

| INDICATOR | DATA ITEM | MEASURE | 31st MARCH 2018 | | | | | | Notes | |
|-----------|--|----------------------------|---|------------------|----------------------|------------------|------------------------|------------------|-------|--------------|
| | | | WHITE | | BME | | ETHNICITY UNKNOWN/NULL | | | |
| | | | Prepopulated figures | Verified figures | Prepopulated figures | Verified figures | Prepopulated figures | Verified figures | | |
| 1 | Percentage of staff in each of the AIC 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 | | | | | | | | |
| | | 1 | Under Band 1 | Headcount | 0 | 0 | 0 | 0 | 0 | 0 |
| | | 2 | Band 1 | Headcount | 110 | 110 | 38 | 38 | 2 | 2 |
| | | 3 | Band 2 | Headcount | 128 | 128 | 9 | 9 | 0 | 0 |
| | | 4 | Band 3 | Headcount | 229 | 229 | 13 | 13 | 6 | 6 |
| | | 5 | Band 4 | Headcount | 92 | 92 | 4 | 4 | 1 | 1 |
| | | 6 | Band 5 | Headcount | 64 | 64 | 1 | 1 | 1 | 1 |
| | | 7 | Band 6 | Headcount | 44 | 44 | 2 | 2 | 1 | 1 |
| | | 8 | Band 7 | Headcount | 33 | 33 | 1 | 1 | 1 | 1 |
| | | 9 | Band 8A | Headcount | 23 | 23 | 2 | 2 | 0 | 0 |
| | | 10 | Band 8B | Headcount | 20 | 20 | 0 | 0 | 0 | 0 |
| | | 11 | Band 8C | Headcount | 5 | 5 | 0 | 0 | 1 | 1 |
| | | 12 | Band 8D | Headcount | 4 | 4 | 0 | 0 | 0 | 0 |
| | | 13 | Band 9 | Headcount | 4 | 4 | 0 | 0 | 0 | 0 |
| | | 14 | VSM | Headcount | 3 | 3 | 0 | 0 | 0 | 0 |
| | | | 1b) Clinical workforce of which Non Medical | | | | | | | |
| | | 15 | Under Band 1 | Headcount | 6 | 6 | 0 | 0 | 1 | 1 |
| | | 16 | Band 1 | Headcount | 1 | 1 | 0 | 0 | 0 | 0 |
| | | 17 | Band 2 | Headcount | 455 | 455 | 46 | 46 | 8 | 8 |
| | | 18 | Band 3 | Headcount | 147 | 147 | 21 | 21 | 4 | 4 |
| | | 19 | Band 4 | Headcount | 102 | 102 | 5 | 5 | 2 | 2 |
| | | 20 | Band 5 | Headcount | 457 | 457 | 110 | 110 | 7 | 7 |
| | | 21 | Band 6 | Headcount | 452 | 452 | 36 | 36 | 9 | 9 |
| | | 22 | Band 7 | Headcount | 228 | 228 | 6 | 6 | 3 | 3 |
| | | 23 | Band 8A | Headcount | 48 | 48 | 1 | 1 | 2 | 2 |
| | | 24 | Band 8B | Headcount | 21 | 21 | 0 | 0 | 1 | 1 |
| | | 25 | Band 8C | Headcount | 7 | 7 | 0 | 0 | 0 | 0 |
| | | 26 | Band 8D | Headcount | 4 | 4 | 0 | 0 | 0 | 0 |
| 27 | Band 9 | Headcount | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 28 | VSM | Headcount | 2 | 2 | 0 | 0 | 0 | 0 | | |
| | Of which Medical & Dental | | | | | | | | | |
| 29 | Consultants | Headcount | 167 | 167 | 34 | 34 | 11 | 11 | | |
| 30 | of which Senior medical manager | Headcount | 0 | 0 | 0 | 0 | 0 | 0 | | |
| 31 | Non-consultant career grade | Headcount | 20 | 20 | 11 | 11 | 1 | 1 | | |
| 32 | Trainee grades | Headcount | 45 | 45 | 19 | 19 | 2 | 2 | | |
| 33 | Other | Headcount | 83 | 83 | 14 | 14 | 1 | 1 | | |
| 2 | Relative likelihood of staff being appointed from shortlisting across all posts | 34 | Number of shortlisted applicants | Headcount | | | | | | |
| | | 35 | Number appointed from shortlisting | Headcount | | | | | | |
| | | 36 | Relative likelihood of shortlisting/appointed | Auto calculated | | | | | | |
| | | 37 | Relative likelihood of White staff being appointed from shortlisting compared to BME staff | Auto calculated | | | | | | |
| 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 | Auto calculated | 3004 | 3004 | 373 | 373 | 65 | 65 |
| | | 39 | Number of staff entering the formal disciplinary process | Headcount | | 45 | | 8 | | 1 |
| | | 40 | Likelihood of staff entering the formal disciplinary process | Auto calculated | | 0.0149800266 | | 0.0214477212 | | 0.0153846154 |
| | | 41 | Relative likelihood of BME staff entering the formal disciplinary process compared to White staff | Auto calculated | | | | 1.43 | | |

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|-----------|---|-----------------|--|-----------------|------------------------|-------------|-------------|--|--|
| INDICATOR | DATA ITEM | MEASURE | WHITE | BME | ETHNICITY UNKNOWN/NULL | Notes | | | |
| 4 | Relative likelihood of staff accessing non-mandatory training and CPD | 42 | Number of staff in workforce (White) | Auto calculated | 3004 | 373 | 65 | | |
| | | 43 | Number of staff accessing non-mandatory training and CPD (White) | Headcount | | | | | |
| | | 44 | Likelihood of staff accessing non-mandatory training and CPD | Auto calculated | 0.000000000 | 0.000000000 | 0.000000000 | | |
| | | 45 | Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff | Auto calculated | | | | | |
| | | 46 | % of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months | Percentage | 22.90% | 20.93% | | | |
| 5 | KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months | 47 | % of staff experiencing harassment, bullying or abuse from staff in last 12 months | Percentage | 21.17% | 24.62% | | | |
| 6 | KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months | 48 | % staff believing that trust provides equal opportunities for career progression or promotion | Percentage | 87.06% | 72.04% | | | |
| 7 | KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion | 49 | % staff personally experienced discrimination at work from Manager/team leader or other | Percentage | 6.34% | 13.18% | | | |
| 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 | 50 | Total Board members | Headcount | 14 | 0 | 1 | | |
| 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 | 51 | of which: Voting Board members | Headcount | 12 | 0 | 1 | | |
| | | 52 | : Non Voting Board members | Auto calculated | 2 | 0 | 0 | | |
| | | 53 | Total Board members | Auto calculated | 14 | 0 | 1 | | |
| | | 54 | of which: Exec Board members | Headcount | 8 | 0 | 0 | | |
| | | 55 | : Non Executive Board members | Auto calculated | 6 | 0 | 1 | | |
| | | 56 | Number of staff in overall workforce | Auto calculated | 3004 | 373 | 65 | | |
| | | 57 | Total Board members - % by Ethnicity | Auto calculated | 93.3% | 0.0% | 6.7% | | |
| | | 58 | Voting Board Member - % by Ethnicity | Auto calculated | 92.3% | 0.0% | 7.7% | | |
| | | 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% | | |
| | | 61 | Non Executive Board Member - % by Ethnicity | Auto calculated | 85.7% | 0.0% | 14.3% | | |
| | | 62 | Overall workforce - % by Ethnicity | Auto calculated | 87.3% | 10.8% | 1.9% | | |
| | | 63 | Difference (Total Board -Overall workforce) | Auto calculated | 6.1% | -10.8% | 4.8% | | |