

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	Percentage of staff in each of the AIC 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	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures	Verified figures		
		Under Band 1	Headcount	0	0	0	0	0	0	DHHC did not exist as an organisation prior to 1st April 2020 hence '0' in all 2020 data columns
		Band 1	Headcount	0	0	0	5	0	0	
		Band 2	Headcount	0	0	0	13	2	6	
		Band 3	Headcount	0	0	0	15	12	0	
		Band 4	Headcount	0	0	0	3	6	3	
		Band 5	Headcount	0	0	0	1	0	1	
		Band 6	Headcount	0	0	0	2	0	1	
		Band 7	Headcount	0	0	0	2	0	0	
		Band 8	Headcount	0	0	0	5	1	4	
		Band 8A	Headcount	0	0	0	1	0	2	
		Band 8B	Headcount	0	0	0	8	0	1	
		Band 8C	Headcount	0	0	0	0	0	1	
		Band 8D	Headcount	0	0	0	0	0	0	
	Band 9	Headcount	0	0	0	8	0	1		
	VSM	Headcount	0	0	0	8	0	1		
	1b) Clinical workforce of which Non Medical									
	Under Band 1	Headcount	0	0	0	0	0	0		
	Band 1	Headcount	0	0	0	0	0	0		
	Band 2	Headcount	0	0	0	2	0	0		
	Band 3	Headcount	0	0	0	2	0	1		
	Band 4	Headcount	0	0	0	5	2	0		
	Band 5	Headcount	0	0	0	12	4	2		
	Band 6	Headcount	0	0	0	19	4	7		
	Band 7	Headcount	0	0	0	31	13	1		
	Band 8A	Headcount	0	0	0	7	1	2		
	Band 8B	Headcount	0	0	0	0	0	2		
	Band 8C	Headcount	0	0	0	0	1	1		
	Band 8D	Headcount	0	0	0	1	0	1		
	Band 9	Headcount	0	0	0	0	0	0		
	VSM	Headcount	0	0	0	0	0	0		
	Of which Medical & Dental									
	29	Consultants	Headcount	0	0	0	4	1	11	DHHC does not employ consultants but does employ GPs
30	of which Senior medical manager	Headcount	0	0	0	1	0	1		
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		
2	Relative likelihood of staff being appointed from shortlisting across all posts	34	Number of shortlisted applicants	Headcount	0	0	0	0	0	We did not have our own NHS Jobs account until May 2021 so any recruitment activity is included in BCH data as was undertaken through an SLA
		35	Number appointed from shortlisting	Headcount	0	0	0	0	0	
		36	Relative likelihood of appointment from shortlisting	Auto calculated						
37	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto calculated								
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation  Note: This indicator will be based on data from a two year rolling average of the current year and the previous year	38	Number of staff in workforce	Auto calculated			146	47	48	
		39	Number of staff entering the formal disciplinary process	Headcount	0	0	0	0	0	Zero disciplinarys have taken place
		40	Likelihood of staff entering the formal disciplinary process	Auto calculated				0.00%	0.00%	0.00%
		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				146	47	48	
	43	Number of staff accessing non-mandatory training and CPD:	Headcount	0	0	0	0	0	0	Our TUPE data on transfer did not include non-mandatory training records. We have been unable to report any data in this year.
	44	Likelihood of staff accessing non-mandatory training and CPD	Auto calculated				0.00%	0.00%	0.00%	
	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	0	0	0	11	0	2	
	47	of which: Voting Board members	Headcount	0	0	0	9	0	2	
	48	: Non Voting Board members	Auto calculated	0	0	0	2	0	0	
	49	Total Board members	Auto calculated	0	0	0	11	0	2	
	50	of which: Exec Board members	Headcount	0	0	0	5	0	0	
	51	: Non Executive Board members	Auto calculated	0	0	0	6	0	2	
	52	Number of staff in overall workforce	Auto calculated				146	47	48	
	53	Total Board members - % by Ethnicity	Auto calculated				84.6%	0.0%	15.4%	
	54	Voting Board Member - % by Ethnicity	Auto calculated				81.8%	0.0%	18.2%	
	55	Non Voting Board Member - % by Ethnicity	Auto calculated				100.0%	0.0%	0.0%	
	56	Executive Board Member - % by Ethnicity	Auto calculated				100.0%	0.0%	0.0%	
	57	Non Executive Board Member - % by Ethnicity	Auto calculated				75.0%	0.0%	25.0%	
	58	Overall workforce - % by Ethnicity	Auto calculated				60.6%	19.5%	19.9%	
	59	Difference (Total Board -Overall workforce )	Auto calculated				24.0%	-19.5%	-4.5%	