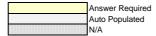
SubmissionTemplate Workforce Race Equality Standards 2020/21 template



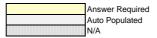
figures Verifi	WHITE fied figures 0 0 3 3	Verified figures	ETHNICITY UNKNOWN/NULL Verified figures 0 0	Notes			
	0 0 3	0	0				
	0 3	0					
	3		0				
		^	U U				
	20	0	0				
	20	0	0				
	38	4	0				
	48	7	0				
			0				
		11	0				
		1	1				
		1	0				
		0	0				
	17	2	0				
	0 1	0					
		•	U				
			1				
VSM Headcount 45 9 5 28 7 1 Of which Medical & Dental							
	0 1	0	1 0				
	U	U	U				
	0	0	0				
	0	0	0				
	0	0	0				
	0	0	0				
	234	64	14				
	51	6	6				
)% 2	21.79%	9.38%	42.86%				
		48 52 71 63 29 20 10 10 16 17 0 0 0 0 0 0 0 0 15 6 5 5 3 1 1 0 0 28 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	38	38			

SubmissionTemplate Workforce Race Equality Standards 2020/21 template

Answer Required
Auto Populated
N/A

· · · · · · · · · · · · · · · · · · ·					2020						
	INDICATOR	DATA ITEM		MEASURE	WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	ВМЕ	ETHNICITY UNKNOWN/NULL	Notes
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated	1.34			2.32			
	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	446	45	16	450	50	8	
3		39	Number of staff entering the formal disciplinary process	Headcount	0	0	0	0	0	0	
		40	Likelihood of staff entering the formal disciplinary process	Auto calculated	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated							

SubmissionTemplate Workforce Race Equality Standards 2020/21 template



					2020						
	INDICATOR	DATA ITEM		MEASURE	WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	вме	ETHNICITY UNKNOWN/NULL	Notes
		42	Number of staff in workforce	Auto calculated	446	45	16	450	50	8	
	Relative likelihood of staff accessing non- mandatory training and CPD	43	Number of staff accessing non- mandatory training and CPD:	Headcount	60	5	2	64	5	1	
4		44	Likelihood of staff accessing non- mandatory training and CPD	Auto calculated	13.45%	11.11%	12.50%	14.22%	10.00%	12.50%	
			Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	1.21			1.42			
		46	Total Board members	Headcount	13	3	0	15	3	0	
		47	of which: Voting Board members	Headcount	13	3	0	15	3	0	
	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	48	: Non Voting Board members	Auto calculated	0	0	0	0	0	0	
		49	Total Board members	Auto calculated	13	3	0	15	3	0	
		50	of which: Exec Board members	Headcount	3	1	0	3	1	0	
		51	: Non Executive Board members	Auto calculated	10	2	0	12	2	0	
		52	Number of staff in overall workforce	Auto calculated	446	45	16	450	50	8	
9		53	Total Board members - % by Ethnicity	Auto calculated	81.3%	18.8%	0.0%	83.3%	16.7%	0.0%	
		54	Ethnicity	Auto calculated	81.3%	18.8%	0.0%	83.3%	16.7%	0.0%	
		55	Non Voting Board Member - % by Ethnicity	Auto calculated							
		56	Executive Board Member - % by Ethnicity	Auto calculated	75.0%	25.0%	0.0%	75.0%	25.0%	0.0%	
		57	Non Executive Board Member - % by Ethnicity	Auto calculated	83.3%	16.7%	0.0%	85.7%	14.3%	0.0%	
		58		Auto calculated	88.0%	8.9%	3.2%	88.6%	9.8%	1.6%	
		59	Difference (Total Board -Overall workforce)	Auto calculated	-6.7%	9.9%	-3.2%	-5.2%	6.8%	-1.6%	