

Appendix A - 2020 WRES data submission by indicator

Percentage of staff in each of the AfC Bands 1 – 9 (including Executive Board members) compared with the percentage of staff in the overall workforce, unknown is no declared ethnicity:

Non Clinical Workforce	2019			2020			Comment
	WHITE	BME	UNKNOWN	WHITE	BME	UNKNOWN	
Band 5 and below	282	23 (7.5%)	1	340	30(8.1%)	1	There has been no improvement in the % of BAME staff in Bands 6 and above
Band 6	32	2 (5.4%)	3	34	2 (5.4%)	1	
Band 7	27	3 (1%)	0	29	4 (1.1%)	2	
Band 8A	19	1 (0.5%)	0	21	1 (0.5%)	0	
Band 8B	17	0	0	16	0	0	
Band 8C	6	0	1	7	0	1	
Band 8D	6	0	0	5	0	0	
Band 9	1	0	0	2	0	0	
VSM	5	0	0	5	0	0	

Clinical Workforce	2019			2020			Comment
	WHITE	BME	UNKNOWN	WHITE	BME	UNKNOWN	
Band 5 and below	472	186 (27.8%)	11	525	245 (31.3%)	12	There has been a small increase in the % of staff from a BAME background in Bands 6 -8a.
Band 6	208	64 (23.2%)	4	239	82 (25.1%)	6	
Band 7	146	15 (9.3%)	0	180	21 (10.4%)	0	
Band 8A	43	4 (8.5%)	0	56	6 (9.6%)	0	
Band 8B	14	0	1	12	0	1	
Band 8C	1	0	0	4	0	0	
Band 8D	2	0	0	2	0	0	

Band 9	0	0	0	0	0	0	
VSM	1	0	0	1	0	0	
Consultants	74	26 (25%)	4	86	28 (23.5%)	5	
Non-consultant career grade	0	0	0	0	0	0	
Trainee grades	39	41 (50.1%)	1	44	38 (44.2%)	4	
Other	15	12	1	16	22	2	

Relative likelihood of White staff being appointed from shortlisting compared to BME staff (percentage):

2019	2020	Comment
0.92	1.04	This measure has shown a decrease in the likelihood of shortlisted BAME candidates who are appointed compared to 2019. This means that white staff were marginally more likely to be appointed than staff from a BAME background.

Relative likelihood of BME staff entering the formal disciplinary process compared to White staff

2019	2020	Comment
0.8	0.89	<p>Whilst this measure has marginally deteriorated in 2020 the total of formal disciplinary cases is extremely small, four in total of which one was a staff member from a BAME background.</p> <p>In addition to the formal cases two pre-disciplinary reviews were undertaken by the DoW and the chair of the BAME Network for staff from a BAME background. One of which led to 'no further</p>

		action' being recommended and one an informal process rather than formal.
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Relative likelihood of staff accessing non-mandatory training and CPD:

	2019			2020			Comment
	WHITE	BME	UNKNOWN	WHITE	BME	UNKNOWN	
Number of staff accessing non-mandatory training and CPD	549	184	9	693	230	13	Whilst white staff accessing non – mandatory training has increased in 2020 it is still more likely for staff from a BAME background to access additional training.
Likelihood of staff accessing non-mandatory training and CPD	38.94%	48.81%	33.33%	42.67%	48.02%	37.14%	
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	0.80			0.89			

Percentage difference between the organisations' Board voting membership and its overall workforce:

	2019			2020			Comment
	WHITE	BME	UNKNOWN	WHITE	BME	UNKNOWN	
Total Board members	13	1	0	12	2	0	The Trust has been highlighting in our recruitment processes that we are keen to broaden the diversity of the Trust Board particularly in terms of gender and race.
<i>of which: voting Board members</i>	12	1	0	11	2	0	
: non-voting Board members	1	0	0	1	0	0	
Overall workforce - % by Ethnicity	77.7%	20.8%	1.5%	76.0%	22.4%	1.6%	