

Appendix 2

Submission Template Workforce Race Equality Standards 2022/23 template

	Answer Required
	Auto Populated
	N/A

INDICATOR	DATA ITEM	MEASURE	2022			2023			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	14	2	0	9	4	1	
		2	Band 1	Headcount	0	0	0	0	0	0	
		3	Band 2	Headcount	333	44	10	305	52	8	
		4	Band 3	Headcount	396	64	8	376	66	8	
		5	Band 4	Headcount	548	63	10	563	96	9	
		6	Band 5	Headcount	324	59	11	318	68	14	
		7	Band 6	Headcount	242	49	5	253	56	10	
		8	Band 7	Headcount	200	35	8	215	41	7	
		9	Band 8A	Headcount	131	13	0	142	17	2	
		10	Band 8B	Headcount	67	5	0	67	5	0	
		11	Band 8C	Headcount	57	5	2	56	9	3	
		12	Band 8D	Headcount	9	0	1	14	0	1	
		13	Band 9	Headcount	28	2	0	28	2	0	
		14	VSM	Headcount	15	2	2	16	2	2	
			1b) Clinical workforce of which Non Medical								
		15	Under Band 1	Headcount	1	0	0	3	2	0	
		16	Band 1	Headcount	0	0	0	0	0	0	
		17	Band 2	Headcount	687	281	40	626	304	43	
		18	Band 3	Headcount	410	239	20	424	212	20	
		19	Band 4	Headcount	248	55	7	249	77	5	
		20	Band 5	Headcount	895	1125	129	793	1255	138	
		21	Band 6	Headcount	1102	423	90	1114	481	80	
		22	Band 7	Headcount	976	141	28	1015	171	33	
		23	Band 8A	Headcount	273	39	4	297	44	5	
		24	Band 8B	Headcount	66	8	0	70	9	2	
		25	Band 8C	Headcount	28	7	0	30	6	0	
		26	Band 8D	Headcount	18	1	0	19	2	0	
		27	Band 9	Headcount	7	0	0	8	0	0	
		28	VSM	Headcount	1	0	0	1	0	0	
			<i>Of which Medical & Dental</i>								
		29	Consultants	Headcount	502	222	30	529	229	31	
		30	<i>of which Senior medical manager</i>	Headcount	25	4	0	22	7	0	
31	Non-consultant career grade	Headcount	102	146	10	88	177	14			
32	Trainee grades	Headcount	329	406	78	303	301	57			
33	Other	Headcount	0	0	69	0	0	0			
2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants	Headcount	3771	2341	122	6915	5933	735	
		35	Number appointed from shortlisting	Headcount	1262	451	29	2193	1190	329	
		36	Relative likelihood of appointment from shortlisting	Auto calculated	33.47%	19.27%	23.77%	31.71%	20.06%	44.76%	
		37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated	1.74			1.58			
	Relative likelihood of staff entering the formal	38	Number of staff in workforce	Auto calculated	8009	3436	562	7931	3688	493	

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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 year end data.	39	Number of staff entering the formal disciplinary process	Headcount	36	8	2	29	7	1	
	40	Likelihood of staff entering the formal disciplinary process	Auto calculated	0.45%	0.23%	0.36%	0.37%	0.19%	0.20%	
	41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated		0.52			0.52		
4 Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce	Auto calculated	8009	3436	562	7931	3688	493	
	43	Number of staff accessing non-mandatory training and CPD:	Headcount	1747	809	84	2050	1015	105	
	44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	21.81%	23.54%	14.95%	25.85%	27.52%	21.30%	
	45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	0.93			0.94			
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	12	2	0	12	2	0	
	47	of which: Voting Board members	Headcount	12	2	0	12	2	0	
	48	: Non Voting Board members	Auto calculated	0	0	0	0	0	0	
	49	Total Board members	Auto calculated	12	2	0	12	2	0	
	50	of which: Exec Board members	Headcount	7	0	0	7	0	0	
	51	: Non Executive Board members	Auto calculated	5	2	0	5	2	0	
	52	Number of staff in overall workforce	Auto calculated	8009	3436	562	7931	3688	493	
	53	Total Board members - % by Ethnicity	Auto calculated	85.7%	14.3%	0.0%	85.7%	14.3%	0.0%	
	54	Voting Board Member - % by Ethnicity	Auto calculated	85.7%	14.3%	0.0%	85.7%	14.3%	0.0%	
	55	Non Voting Board Member - % by Ethnicity	Auto calculated							
	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	71.4%	28.6%	0.0%	71.4%	28.6%	0.0%	
58	Overall workforce - % by Ethnicity	Auto calculated	66.7%	28.6%	4.7%	65.5%	30.4%	4.1%		
59	Difference (Total Board -Overall workforce)	Auto calculated	19.0%	-14.3%	-4.7%	20.2%	-16.2%	-4.1%		