

## Indicator 1

Please find below the data entered in indicator 1 on the WRES 2018 return. The return asks for the medical breakdown by pay code as opposed to pay grade, however the data below has been categorised by pay grade for the purposes of this document and analysis purposes only.

### Clinical

	<b>BME</b>	<b>Not stated/Undefined</b>	<b>White</b>
Band 2	0.70%	0.19%	12.55%
Band 3	0.15%	0.04%	7.35%
Band 4	0.00%	0.02%	0.98%
Band 5	1.81%	0.38%	16.11%
Band 6	0.49%	0.11%	12.11%
Band 7	0.21%	0.06%	6.50%
Band 8	0.06%	0.04%	2.11%
Band 9	0.00%	0.00%	0.04%
VSM	0.00%	0.00%	0.02%

### Non-Clinical

	<b>BME</b>	<b>Not stated/Undefined</b>	<b>White</b>
Apprentice	0.02%	0.00%	0.11%
Band 1	0.00%	0.02%	1.00%
Band 2	0.19%	0.17%	8.84%
Band 3	0.17%	0.11%	7.46%
Band 4	0.09%	0.04%	2.71%
Band 5	0.19%	0.00%	1.98%
Band 6	0.11%	0.00%	1.39%
Band 7	0.02%	0.02%	1.24%
Band 8	0.06%	0.00%	1.62%
Band 9	0.00%	0.00%	0.04%
VSM	0.00%	0.02%	0.28%

### Medical & Dental

	<b>BME</b>	<b>Not stated/Undefined</b>	<b>White</b>
Junior Doctors	1.73%	0.2%	2.15%
Associate Specialist/Specialty Doctors	1.13%	0.14%	0.74%
Consultants	2.22%	0.13%	1.5%