

SubmissionTemplate

Workforce Race Equality Standards 2017/18 template

	Answer Required
	Auto Populated
	N/A

INDICATOR	DATA ITEM	MEASURE	31st MARCH 2017						31st MARCH 2018								
			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	1a) Non Clinical workforce															
		1 Under Band 1	Headcount	15	15	4	4	17	17	10	10	17	17	0	0	11	11
		2 Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		3 Band 2	Headcount	237	237	16	16	60	60	174	232	11	17	52	65	36	36
		4 Band 3	Headcount	114	114	11	11	30	30	121	121	9	9	9	9	14	15
		5 Band 4	Headcount	191	191	17	17	46	46	192	191	18	18	39	39	39	39
		6 Band 5	Headcount	44	44	7	7	9	9	51	53	9	9	14	14	15	15
		7 Band 6	Headcount	30	30	3	3	6	6	27	31	8	10	5	12	8	8
		8 Band 7	Headcount	21	21	3	3	11	11	28	25	4	2	12	9	7	7
		9 Band 8A	Headcount	12	12	4	4	6	6	16	17	8	8	9	7	7	7
		10 Band 8B	Headcount	12	12	1	1	4	4	16	13	0	0	8	7	7	7
		11 Band 8C	Headcount	6	6	0	0	5	5	3	7	1	1	4	1	1	1
		12 Band 8D	Headcount	2	2	0	0	1	1	4	0	0	0	2	0	0	0
		13 Band 9	Headcount	6	6	0	0	0	0	5	6	0	0	0	0	0	0
		14 VSM	Headcount	1	1	0	0	1	1	2	5	0	0	0	0	0	0
		1b) Clinical workforce of which Non Medical															
		15 Under Band 1	Headcount	0	0	3	3	17	17	20	20	1	1	3	3	3	3
		16 Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		17 Band 2	Headcount	643	643	74	74	123	123	703	645	79	73	137	124	26	26
		18 Band 3	Headcount	135	135	8	8	24	24	123	123	9	9	26	26	13	13
		19 Band 4	Headcount	78	78	14	14	12	12	87	86	17	17	13	13	13	13
		20 Band 5	Headcount	645	645	180	180	166	166	566	569	200	201	176	175	116	116
		21 Band 6	Headcount	622	622	103	103	96	96	649	646	105	105	115	116	28	28
		22 Band 7	Headcount	302	302	27	27	25	25	315	314	33	33	29	28	6	6
		23 Band 8A	Headcount	57	57	7	7	6	6	54	54	9	9	9	9	2	2
		24 Band 8B	Headcount	18	18	1	1	2	2	19	17	3	3	2	2	1	1
		25 Band 8C	Headcount	5	5	0	0	1	1	5	7	0	2	1	1	0	0
		26 Band 8D	Headcount	5	5	3	3	0	0	4	3	0	0	0	0	0	0
27 Band 9	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
28 VSM	Headcount	1	1	0	0	1	1	0	0	0	0	0	0	1	1		
Of which Medical & Dental																	
29 Consultants	Headcount	90	90	84	84	34	34	104	89	105	89	34	32	1	1		
30 of which Senior medical manager	Headcount		27		14		2		26		17		1				
31 Non-consultant career grade	Headcount	12	12	35	35	34	34	19	24	73	64	17	18	13	13		
32 Trainee grades	Headcount	81	81	133	133	0	0	21	58	26	113	8	13	0	0		
33 Other	Headcount	0	0	0	0	26	26	26	0	59	2	4	0	0	0		
34 Number of shortlisted applicants	Headcount								3279		1815		107				
35 Number appointed from shortlisting	Headcount								568		249		24				
2	Relative likelihood of staff being appointed from shortlisting across all posts	Auto calculated		0.1920903955		0.1425497579			0.1702257474		0.1371900826		0.2242990654				
37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated		1.35					1.24								
38	Number of staff in workforce	Auto calculated						3363	3366	807	795	763	759				
39	Number of staff entering the formal disciplinary process	Headcount							79		37		31				
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation	Auto calculated		0.0228471002		0.0447154472			0.0234699941		0.0465408805		0.0408432148				
40	Likelihood of staff entering the formal disciplinary process	Auto calculated		0.0228471002		0.0447154472			0.0234699941		0.0465408805		0.0408432148				
41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated				1.96					1.98						

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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					3366		795		759		
		43	Number of staff accessing non-mandatory training and CPD (White)	Headcount					172		48		64		
		44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.0415934388		0.0189701897			0.0510992276		0.0603773585		0.0843214756	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	2.19					0.85					
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	24.49%		27.35%		27.37%		25.62%				
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	19.02%		20.92%		19.74%		29.35%				
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	89.34%		76.82%		86.49%		77.78%				
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	4.64%		12.97%		5.79%		14.43%				
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	12		0		1		8		0		1
		51	of which: Voting Board members	Headcount	6		0		1		6		0		0
		52	: Non Voting Board members	Auto calculated	6		0		0		2		0		1
		53	Total Board members	Auto calculated	12		0		1		8		0		1
		54	of which: Exec Board members	Headcount	3		0		1		2		0		1
		55	: Non Executive Board members	Auto calculated	9		0		0		6		0		0
		56	Number of staff in overall workforce	Auto calculated	3385		738		762		3366		795		759
		57	Total Board members - % by Ethnicity	Auto calculated	92.3%		0.0%		7.7%		88.9%		0.0%		11.1%
		58	Voting Board Member - % by Ethnicity	Auto calculated	85.7%		0.0%		14.3%		100.0%		0.0%		0.0%
		59	Non Voting Board Member - % by Ethnicity	Auto calculated	100.0%		0.0%		0.0%		66.7%		0.0%		33.3%
		60	Executive Board Member - % by Ethnicity	Auto calculated	75.0%		0.0%		25.0%		66.7%		0.0%		33.3%
		61	Non Executive Board Member - % by Ethnicity	Auto calculated	100.0%		0.0%		0.0%		100.0%		0.0%		0.0%
		62	Overall workforce - % by Ethnicity	Auto calculated	0.00%	69.3%	0.00%	15.1%	0.00%	15.6%	0.00%	68.4%	16.2%	15.4%	
		63	Difference (Total Board - Overall workforce)	Auto calculated	23.0%		-15.1%		-7.9%		20.5%		-16.2%		-4.3%