



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

Trust - Frontsheet

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			
1		1a) Non Clinical workforce	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures			
	1	Under Band 1	Headcount	11	2	1	11	2	3		
	2	Band 1	Headcount	35	0	0	0	0	0		
	3	Band 2	Headcount	432	8	11	48	2	2		
	4	Band 3	Headcount	347	7	6	77	6	5		
	5	Band 4	Headcount	127	3	0	75	2	0		
	6	Band 5	Headcount	101	7	3	92	5	1		
	7	Band 6	Headcount	71	6	0	55	6	1		
	8	Band 7	Headcount	56	1	1	52	4	1		
	9	Band 8A	Headcount	34	4	0	34	4	0		
	10	Band 8B	Headcount	18	1	0	20	1	1		
	11	Band 8C	Headcount	5	0	0	6	0	0		
	12	Band 8D	Headcount	16	0	0	16	0	0		
	13	Band 9	Headcount	2	0	0	4	0	0		
	14	VSM	Headcount	12	1	0	11	1	0		
			1b) Clinical workforce of which Non Medical								
		15	Under Band 1	Headcount	1	0	0	6	0	0	
		16	Band 1	Headcount	0	0	0	3	0	0	
		17	Band 2	Headcount	611	42	8	1074	52	17	
		18	Band 3	Headcount	331	13	2	618	13	4	
		19	Band 4	Headcount	64	1	1	134	2	3	
		20	Band 5	Headcount	768	96	17	789	127	23	
		21	Band 6	Headcount	583	20	6	624	28	3	
		22	Band 7	Headcount	319	12	5	342	9	7	
		23	Band 8A	Headcount	71	2	1	81	4	2	
		24	Band 8B	Headcount	20	2	0	18	2	0	
		25	Band 8C	Headcount	8	0	1	11	0	2	
		26	Band 8D	Headcount	3	0	0	1	0	0	
		27	Band 9	Headcount	2	0	0	3	0	0	
		28	VSM	Headcount	1	0	0	1	0	0	
			<i>Of which Medical & Dental</i>								
		29	Consultants	Headcount	74	112	8	77	114	12	
		30	<i>of which Senior medical manager</i>	Headcount	1	0	0	1	0	0	
	31	Non-consultant career grade	Headcount	17	48	5	16	56	5		
	32	Trainee grades	Headcount	129	94	10	107	123	13		
	33	Other	Headcount	0	0	0	0	0	0		
2	34	Number of shortlisted applicants	Headcount	6285	1311	76	5351	2139	104		
	35	Number appointed from shortlisting	Headcount	185	64	45	148	59	44		
	36	Relative likelihood of appointment from shortlisting	Auto calculated	2.94%	4.88%	59.21%	2.77%	2.76%	42.31%		
	37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated	0.60			1.00				

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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		
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	4269	482	86	4406	563	105	
	39	Number of staff entering the formal disciplinary process	Headcount	176	11	5	106	10	3	
	40	Likelihood of staff entering the formal disciplinary process	Auto calculated	4.12%	2.28%	5.81%	2.41%	1.78%	2.86%	
	41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated		0.55			0.74		

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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	4269	482	86	4406	563	105	
		43	Number of staff accessing non-mandatory training and CPD:	Headcount	2108	161	30	2130	247	54	
		44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	49.38%	33.40%	34.88%	48.34%	43.87%	51.43%	
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	1.48			1.10			
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	15	1	0	14	1	0	
		47	of which: Voting Board members	Headcount	12	1	0	11	1	0	
		48	: Non Voting Board members	Auto calculated	3	0	0	3	0	0	
		49	Total Board members	Auto calculated	15	1	0	14	1	0	
		50	of which: Exec Board members	Headcount	9	0	0	9	0	0	
		51	: Non Executive Board members	Auto calculated	6	1	0	5	1	0	
		52	Number of staff in overall workforce	Auto calculated	4269	482	86	4406	563	105	
		53	Total Board members - % by Ethnicity	Auto calculated	93.8%	6.3%	0.0%	93.3%	6.7%	0.0%	
		54	Voting Board Member - % by Ethnicity	Auto calculated	92.3%	7.7%	0.0%	91.7%	8.3%	0.0%	
		55	Non Voting Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		56	Executive Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	
		57	Non Executive Board Member - % by Ethnicity	Auto calculated	85.7%	14.3%	0.0%	83.3%	16.7%	0.0%	
		58	Overall workforce - % by Ethnicity	Auto calculated	88.3%	10.0%	1.8%	86.8%	11.1%	2.1%	
59	Difference (Total Board -Overall workforce)	Auto calculated	5.5%	-3.7%	-1.8%	6.5%	-4.4%	-2.1%			

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INDICATOR	DATA ITEM	MEASURE	2019			2020			Notes		
			WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL			
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	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	OK	
		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	
		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	OK
		16	Band 1	Headcount	OK	OK	OK	OK	OK	OK	OK
		17	Band 2	Headcount	OK	OK	OK	OK	OK	OK	OK
		18	Band 3	Headcount	OK	OK	OK	OK	OK	OK	OK
		19	Band 4	Headcount	OK	OK	OK	OK	OK	OK	OK
		20	Band 5	Headcount	OK	OK	OK	OK	OK	OK	OK
		21	Band 6	Headcount	OK	OK	OK	OK	OK	OK	OK
		22	Band 7	Headcount	OK	OK	OK	OK	OK	OK	OK
		23	Band 8A	Headcount	OK	OK	OK	OK	OK	OK	OK
		24	Band 8B	Headcount	OK	OK	OK	OK	OK	OK	OK
		25	Band 8C	Headcount	OK	OK	OK	OK	OK	OK	OK
		26	Band 8D	Headcount	OK	OK	OK	OK	OK	OK	OK
		27	Band 9	Headcount	OK	OK	OK	OK	OK	OK	OK
		28	VSM	Headcount	OK	OK	OK	OK	OK	OK	OK
		Of which Medical & Dental									
		29	Consultants	Headcount	OK	OK	OK	OK	OK	OK	OK
30	of which Senior medical manager	Headcount	OK	OK	OK	OK	OK	OK	OK		
31	Non-consultant career grade	Headcount	OK	OK	OK	OK	OK	OK	OK		
32	Trainee grades	Headcount	OK	OK	OK	OK	OK	OK	OK		
33	Other	Headcount	OK	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	OK	OK	OK	OK	OK	OK	
		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 Main Objective: 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	OK	Error	OK	OK	Error	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							