Workforce Race Equality Standards annual collection
as at March-2020

For any technical queries or additional clarification relating to the collection, please contact: england.wres@nhs.net - Owen 07702 411 808

For any queries or additional clarification relating to SDCS/your submission, please contact: data.collections@nhs.net

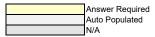# Workforce Race Equality Standards

Validations
Please correct all issues listed within the table below. If the issues are not corrected then the pro forma will fail the validation stage in SDCS.

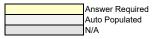| Trust - Frontsheet |
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| Please complete all yellow answer cells on the 'Data for submission' tab. The 'Validation and Data Checks' tab can be used to identify which cells still need to be answered. |
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| Cut and Paste is not permitted. This Template is broken. Please download a new template |
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SubmissionTemplate
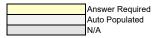# Workforce Race Equality Standards 2019/20 template

	Answer Required
	Auto Populated
	N/A

INDICATOR	DATA ITEM		MEASURE	2019			2020			Notes
				WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL	
		1a) Non Clinical workforce		Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	
	1	Under Band 1	Headcount	0	0	0	5	0	0	
	2	Band 1	Headcount	89	4	3	17	1	0	
	3	Band 2	Headcount	394	5	2	562	5	7	
	4	Band 3	Headcount	309	17	2	396	24	5	
	5	Band 4	Headcount	293	8	2	324	14	4	
	6	Band 5	Headcount	111	2	1	131	4	2	
	7	Band 6	Headcount	58	0	0	90	4	1	
	8	Band 7	Headcount	67	4	1	78	3	1	
	9	Band 8A	Headcount	48	2	0	45	2	0	
	10	Band 8B	Headcount	25	0	0	33	0	0	
	11	Band 8C	Headcount	5	0	0	8	0	0	
	12	Band 8D	Headcount	10	1	0	9	1	0	
	13	Band 9	Headcount	7	0	0	8	0	0	
	14	VSM	Headcount	6	0	0	6	0	0	
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 (Indicator 1)		1b) Clinical workforce of which Non Medical								
	15	Under Band 1	Headcount	9	0	0	0	0	0	
	16	Band 1	Headcount	309	3	0	59	2	0	
	17	Band 2	Headcount	778	14	10	1077	24	9	
	18	Band 3	Headcount	136	1	1	202	23	2	
	19	Band 4	Headcount	122	0	1	196	4	4	
	20	Band 5	Headcount	684	52	9	826	77	7	
	21	Band 6	Headcount	514	16	7	820	23	11	
	22	Band 7	Headcount	360	4	3	509	9	4	
	23	Band 8A	Headcount	74	5	0	123	5	1	
	24	Band 8B	Headcount	10	0	0	14	0	0	
	25	Band 8C	Headcount	6	0	0	9	1	0	
	26	Band 8D	Headcount	2	0	0	3	0	0	
	27	Band 9	Headcount	0	0	0	0	0	0	
	28	VSM	Headcount	2	1	0	1	0	0	
		Of which Medical & Dental								
	29	Consultants	Headcount	71	116	10	81	127	10	
	30	of which Senior medical manager	Headcount	0	0	0	0	0	0	
	31	Non-consultant career grade	Headcount	31	61	6	26	69	5	
	32	Trainee grades	Headcount	2	71	1	46	71	2	
	33	Other	Headcount	40	34	3	10	0	1	
Relative likelihood of staff being appointed from shortlisting across all posts (Indicator 2)	34	Number of shortlisted applicants	Headcount	1787	214	75	3174	405	95	
	35	Number appointed from shortlisting	Headcount	429	41	29	751	63	50	
	36	Relative likelihood of appointment from shortlisting	Auto calculated	24.01%	19.16%	38.67%	23.66%	15.56%	52.63%	

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Workforce Race Equality Standards 2019/20 template

	Answer Required
	Auto Populated
	N/A

INDICATOR	DATA ITEM		MEASURE	2019			2020			Notes
				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	1.25			1.52			
3 — **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	4572	421	62	5714	493	76	
	39	Number of staff entering the formal disciplinary process	Headcount	33	2	0	43	6	1	
	40	Likelihood of staff entering the formal disciplinary process	Auto calculated	0.72%	0.48%	0.00%	0.75%	1.22%	1.32%	
	41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated		0.66			1.62		

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	Answer Required
	Auto Populated
	N/A

	INDICATOR	DATA ITEM		MEASURE	2019			2020			Notes
					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	4572	421	62	5714	493	76	
		43	Number of staff accessing non-mandatory training and CPD:	Headcount							All training & CPD information was not centrally recorded in 2019-20, therefore we are unable to provide this information.
		44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated							
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	1	0	15	1	0	
		47	of which: Voting Board members	Headcount	13	1	0	15	1	0	
		48	: Non Voting Board members	Auto calculated	0	0	0	0	0	0	
		49	Total Board members	Auto calculated	13	1	0	15	1	0	
		50	of which: Exec Board members	Headcount	6	1	0	7	1	0	
		51	: Non Executive Board members	Auto calculated	7	0	0	8	0	0	
		52	Number of staff in overall workforce	Auto calculated	4572	421	62	5714	493	76	
		53	Total Board members - % by Ethnicity	Auto calculated	92.9%	7.1%	0.0%	93.8%	6.3%	0.0%	
		54	Voting Board Member - % by Ethnicity	Auto calculated	92.9%	7.1%	0.0%	93.8%	6.3%	0.0%	
		55	Non Voting Board Member - % by Ethnicity	Auto calculated							
		56	Executive Board Member - % by Ethnicity	Auto calculated	85.7%	14.3%	0.0%	87.5%	12.5%	0.0%	
		57	Non Executive Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		58	Overall workforce - % by Ethnicity	Auto calculated	90.4%	8.3%	1.2%	90.9%	7.8%	1.2%	
		59	Difference (Total Board -Overall workforce)	Auto calculated	2.4%	-1.2%	-1.2%	2.8%	-1.6%	-1.2%	

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INDICATOR		DATA ITEM		MEASURE	2019 WHITE	2019 BME	2019 ETHNICITY UNKNOWN/NULL	2020 WHITE	2020 BME	2020 ETHNICITY UNKNOWN/NULL	Notes
			1a) Non Clinical workforce		Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	
		1	Under Band 1	Headcount	OK	OK	OK	OK	OK	OK	
		2	Band 1	Headcount	OK	OK	OK	OK	OK	OK	
		3	Band 2	Headcount	OK	OK	OK	OK	OK	OK	
		4	Band 3	Headcount	OK	OK	OK	OK	OK	OK	
		5	Band 4	Headcount	OK	OK	OK	OK	OK	OK	
		6	Band 5	Headcount	OK	OK	OK	OK	OK	OK	
		7	Band 6	Headcount	OK	OK	OK	OK	OK	OK	
		8	Band 7	Headcount	OK	OK	OK	OK	OK	OK	
		9	Band 8A	Headcount	OK	OK	OK	OK	OK	#REF!	
		10	Band 8B	Headcount	OK	OK	OK	OK	OK	OK	
		11	Band 8C	Headcount	OK	OK	OK	OK	OK	OK	
		12	Band 8D	Headcount	OK	OK	OK	OK	OK	OK	
		13	Band 9	Headcount	OK	OK	OK	OK	OK	OK	
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	14	VSM	Headcount	OK	OK	OK	OK	OK	OK	
			1b) Clinical workforce								
			of which Non Medical								
		15	Under Band 1	Headcount	OK	OK	OK	OK	OK	OK	
		16	Band 1	Headcount	OK	OK	OK	OK	OK	OK	
		17	Band 2	Headcount	OK	OK	OK	OK	OK	OK	
		18	Band 3	Headcount	OK	OK	OK	OK	OK	OK	
		19	Band 4	Headcount	OK	OK	OK	OK	OK	OK	
		20	Band 5	Headcount	OK	OK	OK	OK	OK	OK	
		21	Band 6	Headcount	OK	OK	OK	OK	OK	OK	
		22	Band 7	Headcount	OK	OK	OK	OK	OK	OK	
		23	Band 8A	Headcount	OK	OK	OK	OK	OK	OK	
		24	Band 8B	Headcount	OK	OK	OK	OK	OK	OK	
		25	Band 8C	Headcount	OK	OK	OK	OK	OK	OK	
		26	Band 8D	Headcount	OK	OK	OK	OK	OK	OK	
		27	Band 9	Headcount	OK	OK	OK	OK	OK	OK	
		28	VSM	Headcount	OK	OK	OK	OK	OK	OK	
			Of which Medical & Dental								
		29	Consultants	Headcount	OK	OK	OK	OK	OK	OK	
		30	of which Senior medical manager	Headcount							
		31	Non-consultant career grade	Headcount	OK	OK	OK	OK	OK	OK	
		32	Trainee grades	Headcount	OK	OK	OK	OK	OK	OK	
		33	Other	Headcount	OK	OK	OK	OK	OK	OK	
2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants:	Headcount	OK	OK	OK	OK	OK	OK	
		35	Number appointed from shortlisting:	Headcount	OK	OK	OK	OK	OK	OK	
		36	Relative likelihood of shortlisting/appointed:	Auto calculated							
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated							
3	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:	Headcount	OK	OK	OK	OK	OK	OK	
		39	Number of staff entering the formal disciplinary process:	Headcount	OK	OK	OK	OK	OK	OK	
		40	Likelihood of staff entering the formal disciplinary process:	Auto calculated							
		41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated							

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INDICATOR		DATA ITEM		MEASURE	2019			2020			Notes
					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:	Headcount	OK	OK	OK	OK	OK	OK	
		43	Number of staff accessing non-mandatory training and CPD:	Headcount	No Data	No Data	No Data	No Data	No Data	No Data	
		44	Likelihood of staff accessing non-mandatory training and CPD:	Auto calculated							
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff:	Auto calculated							
9	Percentage difference between the organisations' Board voting membership and its overall workforce. Note: Only voting members of the Board	46	Total Board members	Headcount	OK	OK	OK	OK	OK	OK	
		47	of which: Voting Board members	Headcount	OK	OK	OK	OK	OK	OK	
		48	: Non Voting Board members	Autocalculated							
		49	Total Board members	Headcount	OK	OK	OK	OK	OK	OK	
		50	of which: Exec Board members	Headcount	Error	OK	OK	Error	OK	OK	
		51	: Non Executive Board members	Autocalculated							
		52	Number of staff in overall workforce	Headcount	OK	OK	OK	OK	OK	OK	
		53	Total Board members - % by Ethnicity	Auto calculated							
		54	Voting Board Member - % by Ethnicity	Auto calculated							
		55	Non Voting Board Member - % by Ethnicity	Auto calculated							
		56	Executive Board Member - % by Ethnicity	Auto calculated							
		57	Non Executive Board Member - % by Ethnicity	Auto calculated							
		58	Overall workforce - % by Ethnicity	Auto calculated							
		59	Difference (Total Board -Overall workforce)	Auto calculated							