

## 5. Workforce Race Equality Indicators

1. Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) 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 2021

	Pay Scale	White %	BME %	Not Stated %
Non-Clinical	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 %
Clinical	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%
Medical	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%**

### 31 March 2020

	Pay Scale	White %	BME %	Not Stated %
Non-Clinical	Under Band 1	57.8%	14.1%	28.1%
	Band 1	66.7%	11.1%	22.2%
	Band 2	73.6%	9.4%	17.0%
	Band 3	77.1%	12.6%	10.3%
	Band 4	85.0%	9.9%	5.1%
	Band 5	80.6%	14.0%	5.4%
	Band 6	75.6%	12.2%	12.2%
	Band 7	85.7%	8.6%	5.7%
	Band 8a	93.0%	7.0%	0.0%
	Band 8b	89.3%	10.7%	0.0%
	Band 8c	90.0%	0.0%	10.0%
	Band 8d	94.7%	5.3%	0.0%
	Band 9	90.0%	10.0%	0.0%
	VSM*	77.8%	11.1%	11.1%

	Pay Scale	White %	BME %	Not Stated %
Clinical	Under Band 1	83.3%	13.3%	3.3%
	Band 1	33.3%	66.7%	0.0%
	Band 2	80.2%	17.5%	2.3%
	Band 3	87.7%	9.3%	3.0%
	Band 4	90.6%	7.1%	2.4%
	Band 5	77.4%	18.5%	4.1%
	Band 6	89.4%	8.4%	2.3%
	Band 7	88.8%	9.2%	2.0%
	Band 8a	92.6%	5.2%	2.2%
	Band 8b	100.0%	0.0%	0.0%
	Band 8c	100.0%	0.0%	0.0%
	Band 8d	100.0%	0.0%	0.0%
	Band 9	100.0%	0.0%	0.0%
	VSM*	87.5%	12.5%	0.0%
Medical	Consultant	47.7%	47.7%	4.6%
	Career Grade	16.9%	73.8%	9.2%
	Trainee Grade	53.1%	41.2%	5.8%
	Other	0.0%	0.0%	0.0%

**Overall Workforce**      **78.2%**      **16.4%**      **5.5%**

\*VSM = Very Senior Manager. Contains staff in the roles; Chair, Chief Executive, Finance Director, Other Executive Director, Board Level Director, Non Executive Director, Clinical Director - Medical, Medical Director, Director of Nursing, Director of Public Health.

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