

Workforce Race Equality Standard indicators							
Workforce metrics		2015 Results	2016 Results	2017 Results	2018 Results	2019 Results	Comments
For each of these three workforce indicators, the Standard compares the metrics for white and BME Staff							
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 disaggregated by: - Non-Clinical staff - Clinical staff of which - Non-Medical staff - Medical staff	Overall BME profile of 9.0%	Overall BME profile of 8.8%	Overall BME profile of 8.9%	Overall BME profile of 9.9%	Overall BME profile of 10.4%	See Pay Band Breakdown in next Tab for a further detailed breakdown by each specific band
2	- Relative likelihood of staff being appointed from shortlisting across all posts.	0.64 BME to White (1.56 in Unify2)	0.52 BME to White (1.93 in Unify2)	0.58 BME to White (1.74 in Unify2)	0.58 BME to White (1.71 in Unify2)	0.60 BME to White (1.67 in Unify2)	This has increased slightly from last year but is below the levels from 2015. We could look at ways of incorporating other types of recruitment, such as volunteers.?
3	- Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation	3.24 BME to White	2.94 BME to White	1.56 BME to White	0.91 BME to White	1.77 BME to White	This has increased from last year. The overall number of cases has reduced from 34 to 24, however cases involving BME colleagues have only reduced by 1
	Note. This indicator will be based on data from a two year rolling average of the current year and the						
4	- Relative likelihood of staff accessing non mandatory training and CPD	0.63 BME to White	0.92 BME to White	0.99 BME to White	1.13 BME to White	1.00 BME to White	This is the best result so far. A ratio of 1:1 mean access is equal
National NHS Staff Survey findings.							
For each of these five staff survey indicators, the Standard							
5	- KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	W - 20 B - 18	W - 20 B - 22	W - 15 B - 17	W - 21 B - 18	W - 20 B - 18	This has remained relatively steady over the 5 reporting years with the exception of a sharp increase for BME staff in 2016 (2015 survey) and a significant decrease for all people in 2017 (2016 survey)
6	- KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	W - 19 B - 22	W - 20 B - 24	W - 20 B - 20	W - 20 B - 16	W - 18 B - 20	The number of people experiencing harassment, bullying or abuse from staff has reduced for white people, however, there has been a sharp increase for BME colleagues
7	- KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	W - 94 B - 94	W - 91 B - 86	W - 89 B - 86	W - 87 B - 73	W - 88 B - 74	This has increased slightly from last year but is below the levels from 2015
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	W - 6 B - 7	W - 4 B - 7	W - 5 B - 9	W - 6 B - 12	W - 4 B - 12	Discrimination from a "Manager/team leader or other colleague" has reduced for white people but has remained the same for their BME colleagues
Boards.							
Does the Board meet the requirement on Board membership in							
9	- Percentage difference between the organisation's Boards membership and its overall workforce disaggregated:- - by voting membership of the Board - executive membership of the Board	Overall workforce BME = 8.8% Board Voting BME = 8.3%	Overall workforce BME = 8.8% Board Voting BME = 8.3%	Overall workforce BME = 8.9% Board Voting BME = 9.1%	Overall workforce BME = 9.9% Board Voting BME = 8.3%	Overall workforce BME = 10.4% Board Voting BME = 8.3%	The BME representation within the overall workforce has increased. Representation at Board has remained the same this time, however will reduce next time due to recent changes.

Reporting periods:-

Staff data as at 31/03/2015 with 2014 Staff Survey results	Staff data as at 31/03/2016 with 2015 Staff Survey results	Staff data as at 31/03/2017 with 2016 Staff Survey results	Staff data as at 31/03/2018 with 2017 Staff Survey results	Staff data as at 31/03/2019 with 2018 Staff Survey results
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Pay Group	Headcount	BME %	Variance from Overall
Under Band 1	5	20.0%	9.6%
Band 1	52	21.2%	10.8%
Band 2	394	12.2%	1.8%
Band 3	526	8.2%	-2.2%
Band 4	310	5.8%	-4.6%
Band 5	549	7.7%	-2.7%
Band 6	642	8.3%	-2.1%
Band 7	426	4.5%	-5.9%
Band 8A	138	9.4%	-1.0%
Band 8B	43	2.3%	-8.0%
Band 8C	28	0.0%	-10.4%
Band 8D	9	11.1%	0.7%
Band 9	2	0.0%	-10.4%
VSM	14	7.1%	-3.2%
Consultants	199	24.6%	14.2%
NCCG	46	45.7%	35.3%
Trainee Doctors	212	24.5%	14.2%
Other	0	0.0%	-10.4%
Grand Total	3595	10.4%	

