

Ethnicity by Pay band

Staff on Agenda for Change pay scales (excludes 88 non-AfC, non-medical staff)

Pay Band	Asian	Black	Chinese	Mixed white/black/Asian	Other	White	Not stated/undefined	Grand Total
Band 1	10	1	0	1	0	74	2	88
Band 2	55	17	1	12	6	706	73	870
Band 3	14	7	0	5	0	407	28	461
Band 4	7	2	1	2	1	440	16	469
Band 5	241	86	16	57	2	1105	204	1711
Band 6	42	28	6	10	1	736	60	883
Band 7	10	8	4	5	1	696	22	746
Band 8 - Range A	4	1	1	4	0	154	2	166
Band 8 - Range B	2	0	2	0	0	71	4	79
Band 8 - Range C	0	0	0	0	0	27	1	28
Band 8 - Range D	1	0	0	0	0	16	0	17
Band 9	0	0	0	0	0	6	0	6
Grand Total	386	150	31	96	11	4438	412	5524

Of the 1042 employees who are on Bands 7 and above, 43 (4%) are reported to be from Black and Minority Ethnic (BME) groups.

Medical staff (non-Agenda for Change - at 30.9.07)

Pay Band	Asian	Black	Chinese	Mixed white/black/asian	Not stated/undefined	Other	White	Grand Total
Associate Specialist	4	0	0	0	0	0	10	14
Locum Consultant	2	0	0	1	3	0	9	15
Medical Personal Salary	2	0	0	0	1	0	3	6
Specialty Registrar	33	2	5	1	5	4	53	103
Clinical Fellow	25	1	1	3	5	2	24	61
Consultant	33	5	5	2	19	0	229	293
Foundation House Officer	12	1	6	1	7	1	52	80
Hospital Practitioner	0	0	0	0	0	0	1	1
House Officer	1	0	0	0	0	0	0	1
Senior House Officer	6	1	2	3	2	0	6	20
Specialist Registrar	67	3	8	2	26	2	112	220
Staff Grade Practitioner	2	0	0	0	1	0	3	6
Flex Trainee - Spec Reg	1	0	0	0	4	0	7	12
Other Med/Dental Pract	0	0	0	0	1	0	10	11
PT Med Off/Gen Dental Pract	0	0	0	0	0	0	5	5
Grand Total	188	13	27	13	74	9	524	848

15% of consultants are reported to be from BME groups.

All equal opportunities (staff) information is self-declared and for this reason the data may not accurately reflect the make-up of the workforce.

Headcount by Gender and Pay Band (Medical & Dental)

As at 30th September 2007

Source: Electronic Staff Record

Pay Band	Gender	Total
Associate Specialist	Female	10
	Male	4
Associate Specialist Total		14
Locum Consultant	Female	3
	Male	11
Locum Consultant Total		14
Medical Personal Salary	Female	3
	Male	3
Medical Personal Salary Total		6
Specialty Registrar	Female	48
	Male	55
Specialty Registrar Total		103
Clinical Fellow	Female	15
	Male	46
Clinical Fellow Total		61
Consultant	Female	90
	Male	203
Consultant Total		293
Foundation House Officer	Female	24
	Male	16
Foundation House Officer Total		40
Foundation House Officer	Female	21
	Male	19
Foundation House Officer Total		40
Hospital Practitioner	Female	1
Hospital Practitioner Total		1
House Officer	Female	1
House Officer Total		1
Locum Consultant	Female	1
Locum Consultant Total		1
Senior House Officer	Female	11
	Male	9
Senior House Officer Total		20
Specialist Registrar	Female	87
	Male	133
Specialist Registrar Total		220
Staff Grade Practitioner	Female	4
	Male	2
Staff Grade Practitioner Total		6
Flex Trainee - Spec Reg	Female	11
	Male	1
Flex Trainee - Spec Reg Total		12
Other Med/Dental Pract	Female	8
	Male	3
Other Med/Dental Pract Total		11
PT Med Off/Gen Dental Pract	Female	3
	Male	2
PT Med Off/Gen Dental Pract Total		5
TOTAL		848

31% of Consultants are female

**Gender by AfC band
as at 30 September 2007**

Gender	1	2	3	4	5	6	7	8a	8b	8c	8d	9	Grand Total
Female	36	592	378	415	1439	732	615	126	60	16	7	5	4421
Male	52	278	83	54	272	151	131	40	19	12	10	1	1103
Grand Total	88	870	461	469	1711	883	746	166	79	28	17	6	5524

75 % of the work force is female

Agenda for Change Pay band 5 has 85% female representation. Pay Band 8D has a 58% female representation