

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 2019

	Pay Scale	White %	BME %	Not Stated %
Non-Clinical	Under Band 1	54.8%	12.9%	32.3%
	Band 1	60.1%	9.1%	30.8%
	Band 2	80.2%	10.6%	9.3%
	Band 3	77.2%	11.6%	11.2%
	Band 4	85.8%	9.3%	5.0%
	Band 5	79.7%	13.8%	6.5%
	Band 6	80.5%	11.5%	8.0%
	Band 7	83.3%	9.1%	7.6%
	Band 8a	97.9%	2.1%	0.0%
	Band 8b	88.9%	11.1%	0.0%
	Band 8c	100.0%	0.0%	0.0%
	Band 8d	93.8%	6.3%	0.0%
	Band 9	88.9%	11.1%	0.0%
	VSM*	62.5%	12.5%	25.0%

	Pay Scale	White %	BME %	Not Stated %
Clinical	Under Band 1	81.6%	13.2%	5.3%
	Band 1	68.8%	31.3%	0.0%
	Band 2	81.5%	16.1%	2.4%
	Band 3	91.9%	8.1%	0.0%
	Band 4	90.3%	6.9%	2.8%
	Band 5	79.8%	16.6%	3.7%
	Band 6	90.0%	7.6%	2.4%
	Band 7	89.9%	8.3%	1.8%
	Band 8a	91.2%	6.1%	2.6%
	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*	100.0%	0.0%	0.0%
Medical	Consultant	49.0%	47.4%	3.6%
	Career Grade	18.0%	74.2%	7.9%
	Trainee Grade	51.3%	39.2%	9.5%
	Other	18.8%	75.0%	6.3%

Overall Workforce **79.10%** **15.35%** **5.6%**

31 March 2018

	Pay Scale	White %	BME %	Not Stated %
Non-Clinical	Under Band 1	77.8%	22.2%	0.0%
	Band 1	81.8%	14.7%	3.6%
	Band 2	84.7%	13.6%	1.8%
	Band 3	89.8%	7.6%	2.7%
	Band 4	89.2%	8.3%	2.4%
	Band 5	84.2%	13.2%	2.6%
	Band 6	87.0%	8.7%	4.3%
	Band 7	83.1%	13.8%	3.1%
	Band 8a	90.0%	7.5%	2.5%
	Band 8b	97.1%	2.9%	0.0%
	Band 8c	100.0%	0.0%	0.0%
	Band 8d	94.7%	5.3%	0.0%
	Band 9	93.8%	6.3%	0.0%
	VSM*	85.7%	14.3%	0.0%

	Pay Scale	White %	BME %	Not Stated %
Clinical	Under Band 1	85.9%	10.3%	3.8%
	Band 1	70.6%	29.4%	0.0%
	Band 2	81.4%	16.1%	2.4%
	Band 3	91.1%	7.3%	1.5%
	Band 4	84.1%	13.6%	2.3%
	Band 5	82.8%	15.0%	2.1%
	Band 6	91.3%	7.3%	1.3%
	Band 7	89.0%	8.4%	2.6%
	Band 8a	92.9%	5.4%	1.8%
	Band 8b	100.0%	0.0%	0.0%
	Band 8c	100.0%	0.0%	0.0%
	Band 8d	75.0%	25.0%	0.0%
	Band 9	100.0%	0.0%	0.0%
	VSM*	100.0%	0.0%	0.0%
Medical	Consultant	50.2%	46.5%	3.3%
	Career Grade	21.2%	72.9%	5.9%
	Trainee Grade	46.6%	43.0%	10.3%
	Other	0.0%	0.0%	0.0%

Overall Workforce **82.20%** **15.22%** **2.57%**

*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.