

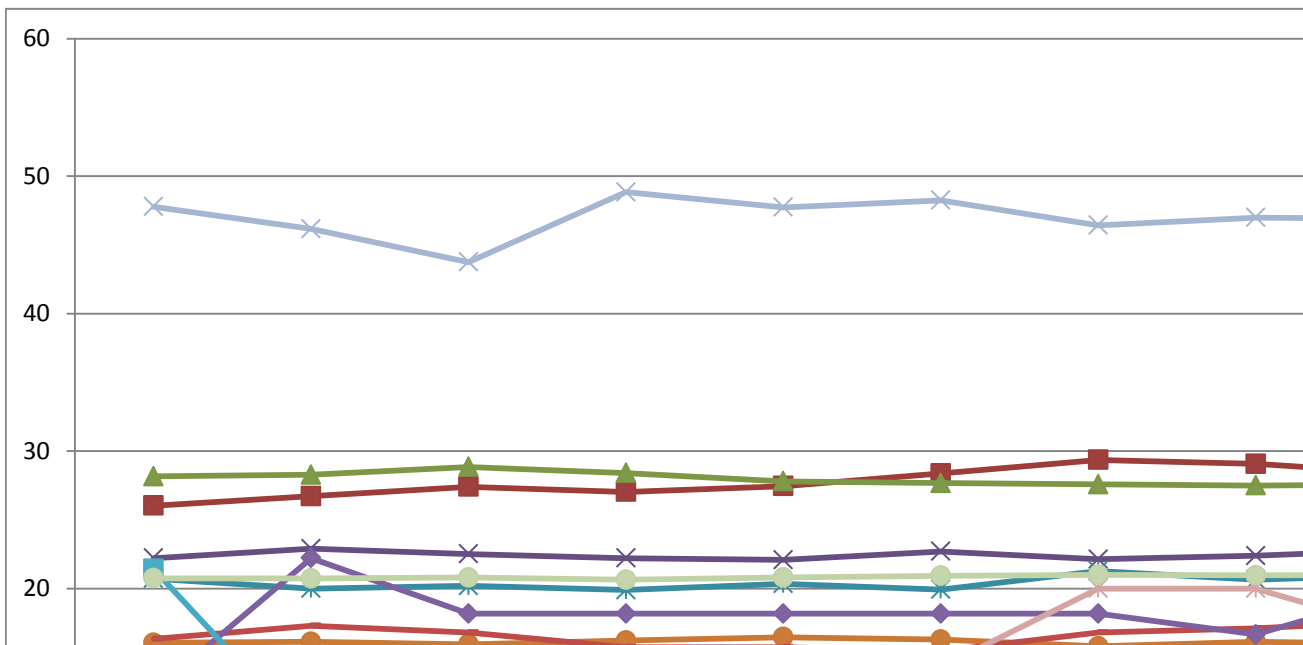
Positive changes in BME representation by Agenda for Change pay band	14/15 Outturn Total Headcount	14/15 Outturn	15/16 Target	Rolling 12 Months		
				Headcount	White	BME
Band 1	117	15.38	35	48	37	6
Band 2	339	26.25		346	228	95
Band 3	350	27.43		369	250	102
Band 4	259	22.39		255	191	59
Band 5	591	20.47		576	436	131
Band 6	747	15.53		777	624	126
Band 7	293	13.65		288	246	38
Band 8a	107	17.76		114	90	19
Band 8b	37	2.70		36	35	1
Band 8c	12	41.67		12	9	3
Band 8d	13	15.38		11	11	0
Exec Team	6	0.00		6	6	0
Medical Staff	89	47.19		85	28	40
Dental Staff	22	40.91		22	13	9
Non-Exec Team	7	14.29		5	2	1
<b>Trust Total</b>	<b>2989</b>	<b>20.64</b>		<b>2950</b>	<b>2206</b>	<b>630</b>

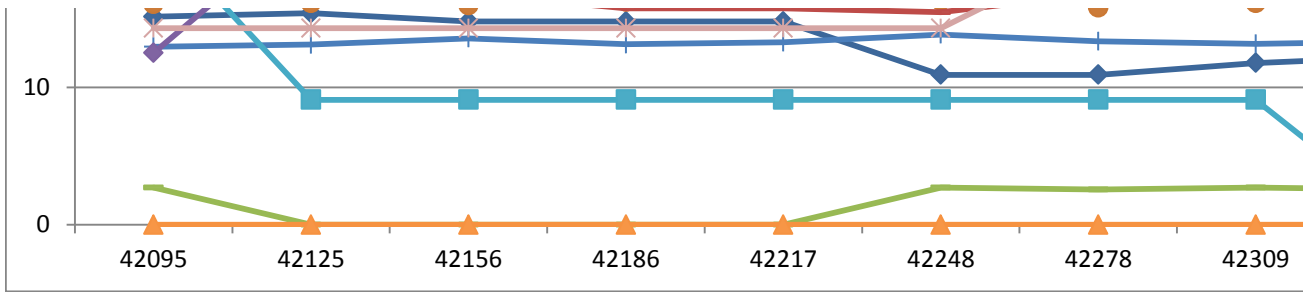
Positive changes in BME representation by Agenda for Change pay band	Rolling 12 Months					
	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
Band 1	15.13	15.38	14.78	14.78	14.78	10.91
Band 2	26.04	26.72	27.41	27.03	27.46	28.37
Band 3	28.16	28.29	28.85	28.41	27.81	27.67
Band 4	22.22	22.90	22.52	22.22	22.09	22.71
Band 5	20.73	20.00	20.21	19.90	20.35	19.93
Band 6	16.06	16.13	15.96	16.23	16.47	16.29
Band 7	12.94	13.10	13.56	13.13	13.27	13.84
Band 8a	16.35	17.31	16.82	15.74	15.74	15.45
Band 8b	2.70	0.00	0.00	0.00	0.00	2.70
Band 8c	12.50	22.22	18.18	18.18	18.18	18.18
Band 8d	21.43	9.09	9.09	9.09	9.09	9.09
Exec Team	0.00	0.00	0.00	0.00	0.00	0.00
Medical Staff	47.78	46.15	43.75	48.84	47.73	48.24
Dental Staff	45.83	43.48	43.48	41.67	45.45	39.13
Non-Exec Team	14.29	14.29	14.29	14.29	14.29	14.29
<b>Trust Total</b>	<b>20.76</b>	<b>20.73</b>	<b>20.81</b>	<b>20.65</b>	<b>20.81</b>	<b>20.94</b>

Positive changes in BME representation by Agenda for Change pay band	Rolling 12 Months					
	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
Band 1	119	117	115	115	115	55
Band 2	338	348	343	344	346	363
Band 3	348	350	357	352	356	365
Band 4	261	262	262	261	258	251

Band 5	574	595	584	578	570	587
Band 6	747	750	752	758	753	761
Band 7	286	290	295	297	294	289
Band 8a	104	104	107	108	108	110
Band 8b	37	37	35	35	35	37
Band 8c	8	9	11	11	11	11
Band 8d	14	11	11	11	11	11
Exec Team	6	6	6	6	6	6
Medical Staff	90	91	96	86	88	85
Dental Staff	24	23	23	24	22	23
Non-Exec Team	7	7	7	7	7	7
<b>Trust Total</b>	<b>2963</b>	<b>3000</b>	<b>3004</b>	<b>2993</b>	<b>2980</b>	<b>2961</b>

Positive changes in BME representation by Agenda for Change pay band	Rolling 12 Months BM					
	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15
Band 1	18	18	17	17	17	6
Band 2	88	93	94	93	95	103
Band 3	98	99	103	100	99	101
Band 4	58	60	59	58	57	57
Band 5	119	119	118	115	116	117
Band 6	120	121	120	123	124	124
Band 7	37	38	40	39	39	40
Band 8a	17	18	18	17	17	17
Band 8b	1	0	0	0	0	1
Band 8c	1	2	2	2	2	2
Band 8d	3	1	1	1	1	1
Exec Team	0	0	0	0	0	0
Medical Staff	43	42	42	42	42	41
Dental Staff	11	10	10	10	10	9
Non-Exec Team	1	1	1	1	1	1
<b>Trust Total</b>	<b>615</b>	<b>622</b>	<b>625</b>	<b>618</b>	<b>620</b>	<b>620</b>





### Appendix 3

	% change from previous quarter			
% BME	Q1	Q2	Q3	Q4
12.50	-0.60	-3.87	1.34	0.26
27.46	1.15	0.97	-0.05	-0.87
27.64	1.42	-1.18	-0.08	0.05
23.14	0.13	0.19	0.13	0.30
22.74	-0.27	-0.27	1.09	1.73
16.22	0.43	0.34	-0.31	0.23
13.19	-0.09	0.28	-0.51	-0.14
16.67	-0.93	-1.37	2.24	-1.03
2.78	-2.70	2.70	-0.14	0.21
25.00	-5.95	-17.53	1.82	5.00
0.00	-6.29	0.00	-9.09	0.00
0.00	0.00	0.00	0.00	0.00
47.06	-3.44	4.49	-1.32	0.15
40.91	-5.91	4.13	0.00	1.78
20.00	0.00	0.00	5.71	3.33
<b>21.36</b>	<b>0.16</b>	<b>0.13</b>	<b>0.04</b>	<b>0.38</b>

% BME %						
Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Change in 12 Months
10.91	11.76	12.24	12.77	13.33	12.50	-2.63
29.36	29.07	28.32	27.49	29.17	27.46	1.42
27.58	27.50	27.60	27.12	27.05	27.64	-0.52
22.13	22.39	22.83	23.32	23.85	23.14	0.92
21.28	20.64	21.02	21.92	22.24	22.74	2.01
15.80	16.13	15.98	16.13	16.08	16.22	0.15
13.33	13.15	13.33	13.15	12.96	13.19	0.26
16.82	17.12	17.70	16.96	17.31	16.67	0.32
2.56	2.70	2.56	2.56	2.78	2.78	0.08
18.18	16.67	20.00	20.00	25.00	25.00	12.50
9.09	9.09	0.00	0.00	0.00	0.00	-21.43
0.00	0.00	0.00	0.00	0.00	0.00	0.00
46.43	46.99	46.91	46.51	48.15	47.06	-0.72
39.13	39.13	39.13	41.67	40.91	40.91	-4.92
20.00	20.00	16.67	20.00	20.00	20.00	5.71
<b>21.01</b>	<b>20.97</b>	<b>20.97</b>	<b>21.09</b>	<b>21.46</b>	<b>21.36</b>	0.60

Headcount						
Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Change in 12 Months
55	51	49	47	45	48	-71
344	344	346	342	336	346	8
359	360	366	365	366	369	21
253	259	254	253	239	255	-6

592	591	590	593	571	576	2
772	775	782	781	771	777	30
285	289	285	289	270	288	2
107	111	113	112	104	114	10
39	37	39	39	36	36	-1
11	12	10	10	12	12	4
11	11	11	11	11	11	-3
6	6	6	6	6	6	0
84	83	81	86	81	85	-5
23	23	23	24	22	22	-2
5	5	6	5	5	5	-2
<b>2946</b>	<b>2957</b>	<b>2961</b>	<b>2963</b>	<b>2875</b>	<b>2950</b>	<b>-13</b>

### E Headcount

Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Change in 12 Months
6	6	6	6	6	6	-12
101	100	98	94	98	95	7
99	99	101	99	99	102	4
56	58	58	59	57	59	1
126	122	124	130	127	131	12
122	125	125	126	124	126	6
38	38	38	38	35	38	1
18	19	20	19	18	19	2
1	1	1	1	1	1	0
2	2	2	2	3	3	2
1	1	0	0	0	0	-3
0	0	0	0	0	0	0
39	39	38	40	39	40	-3
9	9	9	10	9	9	-2
1	1	1	1	1	1	0
<b>619</b>	<b>620</b>	<b>621</b>	<b>625</b>	<b>617</b>	<b>630</b>	<b>15</b>

