

2018 – North West Anglia Foundation Trust

	Clinical percentage white	Clinical Percentage BME	Non-clinical percentage white	Non-Clinical Percentage BME
Under Band 1	100	0	0	0
Band 1	100	0	84	16
Band 2	80	17	89	9
Band 3	78	16	91	8
Band 4	92	5	93	6
Band 5	66	31	93	4
Band 6	85	13	90	10
Band 7	89	8	96	2
Band 8a	87	11	84	12
Band 8b	83	14	95	0
Band 8c	100	0	100	0
Band 8d	100	0	100	0
Band 9	0	0	100	0
VSM	100	0	93	7

Overall Workforce

	White percentage	BME percentage
NWAFT 2018	78%	19%
2017 - Hinch	78%	20%
2017 – Pboro	79%	18%

2018 RAG Rating compared to overall workforce	
Green	BME 19% or above
Amber	BME 11% -18%
Red	BME less than 11%

2017 Peterborough

	Clinical percentage white	Clinical Percentage BME	Non-clinical percentage white	Non-Clinical Percentage BME
Under Band 1	0	0	n/a	n/a
Band 1	100	0	63	30
Band 2	82	16	92	7
Band 3	92	8	90	8
Band 4	92	4	92	6
Band 5	67	30	91	8
Band 6	86	13	91	9
Band 7	90	8	91	7
Band 8a	90	8	90	10
Band 8b	83	14	87	0
Band 8c	93	7	100	0
Band 8d	100	0	100	0
Band 9	0	0	100	0
VSM	80	20	100	0

Peterborough 2017 Rag rating against overall workforce (White 79% BME 18%)

Green	18% or above
Amber	BME % 10- 18%
Red	BME less than 10%

Hinchingbrooke 2017

	Clinical percentage white	Clinical Percentage BME	Non-clinical percentage white	Non-Clinical Percentage BME
Under Band 1	0	0	100%	0%
Band 1	95%	0%	0%	0%
Band 2	76%	22%	97%	3%
Band 3	88%	12%	92%	8%
Band 4	96%	4%	95%	4%
Band 5	58%	40%	91%	9%
Band 6	89%	11%	92%	8%
Band 7	93%	7%	90%	10%
Band 8a	100%	0%	79%	21%
Band 8b	100%	0%	100%	0%
Band 8c	100%	0%	100%	0%
Band 8d	100%	0%	100%	0%
Band 9	100%	0%	100%	0%
VSM	100%	0%	100%	0%

Hinchingbrooke 2017 Rag rating against overall workforce (White 78% BME 20%)

Green	20% or above
Amber	BME % 11- 20%
Red	BME less than 11%

Appendix 1 – WRES Indicator 1 data North West Anglia NHS Foundation Trust April 2017-March 2018