



**SubmissionTemplate**  
**Workforce Race Equality Standards 2018/19 template**

INDICATOR	DATA ITEM	MEASURE	31st MARCH 2018			31st MARCH 2019			Notes		
			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:	Headcount	OK	OK	OK	OK	OK		
		43	Number of staff accessing non-mandatory training and CPD:	Headcount	OK	OK	OK	OK	OK		
		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 or abuse from patients, relatives or the public in last 12 months	46	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	Percentage	OK	OK	OK	OK			
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	47	% of staff experiencing harassment, bullying or abuse from staff in last 12 months	Percentage	OK	OK	OK	OK			
7	Percentage believing that trust provides equal opportunities for career progression or promotion	48	% staff believing that trust provides equal opportunities for career progression or promotion	Percentage	OK	OK	OK	OK			
8	In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	49	% staff personally experienced discrimination at work from Manager/team leader or other colleague	Percentage	OK	OK	OK	OK			
9	Percentage difference between the organisations' Board voting membership and its overall workforce	50	Total Board members	Headcount	OK	OK	OK	OK	OK		
		51	of which: Voting Board members	Headcount	OK	OK	OK	OK	OK		
		52	: Non Voting Board members	Autocalculated							
		53	Total Board members	Headcount	OK	OK	OK	OK	OK		
		54	of which: Exec Board members	Headcount	OK	OK	OK	OK	OK		
		55	: Non Executive Board members	Autocalculated							
		56	Number of staff in overall workforce	Headcount	OK	OK	OK	OK	OK		
		57	Total Board members - % by Ethnicity	Auto calculated							
		58	Voting Board Member - % by Ethnicity	Auto calculated							
		59	Non Voting Board Member - % by Ethnicity	Auto calculated							
		60	Executive Board Member - % by Ethnicity	Auto calculated							
		61	Non Executive Board Member - % by Ethnicity	Auto calculated							
		62	Overall workforce - % by Ethnicity	Auto calculated							
63	Difference (Total Board-Overall workforce)	Auto calculated									