

4.2 Table 1 The Workforce Race Equality Standard indicators

Workforce Race Equality Standard indicators	
	<p>Workforce indicators For each of these four workforce indicators, the Standard compares the metrics for White and BME staff.</p>
1.	Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce
2.	Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.
3.	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White 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.
4.	Relative likelihood of BME staff accessing non mandatory training and CPD as compared to White staff
	<p>National NHS Staff Survey findings For each of these four staff survey indicators, the Standard compares the metrics for the responses for White and BME staff for each survey question</p>
5.	KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
6.	KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
7.	KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion
8.	Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues
	<p>Boards. Does the Board meet the requirement on Board membership in 9</p>
9.	Boards are expected to be broadly representative of the population they serve.

The indicators have been chosen to be as simple and straightforward as possible and are based on existing data collection and analysis requirements which good performing NHS organisations are already undertaking.