

## 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**

Clinical / Non- Clinical	WRES Banding	Headcount				Percentage		
		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 Clinical	Band 1	0	5	0	5	0%	100%	0%
	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%

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%

	BME	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	BME	Ethnicity Unknown/ Null
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	BME	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.**

	White	BME	Ethnicity Unknown/ Null
Number of staff in workforce	6147	1188	195
Number of staff accessing non-mandatory training and CPD	2576 *	551 *	93 *
Likelihood of staff accessing non-mandatory training and CPD	41.91 %	46.38 %	47.69 %
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	0.9		

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