



**1. How many females have operational management roles at Band 8c or above in your organisation?**

35

**2. What are their job titles?**

Associate Director of HR Operations  
Associate Director of Operations  
Associate Director of Strategy & Business Development  
Deputy Chief Nurse  
Financial Controller  
Head of Clinical Governance and Standards  
Head of Communications  
Head of PMO  
IT Development Project Manager  
Medical Director  
Non Executive Director  
Non Executive Director  
Trust Pharmacist

**3. How many operational roles at Band 8c or above in your organisation have been recruited to in the past 5 financial years 2012/13, 2013/14, 2014/15, 2015/16, 2016/17?**

2012/13 - 2 F 2 M = 4  
2013/14 - 1 F 1 M = 2  
2014/15 - 2 F 3 M = 5  
2015/16 - 0 F 4 M = 4  
2016/17 - 2 F 4 M = 6

**4. What % women applied, % interviewed, and how many were appointed by year?**

Associate Director of HR Operations 41% applied, 40% interviewed and 0% offered  
Associate Director of Operations data not held on NHS jobs  
Associate Director of Strategy & Business Development 100% applied, 100% interviewed 100% appointed  
Deputy Chief Nurse 75% applied, 83% interviewed, female appointed  
Financial Controller 100% applied, 100% interviewed 100% appointed. One female applicant overall  
Head of Clinical Governance and Standards data not held on NHS jobs  
Head of Communications data not held on NHS jobs  
Head of PMO 42% applied 38% interviewed female appointed.  
IT Development Project Manager 1 Female applicant applied out of 38 applicants and was unsuccessful for interview  
Medical Director data not held on NHS jobs  
Non Executive Director data not held on NHS jobs  
Non Executive Director data not held on NHS jobs  
Trust Pharmacist 60% applied, 50% interviewed female appointed

**5. Was every interview panel a mix of male & female? Unable to say**

**6. If no, how many women were appointed by an all male panels by year? Unable to say**