

Workforce Race Equality Standards Metrics

Workforce Metrics	
For each of these four workforce indicators, the Standard compares the metrics for white and BME staff.	
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. Note : Organisations should undertake this calculation separately for non-clinical and for clinical staff.
2	Relative likelihood of staff being appointed from shortlisting across all posts.
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.
4	Relative likelihood of staff accessing non-mandatory training and CPD.
National NHS Staff Survey Indicators (or equivalent)	
For each of the four staff survey indicators, compare the outcomes of the responses for White and BME staff.	
5	KF 25 – Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.
6	KF 26 – Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.
7	KF 21 – Percentage believing that trust provides equal opportunities for career progression or promotion.
8	Q217 – In the last 12 months have you personally experienced discrimination at work from any of the following ? b) Manager/team leader or other colleagues.
Board Representation Indicator	
For this indicator, compare the difference for White and BME staff	
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.