

Workforce Race Equality Standard (WRES) 2021

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

Data for reporting year:

		Headcount			%		
Clinical / Non-Clinical	WRES Banding	BME	White	Ethnicity unknown/null	BME	White	Ethnicity unknown/null
Clinical	Band 1	1	49		2.0%	98.0%	0.0%
	Band 2	26	1179	11	2.1%	97.0%	0.9%
	Band 3	2	232	1	0.9%	98.7%	0.4%
	Band 4	68	231	13	21.8%	74.0%	4.2%
	Band 5	170	793	12	17.4%	81.3%	1.2%
	Band 6	29	860	8	3.2%	95.9%	0.9%
	Band 7	16	507	4	3.0%	96.2%	0.8%
	Band 8a	6	143	2	4.0%	94.7%	1.3%
	Band 8b		14	0		100.0%	0.0%
	Band 8c	1	8	0	11.1%	88.9%	0.0%
	Band 8d		3	0		100.0%	0.0%
	Medical & Dental Consultant	1	2	0	33.3%	66.7%	0.0%
	VSM	1		0	100.0%		0.0%
	Medical & Dental Consultant	136	81	10	59.9%	35.7%	4.4%
	Medical & Dental Non-Consultant Career Grade	79	21	5	75.2%	20.0%	4.8%

	Medical & Dental Trainee Grades	77	44	5	61.1%	34.9%	4.0%
	Other	7	10	2	36.8%	52.6%	10.5%
Non Clinical	Band 1	1	13	0	7.1%	92.9%	0.0%
	Band 2	6	547	9	1.1%	97.3%	1.6%
	Band 3	23	429	4	5.0%	94.1%	0.9%
	Band 4	16	343	4	4.4%	94.5%	1.1%
	Band 5	4	147	3	2.6%	95.5%	1.9%
	Band 6	4	90	1	4.2%	94.7%	1.1%
	Band 7	4	82	0	4.7%	95.3%	0.0%
	Band 8a	3	49	0	5.8%	94.2%	0.0%
	Band 8b		35	0		100.0%	0.0%
	Band 8c		12	0		100.0%	0.0%
	Band 8d	1	10	0	9.1%	90.9%	0.0%
	Band 9		9	0		100.0%	0.0%
	VSM		7	0		100.0%	0.0%
Other		6	1		85.7%	14.3%	

Data for previous year:

		Headcount			%		
Clinical / Non-Clinical	WRES Banding	BME	White	Ethnicity unknown/null	BME	White	Ethnicity unknown/null
Clinical	Band 1	2	59	0	3.3%	96.7%	0.0%
	Band 2	24	1077	9	2.2%	97.0%	0.8%
	Band 3	23	202	2	10.1%	89.0%	0.9%
	Band 4	4	196	4	2.0%	96.1%	2.0%
	Band 5	77	826	7	8.5%	90.8%	0.8%
	Band 6	23	820	11	2.7%	96.0%	1.3%
	Band 7	9	509	4	1.7%	97.5%	0.8%
	Band 8a	5	123	1	3.9%	95.3%	0.8%
	Band 8b		14	0	0.0%	100.0%	0.0%
	Band 8c	1	9	0	10.0%	90.0%	0.0%
	Band 8d		3	0	0.0%	100.0%	0.0%
	Medical & Dental Consultant	1	2	0	33.3%	66.7%	0.0%
	VSM		1	0	0.0%	100.0%	0.0%
	Medical & Dental Consultant	126	79	10	58.6%	36.7%	4.7%
	Medical & Dental Non-Consultant Career Grade	69	26	5	69.0%	26.0%	5.0%
Medical & Dental Trainee Grades	71	46	2	59.7%	38.7%	1.7%	
Other		10	1	0.0%	90.9%	9.1%	
Non Clinical	Band 1	1	17	0	5.6%	94.4%	0.0%
	Band 2	5	562	7	0.9%	97.9%	1.2%
	Band 3	24	396	5	5.6%	93.2%	1.2%
	Band 4	14	324	4	4.1%	94.7%	1.2%
	Band 5	4	131	2	2.9%	95.6%	1.5%
	Band 6	4	88	1	4.3%	94.6%	1.1%

	Band 7	3	78	0	3.7%	96.3%	0.0%
	Band 8a	2	44	0	4.3%	95.7%	0.0%
	Band 8b		33	0	0.0%	100.0%	0.0%
	Band 8c		8	0	0.0%	100.0%	0.0%
	Band 8d	1	9	0	10.0%	90.0%	0.0%
	Band 9		8	0	0.0%	100.0%	0.0%
	VSM		6	0	0.0%	100.0%	0.0%
	Other		7	1	0.0%	87.5%	12.5%

Indicator 2 - Relative likelihood of staff being appointed from shortlisting across all posts (internal and external).

Data for reporting year:

N/A - Complete recruitment data is not available to report on this indicator accurately.

Data for previous year:

White staff were 1.52 times more likely to be appointed from shortlisting compared to BME applicants.

Indicator 3 - Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

Data for reporting year:

BME staff were 1.34 times more likely than white staff to enter a formal disciplinary process.

Data for previous year:

BME staff were 1.62 times more likely than white staff to enter a formal disciplinary process.

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

Data for reporting year:

N/A

Data for previous year:

N/A

All training & CPD information was not centrally recorded in 2020-21 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.

Data for reporting year:

White: 24.4%

BME: 21.9%

Data for previous year:

White: 21.2%

BME: 10%

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

Data for reporting year:

White: 24.9%

BME: 31.4%

Data for previous year:

White: 21.9%

BME: 25%

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

Data for reporting year:

White: 85%

BME: 75%

Data for previous year:

White: 87.3%

BME: 58.3%

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.

Data for reporting year:

White: 6.9%

BME: 11.8%

Data for previous year:

White: 4.6%

BME: 20%

Indicator 9 - Percentage difference between the organisations' Board membership and its overall workforce disaggregated:

- **By voting membership of the Board**
- **By executive membership of the Board**

Data for reporting year:

White:

88.2% of the Trust Board membership was White compared with 88.5% of the Trust workforce.

BME:

11.8% of the Trust Board membership was BME compared with 10.1% of the Trust workforce.

Data for previous year:

White:

93.8% of the Trust Board membership was White compared with 90.8% of the Trust workforce.

BME:

7.1% of the Trust Board membership was BME compared with 8% of the Trust workforce.