# Clinical

**NHS Royal Papworth Hospital** NHS Foundation Trust

| TOTAL | As at Jun-23 |
|---|---|
| Band 5 | 356 |
| Band 6 | 352 |
| Band 7 | 209 |
| Band 8- Range A | 60 |
| Band 8- Range B | 11 |
| Band 8- Range C | 5 |
| Band 8- Range D | 2 |

| BAME | Staff in post as at 01/06/2023 | % | 30% = | Increase required to achieve 30% |
|---|---|---|---|---|
| Band 5 | 186 | 52.2 | 107 | 0 |
| Band 6 | 122 | 34.7 | 106 | 0 |
| Band 7 | 34 | 16.3 | 63 | 29 |
| Band 8- Range A | 6 | 10.0 | 18 | 12 |
| Band 8- Range B | 1 | 9.1 | 3 | 2 |
| Band 8- Range C | 0 | 0.0 | 2 | 2 |
| Band 8- Range D | 0 | 0.0 | 1 | 1 |

| White | Staff in post as at 01/06/2023 | % |
|---|---|---|
| Band 5 | 165 | 46.3 |
| Band 6 | 227 | 64.5 |
| Band 7 | 171 | 81.8 |
| Band 8- Range A | 54 | 90.0 |
| Band 8- Range B | 9 | 81.8 |
| Band 8- Range C | 5 | 100.0 |
| Band 8- Range D | 2 | 100.0 |

## Goals

| | End of 2023 number of staff from a BAME background in post | End of 2024 number of staff from a BAME background in post | End of 2025 number of staff in a BAME background in post |
|---|---|---|---|
| Band 5 | | | |
| Band 6 | | | |
| Band 7 | 40 | 52 | 63 |
| Band 8 – Range A | 8 | 13 | 18 |
| Band 8- Range B | 1 | 2 | 3 |
| Band 8- Range C | 0 | 1 | 2 |
| Band 8- Range D | 0 | 0 | 1 |

# Non-Clinical

| White | | |
|---|---|---|
| | Staff in post as at 01/06/2023 | % |
| Band 5 | 58 | 87.9 |
| Band 6 | 39 | 83.0 |
| Band 7 | 36 | 85.7 |
| Band 8- Range A | 23 | 88.5 |
| Band 8- Range B | 11 | 84.6 |
| Band 8- Range C | 9 | 90.0 |
| Band 8- Range D | 6 | 100.0 |

| BAME | | | | 30% = | Increase required to achieve 30% |
|---|---|---|---|---|---|
| | Staff in post as at 01/06/2023 | % | | | |
| Band 5 | 8 | 12.1 | | 20 | 12 |
| Band 6 | 7 | 14.9 | | 14 | 7 |
| Band 7 | 5 | 11.9 | | 13 | 8 |
| Band 8- Range A | 2 | 11.5 | | 8 | 5 |
| Band 8- Range B | 2 | 15.4 | | 4 | 2 |
| Band 8- Range C | 1 | 10.0 | | 3 | 2 |
| Band 8- Range D | 0 | 0.0 | | 2 | 2 |

| TOTAL | As at Jun-23 |
|---|---|
| Band 5 | 66 |
| Band 6 | 47 |
| Band 7 | 42 |
| Band 8- Range A | 26 |
| Band 8- Range B | 13 |
| Band 8- Range C | 10 |
| Band 8- Range D | 6 |

## Goals

| | End of 2023 number of staff from a BAME background in post | End of 2024 number of staff from a BAME background in post | End of 2025 number of staff in a BAME background in post |
|---|---|---|---|
| Band 5 | | | |
| Band 6 | | | |
| Band 7 | 6 | 10 | 13 |
| Band 8 – Range A | 4 | 6 | 8 |
| Band 8- Range B | 2 | 3 | 4 |
| Band 8- Range C | 1 | 2 | 3 |
| Band 8- Range D | 0 | 1 | 2 |