



INDICATOR 1 - % of Staff in each Pay Band – for Clinical and Non-Clinical Staff comparing data for White and BME staff for the periods to March 2019 and March 2020

Reporting period as at March 2019					Reporting period as at March 2020				
BME % for WMAS = 6.08%	Clinical Staff		Non-Clinical Staff		BME % for WMAS = 9.80%	Clinical Staff		Non-Clinical Staff	
AFC Band	BME	White	BME	White	AFC Band	BME	White	BME	White
Band 1	↑ 22.86%	74.29%	↑ 8.00%	88.00%	Band 1	↓ 0.00%	100.00%	↑ 12.50%	87.50%
Band 2	↑ 10.77%	87.12%	↑ 6.18%	92.66%	Band 2	↑ 9.98%	90.02%	↓ 8.09%	91.91%
Band 3	↓ 4.73%	93.20%	↑ 6.49%	93%	Band 3	↑ 10.13%	89.87%	↑ 31.77%	68%
Band 4	↑ 7.48%	92.27%	↑ 6.54%	90.77%	Band 4	↓ 8.03%	91.97%	↓ 7.21%	92.79%
Band 5	↓ 5.39%	92.49%	↑ 13.43%	86.57%	Band 5	↓ 5.83%	94.17%	↑ 22.45%	77.55%
Band 6	↓ 3.44%	92.70%	↑ 7.20%	92.00%	Band 6	↓ 4.34%	95.66%	↓ 8.00%	92.00%
Band 7	↓ 2.94%	91.91%	↑ 8.22%	91.78%	Band 7	↑ 17.33%	82.67%	↑ 15.28%	84.72%
Band 8a	↓ 0.00%	100%	↑ 13.33%	76.67%	Band 8a	↓ 5.88%	94%	↑ 16.67%	83.33%
Band 8b	↑ 7.14%	86%	↓ 0.00%	92%	Band 8b	↑ 12.50%	88%	↓ 8.33%	92%
Band 8c	↑ 25.00%	75.00%	↑ 8.33%	92%	Band 8c	↑ 14.29%	85.71%	↑ 12.50%	88%
Band 8d	↓ 0.00%	0%	↓ 0.00%	100%	Band 8d	↑ 50.00%	50%	↓ 0.00%	100%
Band 9	↓ 0.00%	100%	↓ 0.00%	100%	Band 9	↓ 0.00%	100%	↓ 0.00%	100%
VSM	↑ 50.00%	50%	↓ 0.00%	100%	VSM	↓ 0.00%	0%	↓ 0.00%	100%
Medical & Dental	↑ 10.34%	89.66%	↓ 0.00%	0.0%	Medical & Dental	↑ 27.12%	72.88%	↓ 0.00%	0.0%
Headcount	245	3904	81	1039	Headcount	389	4752	270	1156
Percentage	5.91%	94.09%	7.23%	92.77%	Percentage	7.57%	92.43%	18.93%	81.07%

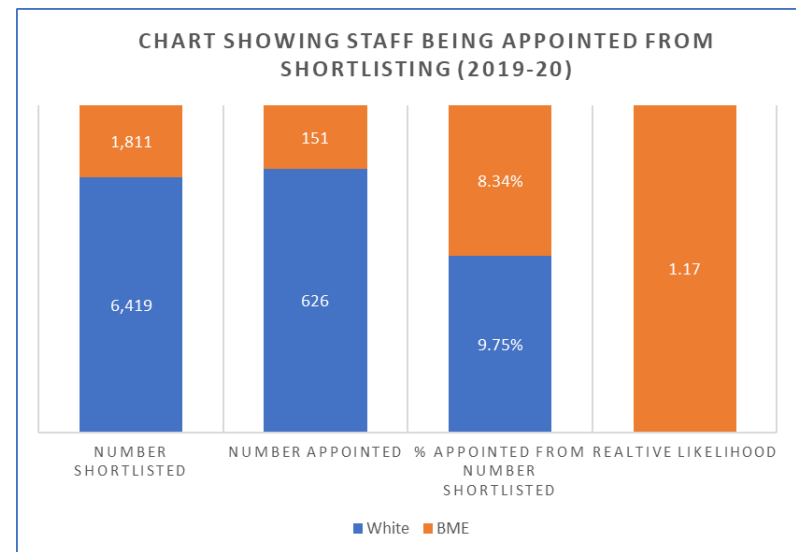
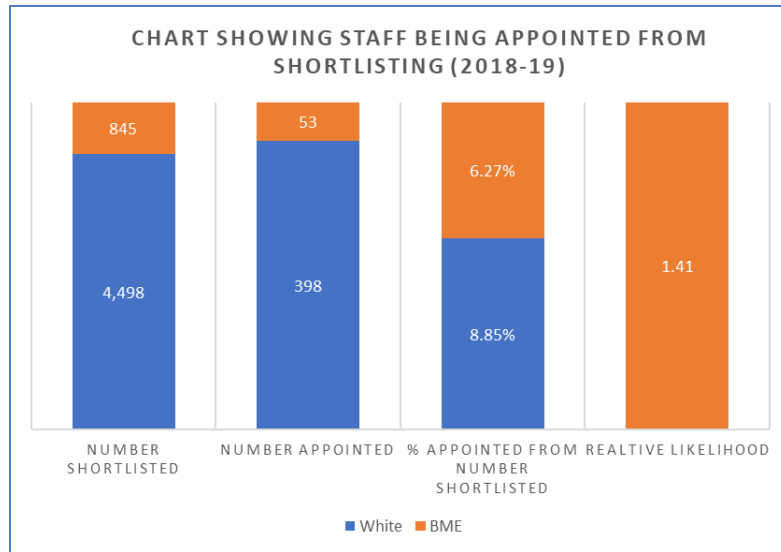
This data is shown separately for **clinical** and for **non- clinical** staff, in each of the AfC bands, plus staff in the Very Senior Managers [VSM] or Medical and Dental pay frameworks.

Our data shows if the percentage of BME staff in each pay band is more ↑ or less ↓ than the overall percentage for all BME staff in that year.

Clinical BME Staff number have increased from 245 (5.91%) in March 2019 to 389 (7.57%) in March 2020.

For Non-Clinical BME Staff, the increase has been more substantial, from 81 (7.23%) in March 2019 to 270 (18.93%) by March 2020.

INDICATOR 2 - Relative likelihood of staff being appointed from shortlisting across all posts comparing data for White and BME staff

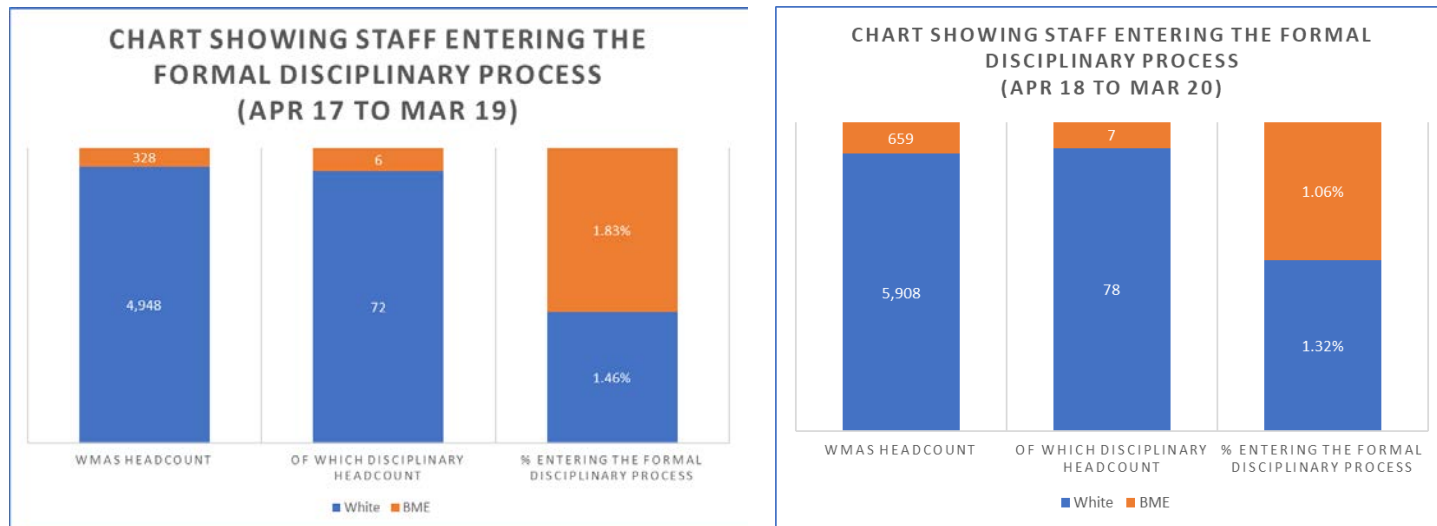


This measure is the relative likelihood of **White** staff being appointed from shortlisting compared to **BME** staff

A figure above “1” would indicate that white candidates are more likely than BME candidates to be appointed from shortlisting

As at March 2019 this rate was **1.41**, however by March 2020 this rate had improved substantially to **1.17**

INDICATOR 3 - Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation comparing data for White and BME staff



This measure is the relative likelihood of **BME** staff entering the formal disciplinary process compared to **White** staff, as measured by entry into a formal disciplinary investigation

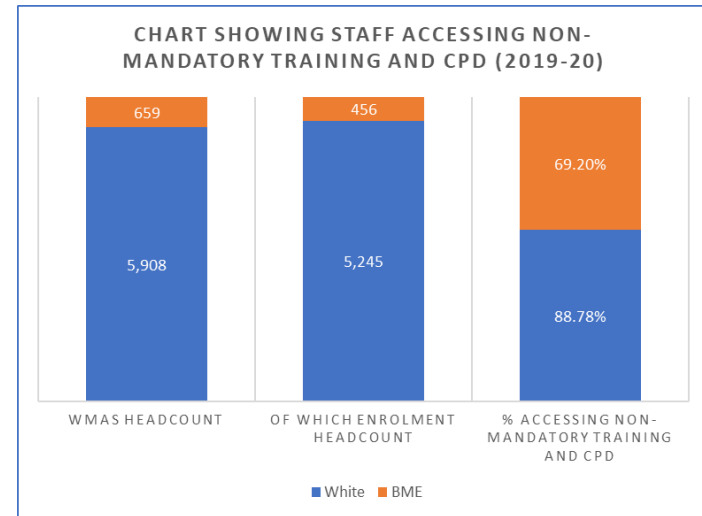
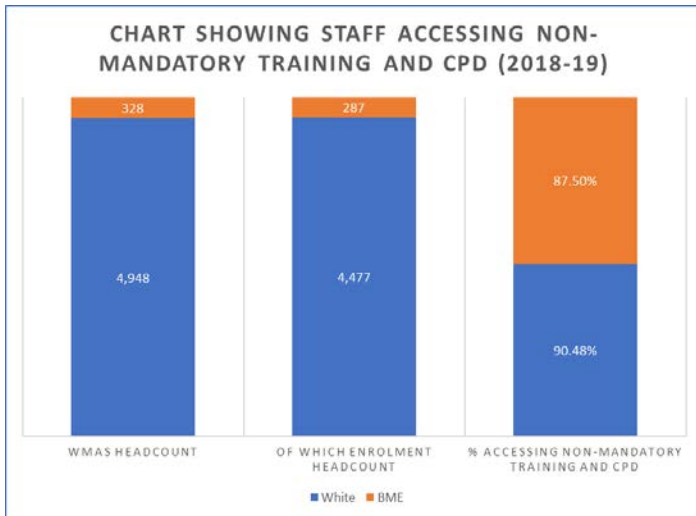
This indicator will be based on data from a two year rolling average of the current year and the previous year

A figure above “1” would indicate that BME staff members are more likely than white staff to enter the formal disciplinary process

Our data at **0.8**, shows that **BME** staff are less likely to be involved in a disciplinary investigations compared to their White colleagues

Further exploration of the data, the numbers show that 7 BME staff were disciplined in the 24 month period compared to 78 White colleagues

INDICATOR 4 - Relative likelihood of staff accessing non-mandatory training and CPD comparing data for White and BME staff

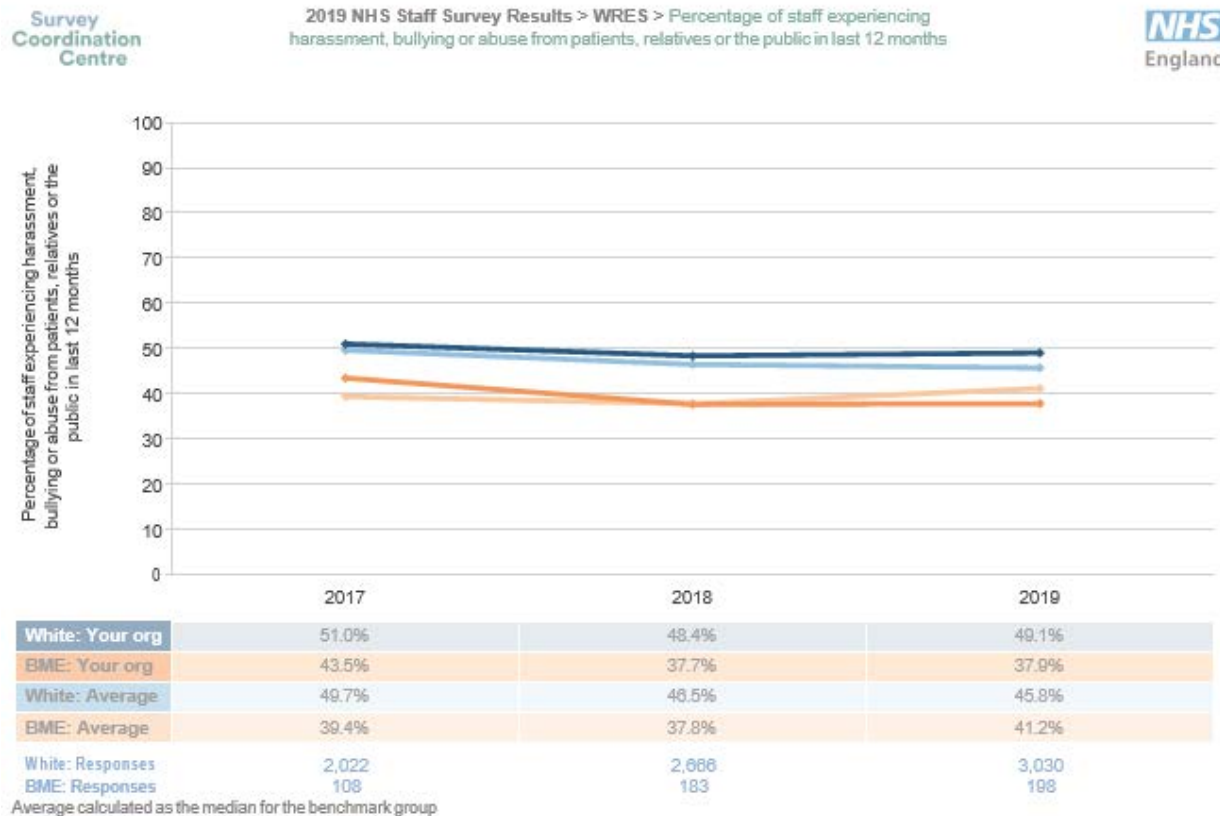


This measure is the relative likelihood of **White** staff accessing non-mandatory training and CPD compared to **BME** staff

A figure below “1” would indicate that white staff members are less likely to access non-mandatory training and CPD than BME staff

Our data shows the relative likelihood of **White** staff accessing this type of training is **1.28**. March 2019 this rate was **1.03**. This means that less **BME** staff are accessing non-mandatory training than their White colleagues

INDICATOR 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months comparing data for White and BME staff



The data is extracted directly from the NHS staff opinion survey results for 2019 and are used to calculate this percentage

Our survey data reports that **White** colleagues experience a higher % of harassment, bullying and abuse from patients, than our **BME** colleagues

INDICATOR 6 - Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months comparing data for White and BME staff



43

The staff opinion survey results for 2019 are used to calculate this percentage

Our data reports from feedback given by staff to this question that there is little difference between White and BME percentages, when asked about their experience of this behaviour from their colleagues



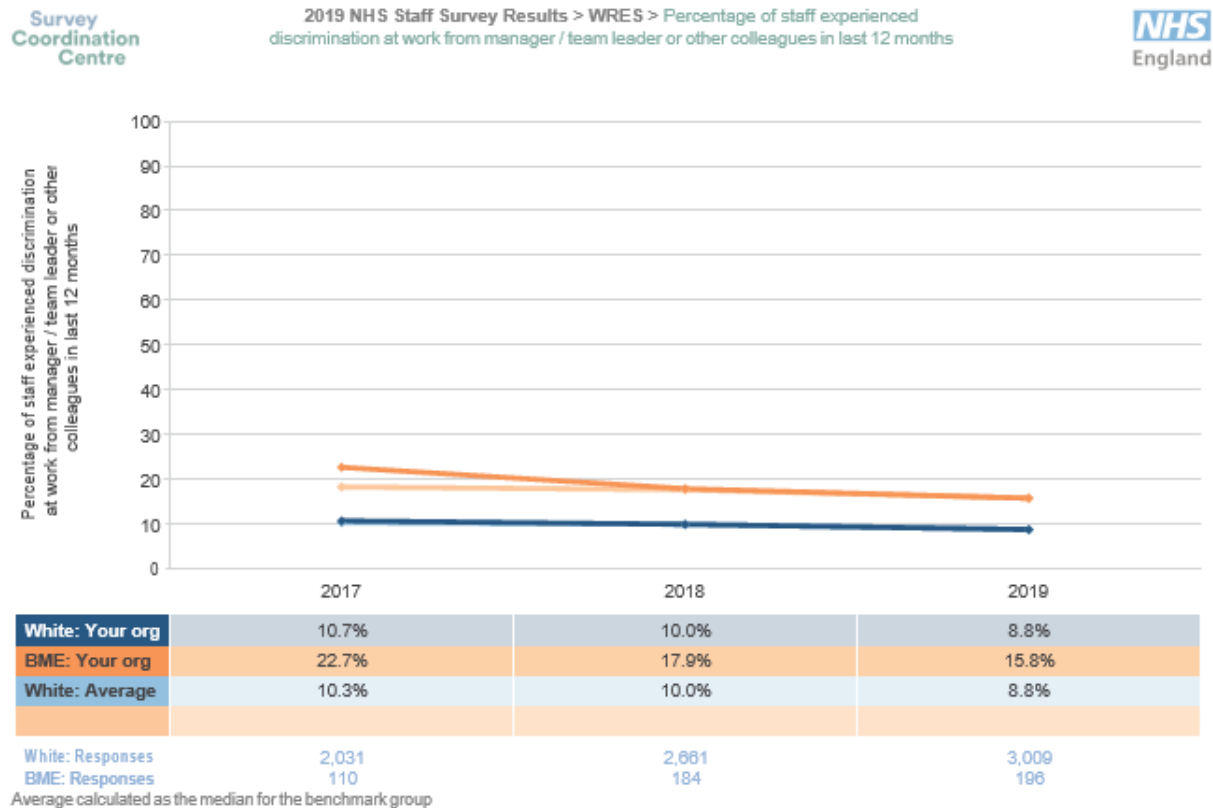
INDICATOR 7 - Percentage of staff believing that trust the provides equal opportunities for career progression or promotion comparing data for White and BME staff



The staff opinion survey results for 2019 are used to calculate this percentage.

Our data reports that feedback given by staff to this question shows that 67.90% of **BME** staff do believe the Trust provided equal opportunities for career progression or promotion. For **White** colleagues, their satisfaction rate was slightly higher at 77.00%.

INDICATOR 8 - In the last 12 months have you personally experienced discrimination at work from Manager/team leader or other colleagues? comparing data for White and BME staff



The staff opinion survey results for 2019 are used to calculate this percentage

Our 2019 staff opinion survey response stated that **15.8%** of **BME** colleagues [30 from 196 total BME respondents] said they had personally experienced discrimination at work. Compared to 8.80% **White** colleagues [264 from 3009 total White respondents]

INDICATOR 9 - Percentage difference between the organisations' Board voting membership and its overall workforce

The data indicates there has been an overall increase in the number of BME voting Board Members rising from **23.1%** as at March 2019 to **30.8%** as at March 2020.

This compares favourably against the overall workforce % of **6.00%** in March 2019 and **9.8%** as at March 2020.

% by Ethnicity	2018-19		2019-20	
	White	BME	White	BME
Total Board Members	76.9%	23.1%	69.2%	30.8%
Voting Board Members	76.9%	23.1%	69.2%	30.8%
Executive Board Members	83.3%	16.7%	100.0%	0.0%
Non-Executive Board Members	71.4%	28.6%	50.0%	50.0%
Overall Workforce	91.7%	6.0%	87.8%	9.8%
Difference (Total Board - Overall Board)	-14.8%	17.0%	-18.6%	21.0%

Definitions:

Board & Voting membership – membership in this context includes all members of the Board irrespective of whether they are executive or non-executive members.

Executive membership – An executive board member is an employee of the organisation and sits on an organisation's board of directors and advises current organisational management on specific operations, e.g. Medical Director or Finance Director, as opposed to a non-Executive board member who is a member of the board of directors of the organisation who does not form part of the executive management team.