

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	0	0	0	0	0	0									
	2 Band 1	Headcount	0	0	0	0	0	0									
	3 Band 2	Headcount	0	0	0	0	0	0									
	4 Band 3	Headcount	0	0	0	0	0	0									
	5 Band 4	Headcount	0	0	0	0	0	0									
	6 Band 5	Headcount	0	0	0	0	0	0									
	7 Band 6	Headcount	0	0	0	0	0	0									
	8 Band 7	Headcount	0	0	0	0	0	0									
	9 Band 8A	Headcount	Due to the small number of staff employed by Oxfordshire Clinical Commissioning Group it would have been possible to identify individuals from the information in his section. Below are the total numbers for each category														
	10 Band 8B	Headcount															
	11 Band 8C	Headcount															
	12 Band 8D	Headcount															
	13 Band 9	Headcount															
	14 VSM	Headcount															
	1b) Clinical workforce of which Non Medical																
	15 Under Band 1	Headcount								Workforce	83	8	29	91	5	22	
	16 Band 1	Headcount															
	17 Band 2	Headcount									0	0	0	0	0	0	
	18 Band 3	Headcount									0	0	0	0	0	0	
	19 Band 4	Headcount									0	0	0	0	0	0	
	20 Band 5	Headcount									0	0	0	0	0	0	
	21 Band 6	Headcount									0	0	0	0	0	0	
	22 Band 7	Headcount		0	0	0	0	0	0								
	23 Band 8A	Headcount		0	0	0	0	0	0								
	24 Band 8B	Headcount		0	0	0	0	0	0								
	25 Band 8C	Headcount		0	0	0	0	0	0								
	26 Band 8D	Headcount		0	0	0	0	0	0								
	27 Band 9	Headcount		0	0	0	0	0	0								
	28 VSM	Headcount		0	0	0	0	0	0	Moved to line 33 as CCG GPs							
		Of which Medical & Dental															
	29 Consultants	Headcount		0	0	0	0	0	0								
	30 of which Senior medical manager	Headcount		0	0	0	0	0	0								
31 Non-consultant career grade	Headcount		0	0	0	0	0	0									
32 Trainee grades	Headcount		0	0	0	0	0	0									
33 Other	Headcount		0	0	0	0	0	0	CCG GPs								
2	Relative likelihood of staff being appointed from shortlisting across all posts																
	34 Number of shortlisted applicants	Headcount	73	25	7	30	11	4									
	35 Number appointed from shortlisting	Headcount	18	2	6	14	1	1									
36 Relative likelihood of appointment from shortlisting	Auto calculated	24.66%	8.00%	85.71%	46.67%	9.09%	25.00%										
37 Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated	3.08			5.13												
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									
	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																

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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	13	1	1	0	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	13	0	6	12	1	6
	47	of which: Voting Board members	Headcount	9	0	6	8	0	6
	48	: Non Voting Board members	Auto calculated	4	0	0	4	1	0
	49	Total Board members	Auto calculated	13	0	6	12	1	6
	50	of which: Exec Board members	Headcount	3	0	1	5	0	1
	51	: Non Executive Board members	Auto calculated	10	0	5	7	1	5
	52	Number of staff in overall workforce	Auto calculated						
	53	Total Board members - % by Ethnicity	Auto calculated	68.4%	0.0%	31.6%	63.2%	5.3%	31.6%
	54	Voting Board Member - % by Ethnicity	Auto calculated	60.0%	0.0%	40.0%	57.1%	0.0%	42.9%
	55	Non Voting Board Member - % by Ethnicity	Auto calculated	100.0%	0.0%	0.0%	80.0%	20.0%	0.0%
	56	Executive Board Member - % by Ethnicity	Auto calculated	75.0%	0.0%	25.0%	83.3%	0.0%	16.7%
	57	Non Executive Board Member - % by Ethnicity	Auto calculated	66.7%	0.0%	33.3%	53.8%	7.7%	38.5%
	58	Overall workforce - % by Ethnicity	Auto calculated						
	59	Difference (Total Board -Overall workforce)	Auto calculated						