

Workforce Race Equality Standard (WRES) 2022

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	38	0	2.6%	97.4%	0.0%
	Band 2	17	756	2	2.2%	97.5%	0.3%
	Band 3	14	607	6	2.2%	96.8%	1.0%
	Band 4	26	206	5	11.0%	86.9%	2.1%
	Band 5	267	695	5	27.6%	71.9%	0.5%
	Band 6	43	922	9	4.4%	94.7%	0.9%
	Band 7	14	540	4	2.5%	96.8%	0.7%
	Band 8a	8	139	1	5.4%	93.9%	0.7%
	Band 8b	1	13	0	7.1%	92.9%	0.0%
	Band 8c	0	6	0	0.0%	100.0%	0.0%
	Band 8d	1	4	0	20.0%	80.0%	0.0%
	Medical & Dental Consultant	1	1	0	50.0%	50.0%	0.0%
	VSM	1	0	0	100.0%	0.0%	0.0%
	Medical & Dental Consultant	138	78	12	60.5%	34.2%	5.3%
	Medical & Dental Non-Consultant Career Grade	75	20	4	75.8%	20.2%	4.0%
	Medical & Dental Trainee Grades	78	39	1	66.1%	33.1%	0.8%
	Other	11	21	3	31.4%	60.0%	8.6%

Non Clinical	Band 1	1	8	0	11.1%	88.9%	0.0%
	Band 2	9	562	8	1.6%	97.1%	1.4%
	Band 3	17	463	4	3.5%	95.7%	0.8%
	Band 4	18	358	4	4.7%	94.2%	1.1%
	Band 5	4	160	2	2.4%	96.4%	1.2%
	Band 6	2	99	1	2.0%	97.1%	1.0%
	Band 7	4	84	0	4.5%	95.5%	0.0%
	Band 8a	4	47	0	7.8%	92.2%	0.0%
	Band 8b	0	39	1	0.0%	97.5%	2.5%
	Band 8c	0	18	0	0.0%	100.0%	0.0%
	Band 8d	2	10	0	16.7%	83.3%	0.0%
	Band 9	0	10	0	0.0%	100.0%	0.0%
	VSM	0	7	0	0.0%	100.0%	0.0%
	Other	2	34	0	5.4%	91.9%	2.7%

	BME	White	Unknown
Total Headcount	759	5984	73
Percentage	11.1%	87.8%	1.1%
Total	6816		

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

	White	BME	Ethnicity Unknown/ Null
Number of Shortlisted Applicants	3462 *	526 *	228 *
Number Appointed from Shortlisting	860 *	91 *	171 *
Relative likelihood of appointment from shortlisting	25 %	17 %	75 %
Relative likelihood of White staff being appointed from shortlisting compared to BME staff	1.47		

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	5984	759	73
Number of staff entering the formal disciplinary process	18 *	5 *	0 *
Likelihood of staff entering the formal disciplinary process	0 %	1 %	0 %
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	2.19		

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

All training & CPD information was not centrally recorded in 2021-22 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: 25.0%
BME: 19.9%

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

White: 24.0%
BME: 28.4%

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

White: 57.4%

BME: 50.0%

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: 6.7%

BME: 20.9%

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	15 *	2 *	0 *
of which: Voting Board members	13 *	2 *	0 *
Non-voting Board members	2	0	0
Exec Board members	8 *	2 *	0 *
Non-exec Board members	7	0	0
Number of staff in workforce	5984	759	73
Total Board Members - % by Ethnicity	88 %	12 %	0 %
Voting Board Members - % by Ethnicity	0 %	0 %	0 %
Non-voting Board Members - % by Ethnicity	0 %	0 %	0 %
Executive Board Members - % by Ethnicity	0 %	0 %	0 %
Non-executive Board Members - % by Ethnicity	0 %	0 %	0 %
Overall Workforce - % by Ethnicity	88 %	11 %	1 %
Difference (Total board - Overall workforce)	0 %	1 %	-1 %