

Workforce Race Equality Standard Indicators

Indicator		Data for 2014/15				Data for 2015/16				Data for 2016/17				Data for 2017/18				Data for 2018/19				Data for 2019/20			
1. 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.	Non-Clinical	Band	White	BME	Unknown	Band	White	BME	Unknown	Band	White	BME	Unknown	Band	White	BME	Unknown	Band	White	BME	Unknown	Band	White	BME	Unknown
		1	65%	29%	6%	1	60%	34%	5%	1	58%	36%	6%	1	63%	35%	2%	1	61%	32%	6%	1	62%	36%	2%
		2	76%	12%	11%	2	78%	16%	6%	2	81%	14%	5%	2	78%	16%	6%	2	77%	16%	7%	2	74%	20%	6%
		3	85%	10%	5%	3	86%	7%	7%	3	84%	7%	8%	3	80%	13%	7%	3	76%	18%	7%	3	76%	17%	6%
		4	91%	8%	1%	4	92%	8%	0%	4	91%	8%	1%	4	88%	8%	4%	4	87%	9%	4%	4	85%	10%	5%
		5	93%	7%	0%	5	88%	9%	2%	5	93%	5%	2%	5	88%	13%	0%	5	91%	9%	0%	5	86%	14%	0%
		6	83%	17%	0%	6	89%	11%	0%	6	83%	17%	0%	6	79%	21%	0%	6	77%	23%	0%	6	69%	28%	3%
		7	86%	11%	3%	7	81%	11%	8%	7	83%	10%	8%	7	86%	14%	0%	7	86%	14%	0%	7	86%	12%	2%
		8a	85%	5%	10%	8a	94%	6%	0%	8a	90%	0%	10%	8a	92%	0%	8%	8a	88%	9%	3%	8a	86%	14%	0%
		8b	93%	7%	0%	8b	88%	13%	0%	8b	88%	13%	0%	8b	88%	13%	0%	8b	91%	9%	0%	8b	87%	7%	7%
		8c	90%	0%	10%	8c	100%	0%	0%	8c	89%	0%	11%	8c	100%	0%	0%	8c	100%	0%	0%	8c	100%	0%	0%
		8d	100%	0%	0%	8d	100%	0%	0%	8d	100%	0%	0%	8d	86%	0%	14%	8d	100%	0%	0%	8d	67%	33%	0%
		9	67%	33%	0%	9	67%	33%	0%	9	0%	100%	0%	9	50%	50%	0%	9	50%	50%	0%	9	50%	50%	0%
		Non Exec Director	38%	0%	63%	Non Exec Director	43%	0%	57%	Non Exec Director	43%	0%	57%	Non Exec Director	100%	0%	0%	Non Exec Director	100%	0%	0%	Non Exec Director	100%	0%	0%
		VSM	100%	0%	0%	VSM	100%	0%	0%	VSM	100%	0%	0%	VSM	100%	0%	0%	VSM	100%	0%	0%	VSM	100%	0%	0%
Total	79%	14%	7%	Total	80%	15%	5%	Total	80%	15%	5%	Total	79%	17%	4%	Total	78%	17%	5%	Total	77%	19%	4%		
1. 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.	Clinical	Band	White	BME	Unknown	Band	White	BME	Unknown	Band	White	BME	Unknown	Band	White	BME	Unknown	Band	White	BME	Unknown	Band	White	BME	Unknown
		1				1				1				1				1				1			
		2	65%	26%	8%	2	61%	30%	8%	2	60%	31%	9%	2	62%	31%	6%	2	62%	31%	7%	2	61%	32%	6%
		3	87%	11%	2%	3	87%	10%	3%	3	78%	14%	8%	3	73%	16%	10%	3	75%	18%	7%	3	77%	15%	8%
		4	82%	16%	2%	4	54%	40%	6%	4	78%	14%	8%	4	69%	19%	12%	4	68%	27%	5%	4	50%	41%	9%
		5	57%	33%	9%	5	60%	31%	9%	5	55%	36%	9%	5	58%	38%	4%	5	50%	44%	6%	5	41%	51%	8%
		6	81%	18%	1%	6	79%	19%	1%	6	80%	18%	3%	6	78%	20%	2%	6	77%	21%	2%	6	71%	27%	2%
		7	90%	9%	1%	7	88%	10%	2%	7	84%	12%	3%	7	84%	13%	3%	7	83%	14%	3%	7	81%	16%	3%
		8a	82%	16%	3%	8a	86%	14%	0%	8a	84%	14%	2%	8a	81%	13%	6%	8a	84%	14%	2%	8a	81%	17%	2%
		8b	100%	0%	0%	8b	91%	9%	0%	8b	93%	7%	0%	8b	92%	8%	0%	8b	91%	9%	0%	8b	90%	10%	0%
		8c	100%	0%	0%	8c	100%	0%	0%	8c	100%	0%	0%	8c	100%	0%	0%	8c	100%	0%	0%	8c	100%	0%	0%
		8d	50%	50%	0%	8d	50%	50%	0%	8d	0%	100%	0%	8d	100%	0%	0%	8d	100%	0%	0%	8d	100%	0%	0%
		9				9				9				9	0%	100%	0%	9	0%	100%	0%	9			
		VSM	100%	0%	0%	VSM	100%	0%	0%	VSM	100%	0%	0%	VSM	100%	0%	0%	VSM	100%	0%	0%	VSM			
		Consultants	40%	56%	4%	Consultants	37%	59%	4%	Consultants	35%	58%	6%	Consultants	34%	60%	7%	Consultants	31%	60%	9%	Consultants	32%	60%	8%
Non-Consultant	23%	68%	10%	Non-Consultant	26%	63%	11%	Non-Consultant	20%	67%	13%	Non-Consultant	29%	68%	4%	Non-Consultant	26%	68%	6%	Non-Consultant	15%	77%	8%		
Trainee Grades	35%	57%	7%	Trainee Grades	37%	59%	5%	Trainee Grades	33%	59%	8%	Trainee Grades	34%	59%	8%	Trainee Grades	24%	64%	12%	Trainee Grades	21%	71%	8%		
Total	65%	29%	5%	Total	65%	30%	5%	Total	62%	31%	7%	Total	64%	31%	5%	Total	60%	34%	6%	Total	55%	39%	6%		
2. Relative likelihood of staff being appointed from shortlisting across all posts.	Relative likelihood of White staff being appointed from shortlisting compared to BME staff is 1.33 times greater.				Relative likelihood of White staff being appointed from shortlisting compared to BME staff is 1.32 greater.				Relative likelihood of White staff being appointed from shortlisting compared to BME staff is 1.46 greater.				Relative likelihood of White staff being appointed from shortlisting compared to BME staff is 1.39 greater.				Relative likelihood of White staff being appointed from shortlisting compared to BME staff is 0.87 greater.				Relative likelihood of White staff being appointed from shortlisting compared to BME staff is 0.59 greater.				
3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation (based on a two year rolling average).	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff is 1.08 times greater.				Relative likelihood of BME staff entering the formal disciplinary process compared to White staff is 1.27 times greater.				Relative likelihood of BME staff entering the formal disciplinary process compared to White staff is 1.26 times greater.				Relative likelihood of BME staff entering the formal disciplinary process compared to White staff is 1.17 times greater.				Relative likelihood of BME staff entering the formal disciplinary process compared to White staff is 1.09 times greater.				Relative likelihood of BME staff entering the formal disciplinary process compared to White staff is 0.63 times greater.				

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4. Relative likelihood of staff accessing non-mandatory training and CPD	No Data	No Data	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff is 1.49 times more likely.	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff is 0.91 times more likely.	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff is 0.54 times more likely.	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff is 0.50 times more likely.																																																																																																																																																																
5. KF25 -Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	White: 21% BME: 26%	White: 30% BME: 22%	White: 32% BME: 24%	White: 29% BME: 28%	White: 29% BME: 27%	White: 31% BME: 25%																																																																																																																																																																
6. KF26 - Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	White: 17% BME: 24%	White: 20% BME: 21%	White: 21% BME: 25%	White: 26% BME: 14%	White: 23% BME: 28%	White: 27% BME: 24%																																																																																																																																																																
7. KF21 - Percentage believing that the Trust provides equal opportunities for career progression or promotion.	White: 91% BME: 85%	White: 92% BME: 82%	White: 91% BME: 71%	White: 83% BME: 78%	White: 86% BME: 76%	White: 85% BME: 76%																																																																																																																																																																
8. In the last 12 months have you personally experienced discrimination at work from any of the following; Manager/Team Leader or other colleagues.	White: 4% BME: 13%	White: 3% BME: 7%	White: 5% BME: 19%	White: 8% BME: 15%	White: 7% BME: 12%	White: 7% BME: 10%																																																																																																																																																																
9. Percentage difference between the organisations' Board voting membership and its overall workforce.	N/A - Additional requirement for 2015/16	<table border="1"> <thead> <tr> <th></th> <th>White</th> <th>BME</th> <th>Unknown</th> </tr> </thead> <tbody> <tr> <td>Total Board Members</td> <td>75.0%</td> <td>0.0%</td> <td>25.0%</td> </tr> <tr> <td>Voting Board Members</td> <td>72.7%</td> <td>0.0%</td> <td>27.3%</td> </tr> <tr> <td>Non Voting Board Members</td> <td>100.0%</td> <td>0.0%</td> <td>0.0%</td> </tr> <tr> <td>Executive Board Members</td> <td>100.0%</td> <td>0.0%</td> <td>0.0%</td> </tr> <tr> <td>Non-Executive Board Member</td> <td>50.0%</td> <td>0.0%</td> <td>50.0%</td> </tr> <tr> <td>Overall Workforce</td> <td>68.0%</td> <td>24.4%</td> <td>7.6%</td> </tr> <tr> <td>Difference between Trust Board and Overall Workforce</td> <td>5.2%</td> <td>-26.1%</td> <td>20.9%</td> </tr> </tbody> </table>		White	BME	Unknown	Total Board Members	75.0%	0.0%	25.0%	Voting Board Members	72.7%	0.0%	27.3%	Non Voting Board Members	100.0%	0.0%	0.0%	Executive Board Members	100.0%	0.0%	0.0%	Non-Executive 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