

INDICATOR	DATA ITEM	MEASURE	31st MARCH 2017			31ST MARCH 2018			NOTES	ACTIONS 2017 / 18 and 2018/19	UPDATES	
			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	0	0	0	0	0	0			
		2 Band 1	Headcount	2	0	0	0	0	1			
		3 Band 2	Headcount	75	6	23	82	0	6			
		4 Band 3	Headcount	146	14	12	142	14	14			
		5 Band 4	Headcount	54	5	8	57	8	5			
		6 Band 5	Headcount	32	12	3	32	8	6			
		7 Band 6	Headcount	37	10	3	32	4	5			
		8 Band 7	Headcount	30	2	2	32	3	1			
		9 Band 8A	Headcount	14	2	1	15	1	0			
		10 Band 8B	Headcount	5	2	0	4	0	0			
		11 Band 8C	Headcount	8	2	0	9	0	2			
		12 Band 8D	Headcount	3	0	0	3	0	0			
		13 Band 9	Headcount	0	0	0	0	0	0			
		14 VSM	Headcount	3	0	0	8	2	0			
		1b) Clinical workforce										
		of which Non Medical										
		15 Under Band 1	Headcount	0	0	0	0	0	0			
		16 Band 1	Headcount	0	0	0	0	0	0			
		17 Band 2	Headcount	24	0	7	30	0	10			
		18 Band 3	Headcount	111	21	12	111	20	10			
		19 Band 4	Headcount	170	20	13	193	21	11			
		20 Band 5	Headcount	149	23	15	138	25	9			
		21 Band 6	Headcount	496	42	75	471	47	58			
		22 Band 7	Headcount	209	21	17	202	21	15			
		23 Band 8A	Headcount	51	1	4	56	3	4			
		24 Band 8B	Headcount	9	2	1	10	2	0			
		25 Band 8C	Headcount	2	1	0	2	1	0			
		26 Band 8D	Headcount	0	0	0	0	0	0			
		27 Band 9	Headcount	0	0	0	1	0	0			
		28 VSM	Headcount	2	0	0	1	0	0			
		Of which Medical & Dental										
		29 Consultants	Headcount	26	10	17	27	16	8			
30 of which Senior medical manager	Headcount	0	0	0	0	0	0					
31 Non-consultant career grade	Headcount	27	14	11	22	15	9					
32 Trainee grades	Headcount	11	5	1	6	1	1					
33 Other	Headcount	0	0	0	0	0	0					
2	Relative likelihood of staff being appointed from shortlisting across all posts	34 Number of shortlisted applicants:	Headcount	1486	412	29	1794	355	15			
		35 Number appointed from shortlisting:	Headcount	303	42	7	255	27	3			
		36 Relative likelihood of shortlisting / appointed:	Auto calculated	0.2039030956	0.1019417476	0.2413793103	0.1421404682	0.0760563380	0.2000000000			
		37 Relative likelihood of White staff being appointed from shortlisting compared to BME staff:	Auto calculated	2.00			1.87					
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	1696	215	225	1686	212	175			
		39 Number of staff entering the formal disciplinary process:	Headcount	9	2		9	2	0			
		40 Likelihood of staff entering the formal disciplinary process:	Auto calculated	0.0053066038	0.0093023256	0	0.0053380783	0.0094339623	0			
		41 Relative likelihood of BME staff entering the formal disciplinary process compared to White staff:	Auto calculated		1.752971576			1.767295597				

1) Unconscious Bias training in place for all staff involved in recruitment and the roll out to all staff will be completed in 2018/19  
2) BME representation on selection panels where BME applicants are shortlisted to be implemented during 2018/19

3) Wider use of the expertise of Cultural Ambassadors to be introduced and widely advertised including in our recruitment advertising.

1) Unconscious Bias training in place for all staff involved in recruitment and the roll out to all staff will be completed in 2018/19  
2) BME representation on selection panels where BME applicants are shortlisted to be implemented during 2018/19  
3) General widening of the diversity of selection panels

1) Ongoing use of Cultural Ambassadors. Review of the programme at the end of year one and recruitment and training of more CA's in 2019  
2) Introduction of a new resolution policy in B and H and Grievances, allowing speedy agreed resolutions to support staff and encourage greater raising of concerns  
3) HR team to encourage a personalised approach to managing staff, suited to the individuals needs . 4) HR team to note when being asked repeatedly for advise by managers about a BME individual or directly by a BME individual to implement support before an issue becomes bigger  
5) Wider inclusive Leadership training , including the " Garnett Foundation " training through 2018/19

4	Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce (White):	Headcount	1696	215	225	1686	212	175	Mar-18 data illustrates the number of "individuals" accessing non-mandatory training and CPD as per current guidance. Previously the Trust has provided data on the number "course attendances" for all training.	1) Record of all protected characteristics for all training activity during 2018, to build on that already collected and review data at the Workforce Diversity and Inclusion Group.
		43	Number of staff accessing non-mandatory training and CPD (White):	Headcount	5670	669	720	775	106	89		
		44	Likelihood of staff accessing non-mandatory training and CPD:	Auto calculated	3.343160377	3.111627907	3.200000000	0.459667853	0.5	0.5085714286		
		45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BM E staff:	Auto calculated	1.07			0.919335706				
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	46	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	Percentage	20.65%	21.11%		19.80%	21.43%			1) Continue to promote zero tolerance and take action when ever abuse is reported.
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in 12 months	47	% of staff experiencing harassment, bullying or abuse from staff in 12 months	Percentage	17.89%	15.56%		17.33%	15.46%			1) Re enforce Zero tolerance message 2) Review SOS feedback 2018 and agree any new actions 3) Promote our confidential bullying helpline wider and frequently .
7	KF 21. Percentage believing the trust provides equal opportunities for career progression or promotion	48	% staff believing the trust provides equal opportunities for career progression or promotion	Percentage	92.02%	88.14%		92.42%	88.14%			1) BME panel members on internal recruitment panels.
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 colleagues	Percentage	3.36%	5.56%		2.50%	12.24%			As 6 above.
9	Percentage difference between the organisations' Board voting membership and its overall workforce	50	Total Board members	Headcount	8	0	2	11	0	0	1) Positive action to attract NED applicants from BME heritage ongoing with Trust Chair working with NHSI on how to widen the net to attract applicant to NEDS positions from wider backgrounds 2) Ongoing support to BME staff to take part in national programmes to support leadership development and readiness for senior role. 3) Mentoring offer to BME staff from senior BME staff . 4) Nov 2018, Trust supporting a NEXT programme Senior BME leader to sit on Trust Board and Board level committees as part of 12 months programme to support their readiness for a board appointment in future.	
		51	of which: Voting Board members	Headcount	8	0	2	11	0	0		
		52	: Non Voting Board members	Auto calculated	0	0	0	0	0	0		
		53	Total Board members	Headcount	8	0	2	11	0	0		
		54	of which: Exec Board members	Headcount	5	0	0	5	0	0		
		55	: Non Executive Board members	Auto calculated	3	0	2	6	0	0		
		56	Number of staff in overall workforce	Headcount	1696	215	225	1686	212	175		
		57	Total Board members - %by Ethnicity	Auto calculated	80.0%	0.0%	20.0%	100.0%	0.0%	0.0%		
		58	Voting Board Member - %by Ethnicity	Auto calculated	80.0%	0.0%	20.0%	100.0%	0.0%	0.0%		
		59	Non Voting Board Member - %by Ethnicity	Auto calculated	0.0%	0.0%	0.0%	0.0%	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	60.0%	0.0%	40.0%	100.0%	0.0%	0.0%				
62	Overall workforce - % by Ethnicity	Auto calculated	79.4%	10.1%	10.5%	81.3%	10.2%	8.4%				
63	Difference (Total Board - Overall workforce)	Auto calculated	0.6%	-10.1%	9.5%	18.7%	-10.2%	-8.4%				