

5. Workforce Race Equality Indicators

1. Percentage of staff in each of the AFC Bands 1-9 and VSM compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff.

31 March 2022

Pay Scale	White %	BME %	Not Stated %
Under Band 1	65.4%	26.2%	8.5%
Band 1	81.8%	9.1%	9.1%
Band 2	82.7%	11.9%	5.4%
Band 3	81.1%	13.5%	5.4%
Band 4	87.8%	10.2%	2.0%
Band 5	80.0%	17.5%	2.5%
Band 6	81.4%	12.4%	6.2%
Band 7	87.4%	10.3%	2.3%
Band 8a	91.1%	8.9%	0.0%
Band 8b	96.8%	3.2%	0.0%
Band 8c	92.9%	7.1%	0.0%
Band 8d	94.1%	5.9%	0.0%
Band 9	100.0%	0.0%	0.0%
VSM*	88.9%	0.0%	11.1%

Pay Scale	White %	BME %	Not Stated %
Under Band 1	74.1%	23.5%	2.4%
Band 1	33.3%	66.7%	0.0%
Band 2	77.6%	19.7%	2.7%
Band 3	86.6%	11.9%	1.6%
Band 4	82.9%	13.8%	3.3%
Band 5	67.6%	28.3%	4.1%
Band 6	86.9%	11.2%	1.9%
Band 7	85.8%	12.7%	1.5%
Band 8a	91.3%	6.7%	2.0%
Band 8b	96.2%	3.8%	0.0%
Band 8c	83.3%	16.7%	0.0%
Band 8d	100.0%	0.0%	0.0%
Band 9	100.0%	0.0%	0.0%
VSM*	83.3%	16.7%	0.0%
Consultant	45.2%	50.2%	4.7%
Career Grade	21.0%	70.3%	8.7%
Trainee Grade	45.2%	51.1%	3.7%
Other	0.0%	0.0%	0.0%
Overall Workforce	76.0%	20.6%	3.4%

31 March 2021

Pay Scale	White %	BME %	Not Stated %
Under Band 1	74.7%	20.5%	4.8%
Band 1	80.0%	13.3%	6.7%
Band 2	81.9%	10.3%	7.8%
Band 3	83.3%	11.7%	5.0%
Band 4	86.3%	10.0%	3.8%
Band 5	82.4%	14.4%	3.3%
Band 6	80.6%	11.2%	8.2%
Band 7	89.3%	9.3%	1.3%
Band 8a	90.9%	6.8%	2.3%
Band 8b	89.7%	10.3%	0.0%
Band 8c	100.0%	0.0%	0.0%
Band 8d	94.7%	5.3%	0.0%
Band 9	100.0%	0.0%	0.0%
VSM*	88.9%	11.1%	0.0%

Pay Scale	White %	BME %	Not Stated %
Under Band 1	81.4%	17.1%	1.4%
Band 1	33.3%	66.7%	0.0%
Band 2	79.4%	17.8%	2.8%
Band 3	87.3%	10.6%	2.2%
Band 4	68.8%	15.3%	15.8%
Band 5	73.9%	22.5%	3.6%
Band 6	88.5%	9.4%	2.1%
Band 7	89.0%	9.6%	1.4%
Band 8a	91.8%	6.2%	2.1%
Band 8b	100.0%	0.0%	0.0%
Band 8c	100.0%	0.0%	0.0%
Band 8d	88.9%	11.1%	0.0%
Band 9	100.0%	0.0%	0.0%
VSM*	88.9%	11.1%	0.0%
Consultant	47.4%	48.9%	3.7%
Career Grade	21.6%	69.1%	9.4%
Trainee Grade	47.8%	47.8%	4.5%
Other	0.0%	0.0%	0.0%
Overall Workforce	78.0%	18.0%	4.0%

*VSM = Very Senior Manager. Contains Chief Executive, Executive Directors, other senior managers with board level responsibility who report directly to the Chief Executive, with the exception of those who are eligible to be on the Consultant contract by virtue of their qualification and the requirements of the post.

Note - Staff on Local/Senior Manager pay scales have been categorised into AFC bandings based on their full time salary.