

	Answer Required
	Auto Populated
	N/A

INDICATOR	DATA ITEM	MEASURE	31st MARCH 2017						31st MARCH 2018						Notes
			WHITE		BME		ETHNICITY UNKNOWN/NULL		WHITE		BME		ETHNICITY UNKNOWN/NULL		
			Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	Prepopulated figures	Verified figures	
1	1a) Non Clinical workforce														
	1	Under Band 1	Headcount	1	0	0	0	0	0	0	0	0	0	0	0
	2	Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0
	3	Band 2	Headcount	108	108	10	10	1	1	73	85	10	10	1	1
	4	Band 3	Headcount	108	108	3	3	2	2	104	107	8	8	1	2
	5	Band 4	Headcount	88	86	3	3	1	1	83	86	5	5	2	2
	6	Band 5	Headcount	51	51	4	4	0	0	44	49	1	2	0	0
	7	Band 6	Headcount	30	30	2	2	2	2	29	32	1	1	3	3
	8	Band 7	Headcount	25	25	2	2	1	1	28	29	3	3	0	0
	9	Band 8A	Headcount	17	17	2	2	0	0	19	19	1	1	0	0
	10	Band 8B	Headcount	17	18	0	0	0	0	18	19	0	0	0	0
	11	Band 8C	Headcount	6	6	1	1	0	0	5	5	0	0	1	1
	12	Band 8D	Headcount	4	4	0	0	0	0	7	7	0	0	0	0
	13	Band 9	Headcount	1	1	0	0	0	0	0	0	0	0	0	0
	14	VSM	Headcount	5	5	0	0	0	0	5	4	0	0	0	0
	1b) Clinical workforce of which Non Medical														
	15	Under Band 1	Headcount	2	2	1	1	0	0	0	0	0	0	0	0
	16	Band 1	Headcount	0	0	0	0	0	0	0	0	0	0	0	0
	17	Band 2	Headcount	133	133	34	34	3	3	114	107	29	30	2	2
	18	Band 3	Headcount	62	62	14	14	0	0	64	64	13	15	0	0
	19	Band 4	Headcount	58	58	15	15	2	2	78	77	28	28	3	3
	20	Band 5	Headcount	262	262	92	92	5	5	253	250	104	103	10	10
	21	Band 6	Headcount	218	218	70	70	5	5	223	224	62	64	4	4
	22	Band 7	Headcount	157	157	10	10	2	2	146	145	14	15	2	2
	23	Band 8A	Headcount	46	46	5	5	1	1	45	48	5	5	1	1
	24	Band 8B	Headcount	13	13	0	0	0	0	13	13	0	0	1	1
	25	Band 8C	Headcount	1	1	0	0	0	0	2	0	0	0	0	0
	26	Band 8D	Headcount	1	1	0	0	0	0	0	2	0	0	0	0
27	Band 9	Headcount	0	0	0	0	0	0	0	0	0	0	0	0	
28	VSM	Headcount	1	1	0	0	0	0	2	1	0	0	0	0	
Of which Medical & Dental															
29	Consultants	Headcount	77	77	22	22	5	5	76	75	28	25	8	3	
30	of which Senior medical manager	Headcount		0		0		0		0		0		0	
31	Non-consultant career grade	Headcount	0	0	0	0	5	0	22	0	15	0	0	0	
32	Trainee grades	Headcount	42	42	25	25	0	6	15	33	15	22	1	11	
33	Other	Headcount	19	19	13	13	6	3	16	17	8	10	2	0	
2	Relative likelihood of staff being appointed from shortlisting across all posts														
	34	Number of shortlisted applicants	Headcount							1512		542		60	
	35	Number appointed from shortlisting	Headcount							419		94		11	
36	Relative likelihood of shortlisting/appointed	Auto calculated		0.1899271845		0.0994035785				0.2771164021		0.1734317343		0.1833333333	
37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated		1.91						1.60					
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation														
	38	Number of staff in workforce	Auto calculated							1484	1498	350	347	42	46
	39	Number of staff entering the formal disciplinary process	Headcount								6		1		0
	40	Likelihood of staff entering the formal disciplinary process	Auto calculated		0.0019292605		0.0183486239				0.0040053405		0.0028818444		0.0000000000
41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated				9.51						0.72			

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			WHITE	BME	ETHNICITY UNKNOWN/NULL	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 (White)	Auto calculated							1498		347		46	
	43	Number of staff accessing non-mandatory training and CPD (White):	Headcount						293		68		4		
	44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated	0.3395498392		0.3547400612			0.1955941255		0.1959654179		0.0869565217		
	45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated	0.96					1.00						
5 KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	46	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	19.93%		18.33%			17.11%		13.11%				
6 KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	47	% of staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	24.14%		30.00%			21.90%		26.23%				
7 KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	48	% staff believing that trust provides equal opportunities for career progression or promotion	Percentage	88.80%		86.59%			92.24%		74.47%				
8 Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	49	% staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	7.06%		11.11%			6.21%		15.00%				
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	50	Total Board members	Headcount	13		0		0		13		0		0	
	51	of which: Voting Board members	Headcount	13		0		0		12		0		0	
	52	: Non Voting Board members	Auto calculated	0		0		0		1		0		0	
	53	Total Board members	Auto calculated	13		0		0		13		0		0	
	54	of which: Exec Board members	Headcount	6		0		0		7		0		0	Director of Digital attends Board- does not vote
	55	: Non Executive Board members	Auto calculated	7		0		0		6		0		0	New non-exec director appointed from a BME background. Start month November 2018
	56	Number of staff in overall workforce	Auto calculated	1551		328		39		1498		347		46	
	57	Total Board members - % by Ethnicity	Auto calculated	100.0%		0.0%		0.0%		100.0%		0.0%		0.0%	
	58	Voting Board Member - % by Ethnicity	Auto calculated	100.0%		0.0%		0.0%		100.0%		0.0%		0.0%	
	59	Non Voting Board Member - % by Ethnicity	Auto calculated							100.0%		0.0%		0.0%	
	60	Executive Board Member - % by Ethnicity	Auto calculated	100.0%		0.0%		0.0%		100.0%		0.0%		0.0%	
	61	Non Executive Board Member - % by Ethnicity	Auto calculated	100.0%		0.0%		0.0%		100.0%		0.0%		0.0%	
	62	Overall workforce - % by Ethnicity	Auto calculated	0.00%	80.9%	0.00%	17.1%	0.00%	2.0%	0.00%	79.2%	18.4%		2.4%	
63	Difference (Total Board -Overall workforce )	Auto calculated		19.1%		-17.1%		-2.0%		20.8%		-18.4%		-2.4%	