

SubmissionTemplate

Workforce Race Equality Standards 2018/19 template

	Answer Required
	Auto Populated
	N/A

		31st MARCH 2019															31st MARCH 2019															
INDICATOR		DATA ITEM	MEASURE	WHITE		BME		ETHNICITY UNKNOWN/NULL		WHITE		BME		ETHNICITY UNKNOWN/NULL		Notes																
1	Percentage of staff in each of the AFC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce	1a) Non Clinical workforce		ESR figures	Verified figures	ESR figures	Verified figures	ESR figures	Verified figures	ESR figures	Verified figures	ESR figures	Verified figures	ESR figures	Verified figures																	
		1 Under Band 1	Headcount																													
		2 Band 1	Headcount																													
		3 Band 2	Headcount																													
		4 Band 3	Headcount																													
		5 Band 4	Headcount																													
		6 Band 5	Headcount																													
		7 Band 6	Headcount																													
		8 Band 7	Headcount																													
		9 Band 8A	Headcount																													
		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																													
		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																													
		Of which Medical & Dental																														
		29 Consultants	Headcount																													
		30 of which Senior medical manager	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		90		42		8		73		25		7																	
		35 Number appointed from shortlisting	Headcount		18		1		1		18		2		6																	
		36 Relative likelihood of appointment from shortlisting	Auto calculated		0.2000000000		0.0238095238		0.1250000000		0.2465753425		0.0800000000		0.8571428571																	
		37 Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated		8.40						3.08																					
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																													
Note: This indicator																																

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 this section. The information has been redacted and the percentages within each staff group given below.

Indicator	Indicator Description	CCG Baseline Data	
		Descriptor	Indicator
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.	Number BME staff in Bands 8 to 9 and VSM	3
		Total number of staff Bands 8 to 9 and VSM	59
		% BME staff Bands 8 to 9 and VSM	5.1%
		Number of BME staff in clinical roles	3
		Number of BME staff in non-clinical roles	5
		% BME staff in Bands 1-4 in Clinical roles	0.0%
		% BME staff in Bands 1-4 in non-Clinical roles	0.0%
		% BME staff in Bands 5-7 in Clinical roles	14.3%
		% BME staff in Bands 5-7 in non-Clinical roles	18.2%
		% BME staff in Bands 8-9 and VSM in Clinical roles	10.5%
		% BME staff in Bands 8-9 and VSM in non-Clinical roles	2.9%
		Number BME staff in overall workforce	8
		Total number of staff in overall workforce whose ethnic origin is known	91
		% BME staff in overall workforce	8.6%

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			WHITE	BME	ETHNICITY UNKNOWN/NULL	WHITE	BME	ETHNICITY UNKNOWN/NULL	
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	0	0	13	1	1	
		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						
5	Percentage of staff experiencing harassment, bullying	46 % of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	15.00%	0	12.50%	0		
6	Percentage of staff experiencing harassment, bullying	47 % of staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	19.50%	1	21.20%	0		
7	Percentage of staff that trust provides equal opportunities for	48 % of staff that trust provides equal opportunities for career	Percentage	59.00%	1	51.50%	33.30%		
8	Percentage of staff that have personally experienced discrimination at work	49 % staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	9.50%	0	7.30%	25.00%		
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	50 Total Board members	Headcount	7	0	6	10	0	6
		51 of which: Voting Board members	Headcount	0	0	0	0	0	0
		52 : Non Voting Board members	Auto calculated	7	0	6	10	0	6
		53 Total Board members	Auto calculated	7	0	6	10	0	6
		54 of which: Exec Board members	Headcount	0	0	0	0	0	0
		55 : Non Executive Board members	Auto calculated	7	0	6	10	0	6
		56 Number of staff in overall workforce	Auto calculated	0	0	0			
		57 Total Board members - % by Ethnicity	Auto calculated	53.8%	0.0%	46.2%	62.5%	0.0%	37.5%
		58 Voting Board Member - % by Ethnicity	Auto calculated						
		59 Non Voting Board Member - % by Ethnicity	Auto calculated	53.8%	0.0%	46.2%	62.5%	0.0%	37.5%
		60 Executive Board Member - % by Ethnicity	Auto calculated						
		61 Non Executive Board Member - % by Ethnicity	Auto calculated	53.8%	0.0%	46.2%	62.5%	0.0%	37.5%
		62 Overall workforce - % by Ethnicity	Auto calculated						
		63 Difference (Total Board - Overall workforce)	Auto calculated						