

Workforce Race Equality Standard (WRES) 2025

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

		Headcount				Percentage			
Clinical / Non- Clinical	WRES Banding	BME	White	Unknown	Total	BME	White	Unknown	
Clinical	Band 1	1	20	0	21	5%	95%	0%	
	Band 2	44	683	13	740	6%	92%	2%	
	Band 3	74	731	18	823	9%	89%	2%	
	Band 4	9	217	4	230	4%	94%	2%	
	Band 5	453	638	23	1114	41%	57%	2%	
	Band 6	107	948	16	1071	10%	89%	1%	
	Band 7	29	587	18	634	5%	93%	3%	
	Band 8a	13	181	2	196	7%	92%	1%	
	Band 8b	1	15	0	16	6%	94%	0%	
	Band 8c	0	12	1	13	0%	92%	8%	
	Band 8d	1	4	0	5	20%	80%	0%	
	VSM	1	1	0	2	50%	50%	0%	
	Medical & Dental Consultant	155	83	22	260	60%	32%	8%	
	Medical & Dental Non- Consultant Career Grade	106	23	19	148	72%	16%	13%	
	Medical & Dental Trainee Grades	74	42	17	133	56%	32%	13%	
	Other	18	9	8	35	51%	26%	23%	
Non	Band 1	0	5	0	5	0%	100%	0%	
Clinical	Band 2	25	570	14	609	4%	94%	2%	
	Band 3	35	474	7	516	7%	92%	1%	
	Band 4	16	372	4	392	4%	95%	1%	
	Band 5	8	178	2	188	4%	95%	1%	



Wrightington, Wigan and Leigh Teaching Hospitals NHS Foundation Trust

	Band 6	3	119	0	122	2%	98%	0%
	Band 7	5	84	1	90	6%	93%	1%
	Band 8a	3	43	1	47	6%	91%	2%
	Band 8b	5	50	2	57	9%	88%	4%
	Band 8c	1	23	1	25	4%	92%	4%
	Band 8d	1	7	0	8	13%	88%	0%
	Band 9	0	11	0	11	0%	100%	0%
	VSM	0	7	0	7	0%	100%	0%
	Other	0	10	2	12	0%	83%	17%

	ВМЕ	White	Unknown
Total Headcount	1188	6147	195
Percentage	16%	82%	3%
Total		7530	

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

	White		ВМЕ		Ethnicity Unknowr Null	n/
Number of Shortlisted Applicants	3973	*	2732	*	567	*
Number Appointed from Shortlisting	749	*	279	*	309	*
Relative likelihood of appointment from shortlisting	18.85	%	10.21	%	54.5	%
Relative likelihood of White staff being appointed from shortlisting compared to BME staff	1.85					

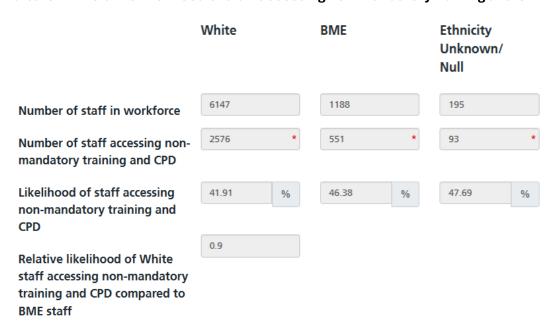


Indicator 3 - Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

Note: This indicator will be based on year-end data.

	White	ВМЕ	Ethnicity Unknown/ Null
Number of staff in workforce	6147	1188	195
Number of staff entering the formal disciplinary process	54 *	16 *	3 *
Likelihood of staff entering the formal disciplinary process	0.88 %	1.35 %	1.54 %
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff		1.53	

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





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

White: 18.32% BME: 23.96%

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

White: 18.90% BME: 31.60%

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

White: 55.24% BME: 46.85%

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: 6.63% BME: 23.69%



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		ВМЕ		Ethnicity Unknown/ Null	
Total Board members	14	*	1	*	1	*
of which: Voting Board members	13	*	1	*	1	*
Non-voting Board members	1		0		0	
Exec Board members •	7	*	1	*	0	*
Non-exec Board members	7		0		1	
Number of staff in workforce	6147		1188		195	
Total Board Members - % by	87.5	%	6.3	%	6.3	%
Ethnicity Voting Board Members - % by Ethnicity	86.7	%	6.7	%	6.7	%
Non-voting Board Members - % by Ethnicity	100	%	0	%	0	%
Executive Board Members - % by Ethnicity	87.5	%	12.5	%	0	%
Non-executive Board Members - % by Ethnicity	87.5	%	0	%	12.5	%
Overall Workforce - % by Ethnicity	81.6	%	15.8	%	2.6	%
Difference (Total board - Overall workforce)	5.9	%	-9.5	%	3.6	%