Band 5	Headcount	9	Non clinical	Band 5	BME	8	Non clinical	Band 5	BME
	Band 6	Headcount	4	Non clinical	Band 6	BME	3	Non clinical	Band 6	BME
	Band 7	Headcount	7	Non clinical	Band 7	BME	6	Non clinical	Band 7	BME
	Band 8A	Headcount	3	Non clinical	Band 8A	BME	5	Non clinical	Band 8A	BME
	Band 8B	Headcount	0	Non clinical	Band 8B	BME	0	Non clinical	Band 8B	BME
	Band 8C	Headcount	0	Non clinical	Band 8C	BME	0	Non clinical	Band 8C	BME
	Band 8D	Headcount	0	Non clinical	Band 8D	BME	0	Non clinical	Band 8D	BME
	Band 9	Headcount	0	Non clinical	Band 9	BME	0	Non clinical	Band 9	BME
	VSM	Headcount	0	Non clinical	VSM	BME	0	Non clinical	VSM	BME
1c) Clinical workforce (White) of which Non Medical										
	Under Band 1	Headcount		Clinical	Under Band 1	White	0	Clinical	Under Band 1	White
	Band 1	Headcount	0	Clinical	Band 1	White	0	Clinical	Band 1	White
	Band 2	Headcount	670	Clinical	Band 2	White	674	Clinical	Band 2	White
	Band 3	Headcount	156	Clinical	Band 3	White	142	Clinical	Band 3	White
	Band 4	Headcount	83	Clinical	Band 4	White	77	Clinical	Band 4	White
	Band 5	Headcount	679	Clinical	Band 5	White	640	Clinical	Band 5	White
	Band 6	Headcount	610	Clinical	Band 6	White	637	Clinical	Band 6	White
	Band 7	Headcount	296	Clinical	Band 7	White	294	Clinical	Band 7	White
	Band 8A	Headcount	63	Clinical	Band 8A	White	56	Clinical	Band 8A	White
	Band 8B	Headcount	20	Clinical	Band 8B	White	23	Clinical	Band 8B	White
	Band 8C	Headcount	4	Clinical	Band 8C	White	4	Clinical	Band 8C	White
	Band 8D	Headcount	5	Clinical	Band 8D	White	5	Clinical	Band 8D	White
	Band 9	Headcount	1	Clinical	Band 9	White	1	Clinical	Band 9	White
	VSM	Headcount	0	Clinical	VSM	White	2	Clinical	VSM	White
Of which Medical & Dental										
Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce	Consultants	Headcount	84	Clinical	Medical & Dental Consultant	White	86	Clinical	Medical & Dental Consultant	White
	of which Senior medical staff	Headcount								
	Non-consultant career grade	Headcount	16	Clinical	Medical & Dental Non-consultant career grade	White	13	Clinical	Medical & Dental Non-consultant career grade	White
	Trainee grades	Headcount	65	Clinical	Medical & Dental Trainee grades	White	79	Clinical	Medical & Dental Trainee grades	White
	Other	Headcount	0	Clinical	Medical & Dental Other	White	0	Clinical	Medical & Dental Other	White
1d) Clinical workforce (BME) of which Non Medical										
	Under Band 1	Headcount	0	Clinical	Under Band 1	BME	0	Clinical	Under Band 1	BME
	Band 1	Headcount	0	Clinical	Band 1	BME	0	Clinical	Band 1	BME
	Band 2	Headcount	55	Clinical	Band 2	BME	73	Clinical	Band 2	BME
	Band 3	Headcount	5	Clinical	Band 3	BME	8	Clinical	Band 3	BME
	Band 4	Headcount	7	Clinical	Band 4	BME	10	Clinical	Band 4	BME
	Band 5	Headcount	164	Clinical	Band 5	BME	168	Clinical	Band 5	BME
	Band 6	Headcount	83	Clinical	Band 6	BME	92	Clinical	Band 6	BME
	Band 7	Headcount	30	Clinical	Band 7	BME	28	Clinical	Band 7	BME
	Band 8A	Headcount	4	Clinical	Band 8A	BME	7	Clinical	Band 8A	BME
	Band 8B	Headcount	1	Clinical	Band 8B	BME	0	Clinical	Band 8B	BME
	Band 8C	Headcount	0	Clinical	Band 8C	BME	0	Clinical	Band 8C	BME
	Band 8D	Headcount	1	Clinical	Band 8D	BME	2	Clinical	Band 8D	BME
	Band 9	Headcount	0	Clinical	Band 9	BME	0	Clinical	Band 9	BME
	VSM	Headcount	0	Clinical	VSM	BME	0	Clinical	VSM	BME

		Measure	31/03/2015				31/03/2016			
Of which Medical & Dental										
Consultants	Headcount		82	Clinical	Medical & Dental Consultant	BME	83	Clinical	Medical & Dental Consultant	BME
of which Senior medical staff	Headcount									
Non-consultant career grade	Headcount		60	Clinical	Medical & Dental Non-consultant career grade	BME	56	Clinical	Medical & Dental Non-consultant career grade	BME
Trainee grades	Headcount		78	Clinical	Medical & Dental Trainee grades	BME	119	Clinical	Medical & Dental Trainee grades	BME
Other	Headcount		0	Clinical	Medical & Dental Other	BME	0	Clinical	Medical & Dental Other	BME
1e) Workforce ethnicity reporting										
White	Headcount				3357				3356	
BME	Headcount				621				700	
Z NULL	Headcount				91				68	
Z Not Stated/Not Given	Headcount				618				559	
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	Number of staff in workforce (White):	Headcount							3356	
	Number of staff in workforce (BME):	Headcount							700	
	Likelihood of White staff entering the formal disciplinary process:	Auto calculated							57.90%	
	Likelihood of BME staff entering the formal disciplinary process:	Auto calculated							37.42%	
Relative likelihood of staff accessing non-mandatory training and CPD	Number of staff in workforce (White):	Headcount							3356	
	Number of staff in workforce (BME):	Headcount							700	
	Likelihood of White staff accessing non-mandatory training and CPD:	Auto calculated							69.20%	
	Likelihood of BME staff accessing non-mandatory training and CPD:	Auto calculated							7.70%	

This information is not available for this time period.

		Measure	31/03/2015	31/03/2016
KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	% of White staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage		29%
	% of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage		22%
KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	% of White staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	This information is not available for this time period.	21%
	% of BME staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage		18%
KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	% White staff believing that trust provides equal opportunities for career progression or promotion	Percentage		92%
	% BME staff believing that trust provides equal opportunities for career progression or promotion	Percentage		74%
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	% White staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage		3.00%
	% BME staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage		10%
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	Voting Board Member - %BME	Auto calculated		17.00%

Please note that % may not total due to undisclosed ethnicities contained within data