

SubmissionTemplate
Workforce Race Equality Standards 2020/21 template

	Answer Required
	Auto Populated
	N/A

INDICATOR	DATA ITEM	MEASURE	2020			2021			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	0	0	0	0	0	0	
	10 Band 8B	Headcount	0	0	0	0	0	0	
	11 Band 8C	Headcount	0	0	0	0	0	0	
	12 Band 8D	Headcount	0	0	0	0	0	0	
	13 Band 9	Headcount	0	0	0	0	0	0	
	14 VSM	Headcount	0	0	0	0	0	0	
	1b) Clinical workforce of which Non Medical		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. Below are the total numbers for each category						
	15 Under Band 1	Headcount	0						
	16 Band 1	Headcount	0						
	17 Band 2	Headcount	0						
	18 Band 3	Headcount	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	
	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	OCCG GPs/Clinicians
2	34 Number of shortlisted applicants	Headcount	30	11	4	28	12	3	
	35 Number appointed from shortlisting	Headcount	14	1	1	8	1	0	
	36 Relative likelihood of appointment from shortlisting	Auto calculated	46.67%	9.09%	25.00%	28.57%	8.33%	0.00%	
	37 Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated	5.13			3.43			
3	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	0	0	0	1	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	12	1	6	11	0	4
		47 of which: Voting Board members	Headcount	8	0	6	7	0	4
		48 : Non Voting Board members	Auto calculated	4	1	0	4	0	0
		49 Total Board members	Auto calculated	12	1	6	11	0	4
		50 of which: Exec Board members	Headcount	5	0	1	4	0	0
		51 : Non Executive Board members	Auto calculated	7	1	5	7	0	4
		52 Number of staff in overall workforce	Auto calculated						
		53 Total Board members - % by Ethnicity	Auto calculated	63.2%	5.3%	31.6%	73.3%	0.0%	26.7%
		54 Voting Board Member - % by Ethnicity	Auto calculated	67.1%	0.0%	42.9%	63.6%	0.0%	36.4%
		55 Non Voting Board Member - % by Ethnicity	Auto calculated	80.0%	20.0%	0.0%	100.0%	0.0%	0.0%
		56 Executive Board Member - % by Ethnicity	Auto calculated	83.3%	0.0%	16.7%	100.0%	0.0%	0.0%
		57 Non Executive Board Member - % by Ethnicity	Auto calculated	53.8%	7.7%	38.5%	63.6%	0.0%	36.4%
		58 Overall workforce - % by Ethnicity	Auto calculated						
		59 Difference (Total Board -Overall workforce)	Auto calculated						