

SubmissionTemplate

Workforce Race Equality Standards 2019/20 template

	Answer Required
	Auto Populated
	N/A

INDICATOR	DATA ITEM	MEASURE	2019			2020			Notes
			WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL	
1	1a) Non Clinical workforce		Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	
	1	Under Band 1	Headcount						
	2	Band 1	Headcount						
	3	Band 2							
	4	Band 3							
	5	Band 4							
	6	Band 5							
	7	Band 6							
	8	Band 7							
	9	Band 8A							
	10	Band 8B							
	11	Band 8C							
	12	Band 8D							
	13	Band 9							
	14	VSM							
	1b) Clinical workforce								
	of which Non Medical & Dental								
	15	Under Band 1	Headcount						
	16	Band 1	Headcount						
	17	Band 2	Headcount						
	18	Band 3	Headcount						
	19	Band 4	Headcount						
	20	Band 5	Headcount						
	21	Band 6	Headcount						
	22	Band 7	Headcount						
	23	Band 8A	Headcount						
	24	Band 8B	Headcount						
	25	Band 8C	Headcount						
	26	Band 8D	Headcount						
	27	Band 9	Headcount						
	28	VSM	Headcount						
	<i>Of which Medical & Dental</i>								
	29	Consultants	Headcount						
	30	<i>of which Senior medical manager</i>	Headcount						
31	Non-consultant career grade	Headcount							
32	Trainee grades	Headcount							
33	Other	Headcount							
2	Relative likelihood of staff being appointed from shortlisting across all posts								
	34	Number of shortlisted applicants	Headcount	48	29	0	34	28	4
	35	Number appointed from shortlisting	Headcount	9	3	1	16	2	1
	36	Relative likelihood of appointment from shortlisting	Auto calculated	18.75%	10.34%		47.06%	7.14%	25.00%
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation								
	37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated	1.81			6.59		
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation								
	38	Number of staff in workforce	Auto calculated						
	39	Number of staff entering the formal disciplinary process	Headcount	0	0	0	0	0	0

Due to the small number of staff employed by Buckinghamshire Clinical Commissioning Group it would have been possible to identify individuals from the information in the WRES data section on the number of staff in each AfC Bands 1-9 or Medical & Dental sub-groups and VSM (including executive board members). Therefore a breakdown of the data is as follows:

	2019	2020
White	74	80
BME	16	18
Ethnicity unknown	14	11

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3 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	40	Likelihood of staff entering the formal disciplinary process	Auto calculated						
	41	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	Auto calculated						
4 Relative likelihood of staff accessing non-mandatory training and CPD	42	Number of staff in workforce	Auto calculated						
	43	Number of staff accessing non-mandatory training and CPD:	Headcount	20	3	0	10	0	0
	44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated						
	45	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	Auto calculated						
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	46	Total Board members	Headcount	10	1	2	10	1	0
	47	of which: Voting Board members	Headcount	0	0	0	9	1	0
	48	: Non Voting Board members	Auto calculated	10	1	2	1	0	0
	49	Total Board members	Auto calculated	10	1	2	10	1	0
	50	of which: Exec Board members	Headcount	0	0	0	6	1	0
	51	: Non Executive Board members	Auto calculated	10	1	2	4	0	0
	52	Number of staff in overall workforce	Auto calculated						
	53	Total Board members - % by Ethnicity	Auto calculated	76.9%	7.7%	15.4%	90.9%	9.1%	0.0%
	54	Voting Board Member - % by Ethnicity	Auto calculated				90.0%	10.0%	0.0%
	55	Non Voting Board Member - % by Ethnicity	Auto calculated	76.9%	7.7%	15.4%	100.0%	0.0%	0.0%
	56	Executive Board Member - % by Ethnicity	Auto calculated				85.7%	14.3%	0.0%
57	Non Executive Board Member - % by Ethnicity	Auto calculated	76.9%	7.7%	15.4%	100.0%	0.0%	0.0%	
58	Overall workforce - % by Ethnicity	Auto calculated							
59	Difference (Total Board -Overall workforce)	Auto calculated							