

Workforce Race Equality Standard (WRES) 2023

Indicator 1 - Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by:

- **Non-Clinical staff**
- **Clinical staff - of which - Non-Medical staff - Medical and Dental staff**

Clinical / Non-Clinical	WRES Banding	Headcount			%		
		BME	White	Unknown	BME	White	Unknown
Clinical	Band 1	1	22	0	4.3%	95.7%	0%
	Band 2	35	741	2	4.5%	95.2%	0.3%
	Band 3	20	626	5	5.3%	96.1%	0.8%
	Band 4	85	201	4	29.3%	69.3%	1.4%
	Band 5	381	673	11	35.8%	63.2%	1.0%
	Band 6	50	922	11	5.0%	93.9%	1.1%
	Band 7	15	592	6	2.4%	96.6%	1%
	Band 8a	11	145	3	6.5%	91.7%	1.8%
	Band 8b	1	12	0	7.7%	92.3%	0%
	Band 8c	0	10	0	0%	100%	0%
	Band 8d	1	5	0	16.7%	83.3%	0%
	Medical & Dental Consultant	138	88	15	57.3%	36.5%	6.2%
	VSM	1	0	0	100%	0%	0%
	Medical & Dental Non-Consultant Career Grade	83	23	12	70.3%	19.5%	10.2%
	Medical & Dental Trainee Grades	92	41	5	66.6%	29.8%	3.6%
	Other	18	7	3	64.3%	25%	10.7%
Non Clinical	Band 1	0	7	0	0%	100%	0%
	Band 2	16	623	7	2.5%	96.4%	1.1%
	Band 3	20	491	5	3.8%	95.2%	1.0%
	Band 4	18	370	4	4.6%	94.4%	1.0%

Band 5	6	169	2	3.4%	95.5%	1.1%
Band 6	2	105	1	1.9%	97.2%	0.9%
Band 7	4	85	1	4.4%	94.5%	1.1%
Band 8a	6	48	0	11.2%	88.8%	0%
Band 8b	3	37	1	7.3%	90.3%	2.4%
Band 8c	0	21	0	0%	100%	0%
Band 8d	1	10	0	9.9%	90.1%	0%
Band 9	1	10	0	9.9%	90.1%	0%
VSM	1	6	0	14.3%	85.7%	0%
Other	0	0	0	0%	0%	0%

	BME	White	Unknown
Total Headcount	1010	6090	97
Percentage	14%	84.7%	1.3%
Total	7197		

Indicator 2 - Relative likelihood of staff being appointed from shortlisting across all posts.

	White	BME	Ethnicity Unknown/ Null
Number of Shortlisted Applicants	5267	1820	490
Number Appointed from Shortlisting	1017	153	160
Relative likelihood of appointment from shortlisting	19.31 %	8.41 %	32.65 %
Relative likelihood of White staff being appointed from shortlisting compared to BME staff	2.3		

Indicator 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 year-end data. Previously this indicator has been based on a 2-year rolling average.

	White	BME	Ethnicity Unknown/ Null
Number of staff in workforce	6115	1009	98
Number of staff entering the formal disciplinary process	15 *	5 *	1 *
Likelihood of staff entering the formal disciplinary process	0.25 %	0.5 %	1.02 %
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff		2	

Indicator 4 - Relative likelihood of staff accessing non-mandatory training and CPD.

All training & CPD information was not centrally recorded in 2022-23 and therefore we are unable to provide this information.

Indicator 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

White: 21.7%
BME: 24.5%

Indicator 6 - Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.

White: 21.8%
BME: 27.3%

Indicator 7 - Percentage believing that trust provides equal opportunities for career progression or promotion.

White: 58%
BME: 39%

Indicator 8 - In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues.

White: 6.5%
BME: 24%

Indicator 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.

	White	BME	Ethnicity Unknown/ Null
Total Board members	13 *	2 *	0 *
of which: Voting Board members	11 *	2 *	0 *
Non-voting Board members	2	0	0
Exec Board members	7 *	2 *	0 *
Non-exec Board members	6	0	0
Number of staff in workforce	6115	1009	98
Total Board Members - % by Ethnicity	86.7 %	13.3 %	0 %
Voting Board Members - % by Ethnicity	85 %	15 %	0 %
Non-voting Board Members - % by Ethnicity	100 %	0 %	0 %
Executive Board Members - % by Ethnicity	77.8 %	22.2 %	0 %
Non-executive Board Members - % by Ethnicity	100 %	0 %	0 %
Overall Workforce - % by Ethnicity	84.7 %	14 %	1.4 %
Difference (Total board - Overall workforce)	2 %	-0.6 %	-1.4 %