

SubmissionTemplate

Workforce Race Equality Standards 2020/21 template

	Answer Required
	Auto Populated
	N/A

INDICATOR	DATA ITEM	MEASURE	2020			2021			Notes	
			WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL		
1		1a) Non Clinical workforce	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures		
	1	Under Band 1	Headcount	0	0	0	0	0		
	2	Band 1	Headcount	0	0	0	0	0		
	3	Band 2	Headcount	2	0	1	3	0		
	4	Band 3	Headcount	17	0	0	20	0		
	5	Band 4	Headcount	33	4	0	38	4		
	6	Band 5	Headcount	43	8	2	48	7		
	7	Band 6	Headcount	45	4	0	52	5		
	8	Band 7	Headcount	70	3	0	71	11		
	9	Band 8A	Headcount	37	4	0	63	10		
	10	Band 8B	Headcount	22	0	0	29	1		
	11	Band 8C	Headcount	18	1	0	20	1		
	12	Band 8D	Headcount	8	0	4	10	0		
	13	Band 9	Headcount	15	0	0	16	0		
	14	VSM	Headcount	10	1	0	17	2		
			1b) Clinical workforce of which Non Medical							
		15	Under Band 1	Headcount	0	0	0	0	0	
		16	Band 1	Headcount	0	0	0	0	0	
		17	Band 2	Headcount	0	0	0	0	0	
		18	Band 3	Headcount	0	0	0	0	0	
		19	Band 4	Headcount	0	0	0	0	0	
		20	Band 5	Headcount	7	0	0	0	0	
		21	Band 6	Headcount	14	1	0	15	0	
		22	Band 7	Headcount	13	1	0	6	1	
		23	Band 8A	Headcount	32	8	2	5	1	
		24	Band 8B	Headcount	11	1	1	5	0	
		25	Band 8C	Headcount	2	0	0	3	0	
		26	Band 8D	Headcount	1	0	1	1	0	
		27	Band 9	Headcount	1	0	0	0	0	
		28	VSM	Headcount	45	9	5	28	7	
			Of which Medical & Dental							
		29	Consultants	Headcount	0	0	0	0	0	
		30	of which Senior medical manager	Headcount	0	0	0	0	0	
	31	Non-consultant career grade	Headcount	0	0	0	0	0		
	32	Trainee grades	Headcount	0	0	0	0	0		
	33	Other	Headcount	0	0	0	0	0		
2	34	Number of shortlisted applicants	Headcount	161	38	4	234	64	14	
	35	Number appointed from shortlisting	Headcount	17	3	0	51	6	6	
	36	Relative likelihood of appointment from shortlisting	Auto calculated	10.56%	7.89%	0.00%	21.79%	9.38%	42.86%	

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			WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL	
	37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated	1.34			2.32		
3	38	Number of staff in workforce	Auto calculated	446	45	16	450	50	8
	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						

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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	Auto calculated	446	45	16	450	50	8	
		43	Number of staff accessing non-mandatory training and CPD:	Headcount	60	5	2	64	5	1	
		44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	13.45%	11.11%	12.50%	14.22%	10.00%	12.50%	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	1.21			1.42			
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	46	Total Board members	Headcount	13	3	0	15	3	0	
		47	of which: Voting Board members	Headcount	13	3	0	15	3	0	
		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	
		53	Total Board members - % by Ethnicity	Auto calculated	81.3%	18.8%	0.0%	83.3%	16.7%	0.0%	
		54	Voting Board Member - % by 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	Overall workforce - % by Ethnicity	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%			