

Workforce Race Equality Standard indicators

Workforce metrics		2015 Results	2016 Results	2017 Results	2018 Results	2019 Results	2020 Results
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 AfC 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%	Overall BME profile of 11.2%
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)	0.57 BME to White (1.76 in Unify2)
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation Note. This indicator is based on data from a two year rolling average of the current year and the previous year	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	1.19 BME to White
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	1.23 BME to White
National NHS Staff Survey findings.							
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	W - 21 B - 15
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 - 22	W - 20 B - 25
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	W - 89 B - 78
8	Q17. In the last 12 months have you personally experienced discrimination at work from - 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	W - 6 B - 9
Boards.							
Does the Board meet the requirement on Board membership in 9.							

9	Percentage difference between the organisation's Boards voting membership and its overall workforce	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%	Overall workforce BME = 11.2% Board Voting BME = 0.0%
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 2017 Staff Survey results	Staff data as at 31/03/2018 with 2018 Staff Survey results	Staff data as at 31/03/2019 with 2019 Staff Survey results	Staff data as at 31/03/2020 with 2019 Staff Survey results