

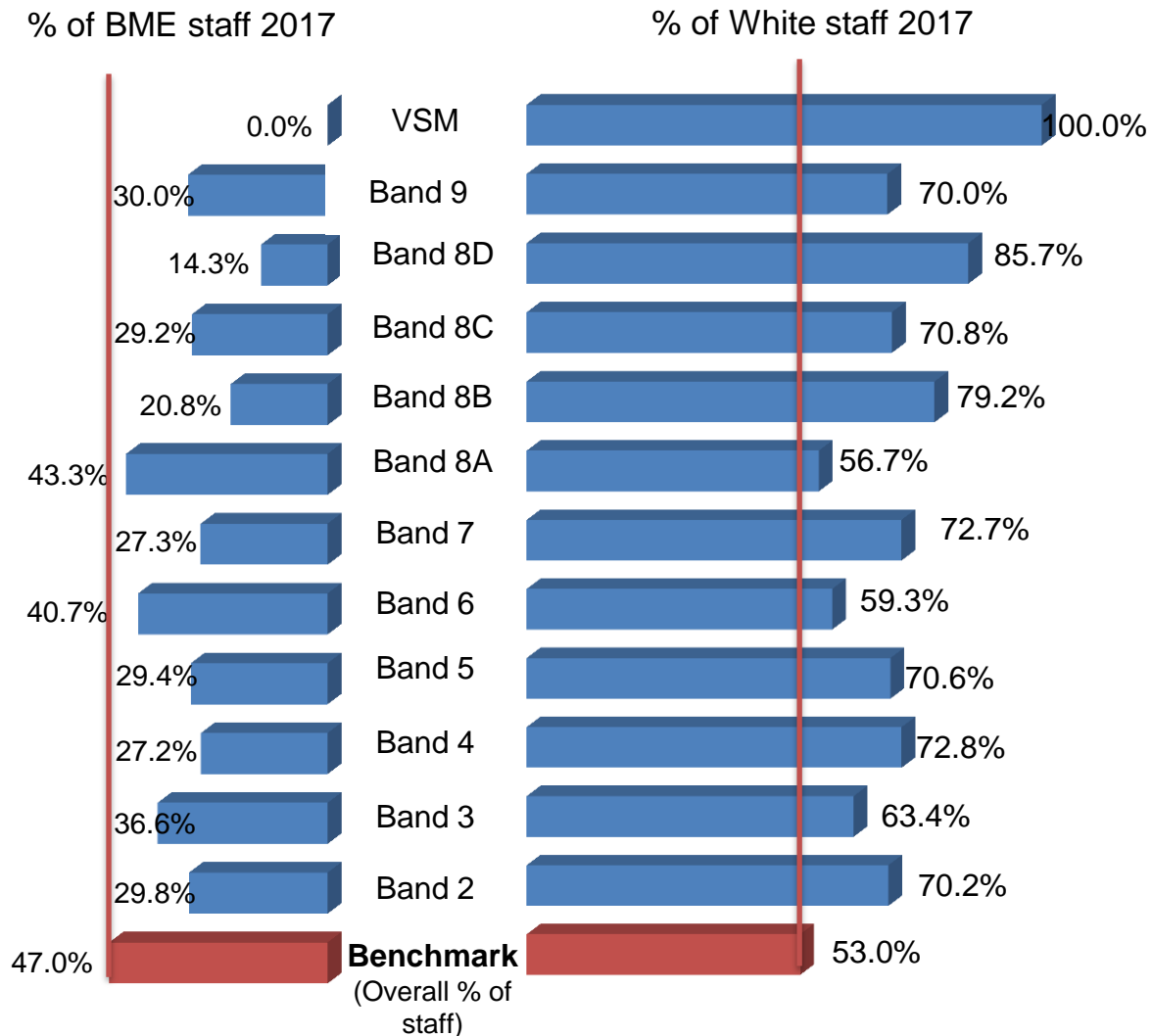
NHS Workforce Race Equality Standard (WRES)

Report 2016/17

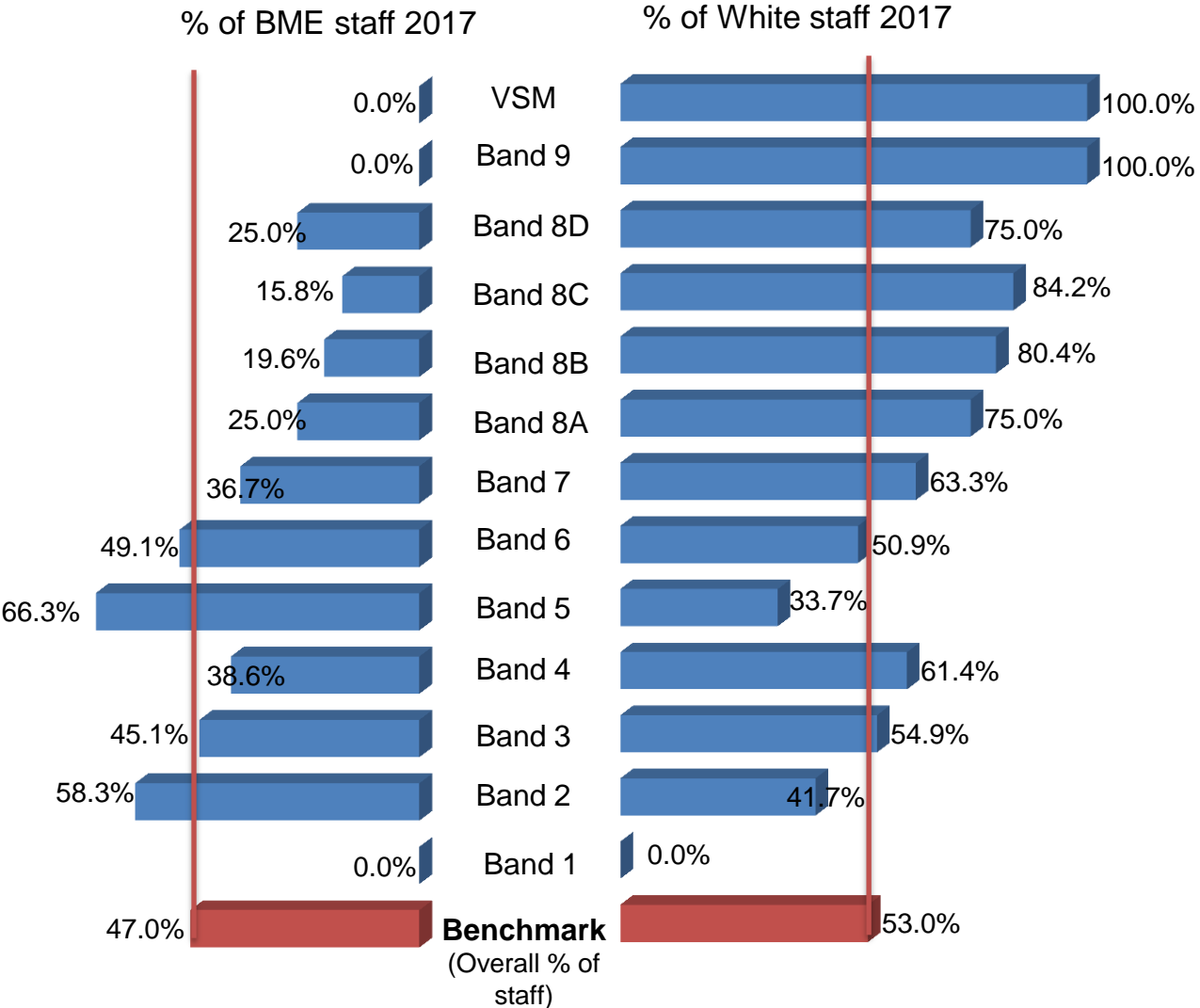
This WRES report highlights the differences between the experience and treatment of White and BME staff with the aim of closing any identified gaps. There are nine WRES indicators. The first four of the indicators are from workforce data; the second four focuses on findings from the previous NHS Staff Survey questions; and the ninth indicator centering on Black and Minority Ethnic (BME) representation on Boards.

The Executive team are taking personal responsibility for improving the WRES indicators. Led by the Chief Executive, a number of process changes and accountability measures will be implemented over the coming month.

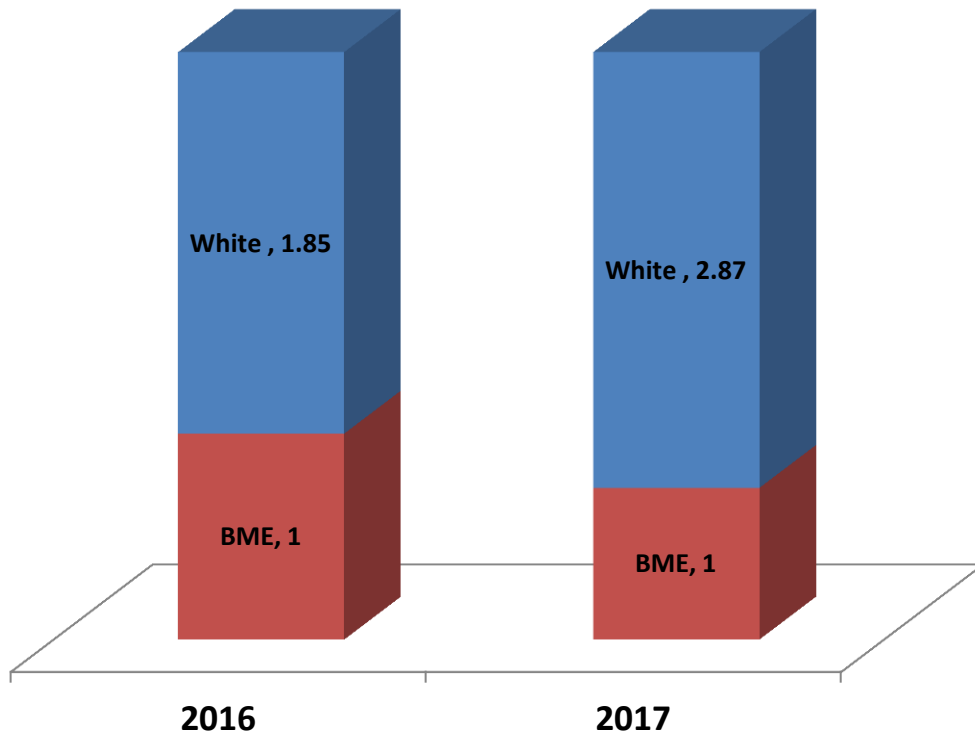
Indicator 1: Percentage of **Non – Clinical** staff in each of the AfC Bands 1-9 and VSM (including executive Board Members) compared with the percentage of the overall workforce



Indicator 1: Percentage of **Clinical** staff in each of the AfC Bands 1-9 and VSM (including executive Board Members) compared with the percentage of the overall workforce



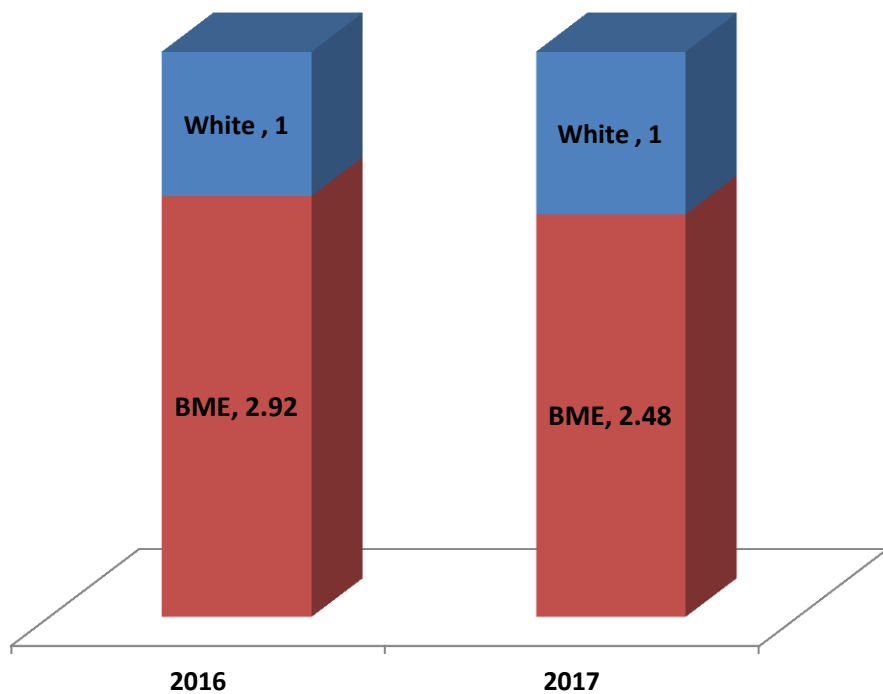
Indicator 2: Relative likelihood of BME staff being appointed from shortlisting compared to White staff



Percentage Difference ↑ (by 1.02)

- Ratio should be 1:1
- There should be nil difference between BME and White staff
- 2016 difference 0.85
- 2017 difference 1.87
- Increase in ratio difference by 1.02, representing a deterioration

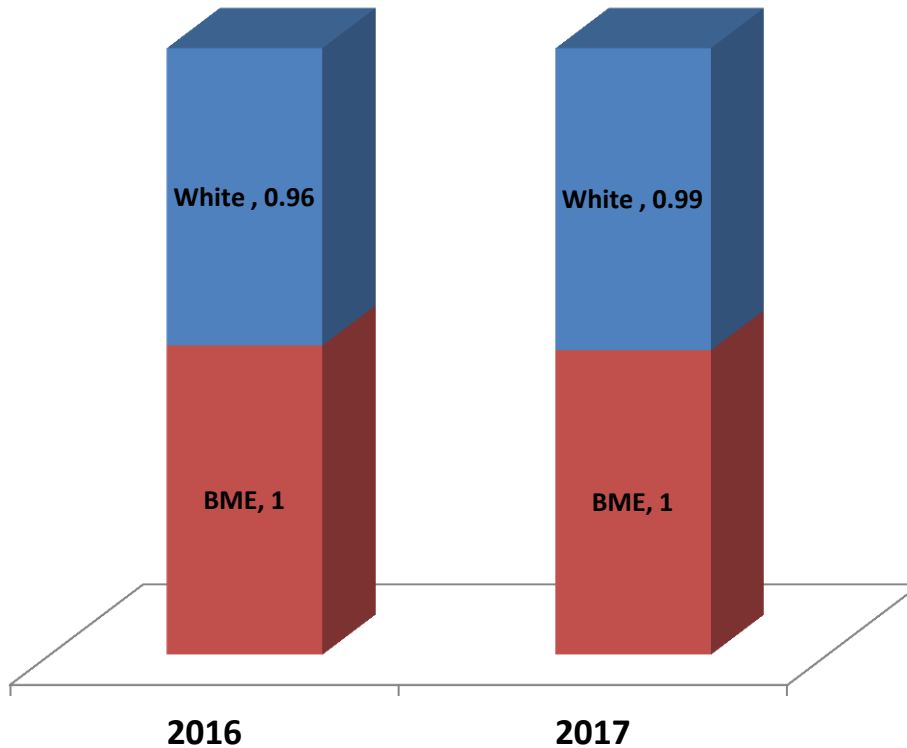
Indicator 3: Relative likelihood of BME staff entering the formal disciplinary process, compared with White staff



Percentage Difference ↓ (by 0.44)

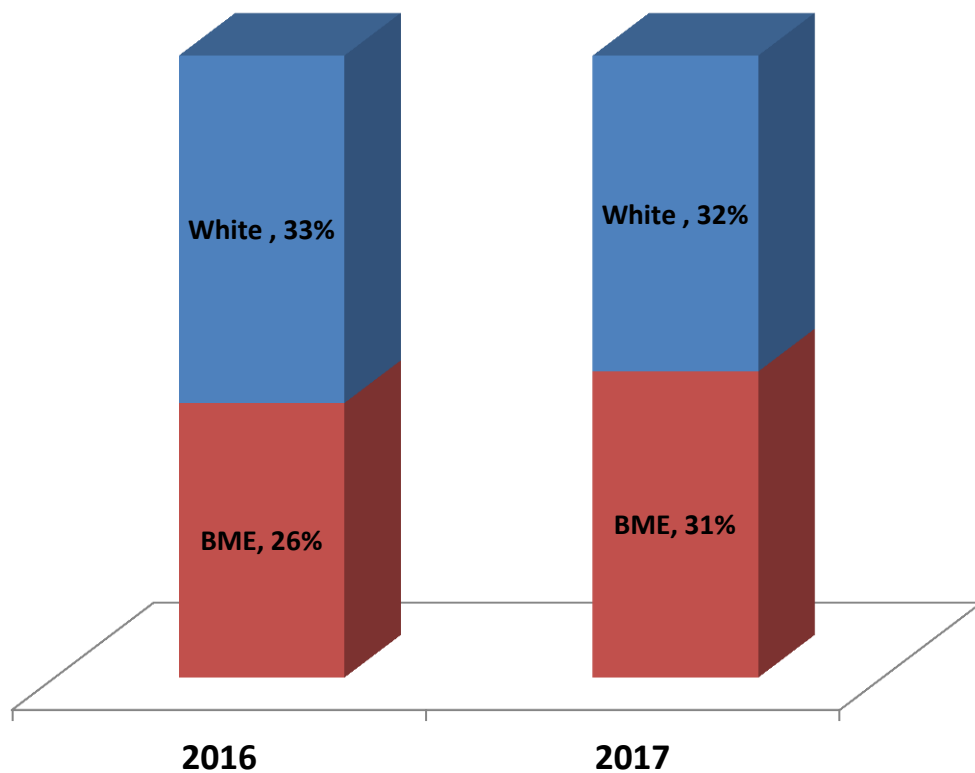
- Ratio should be 1:1
- There should be nil difference between BME and White staff
- 2016 difference 1.92
- 2017 difference 1.48
- Decrease in ratio difference by 0.44, representing an improvement

Indicator 4: Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff



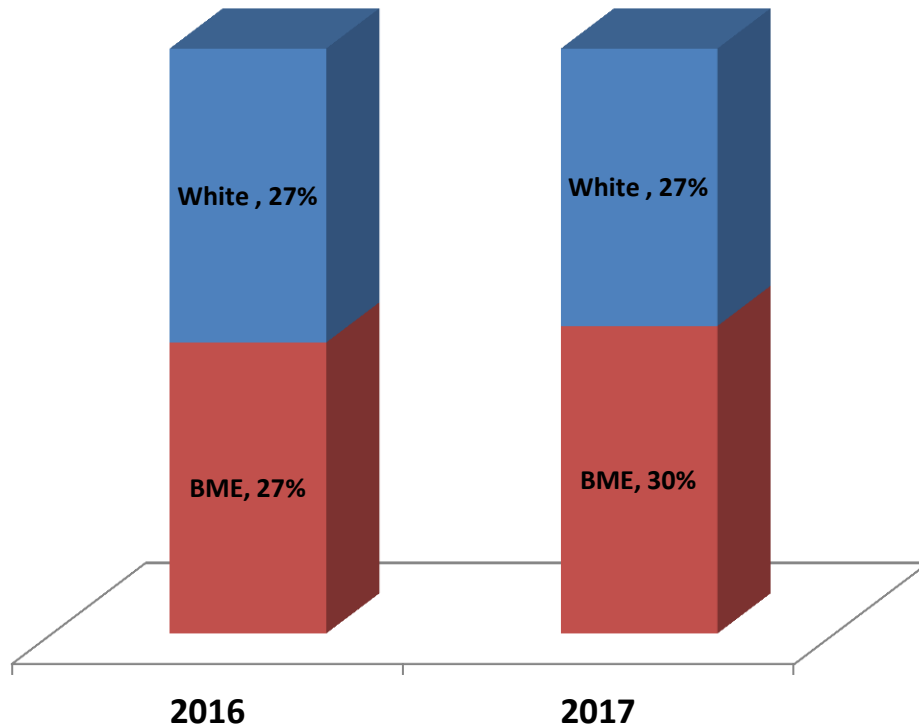
- Ratio should be 1:1
- There should be nil difference between BME and White staff
- 2016 difference 0.04
- 2017 difference 0.01
- Decrease in ratio difference by 0.03, which represents an improvement

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



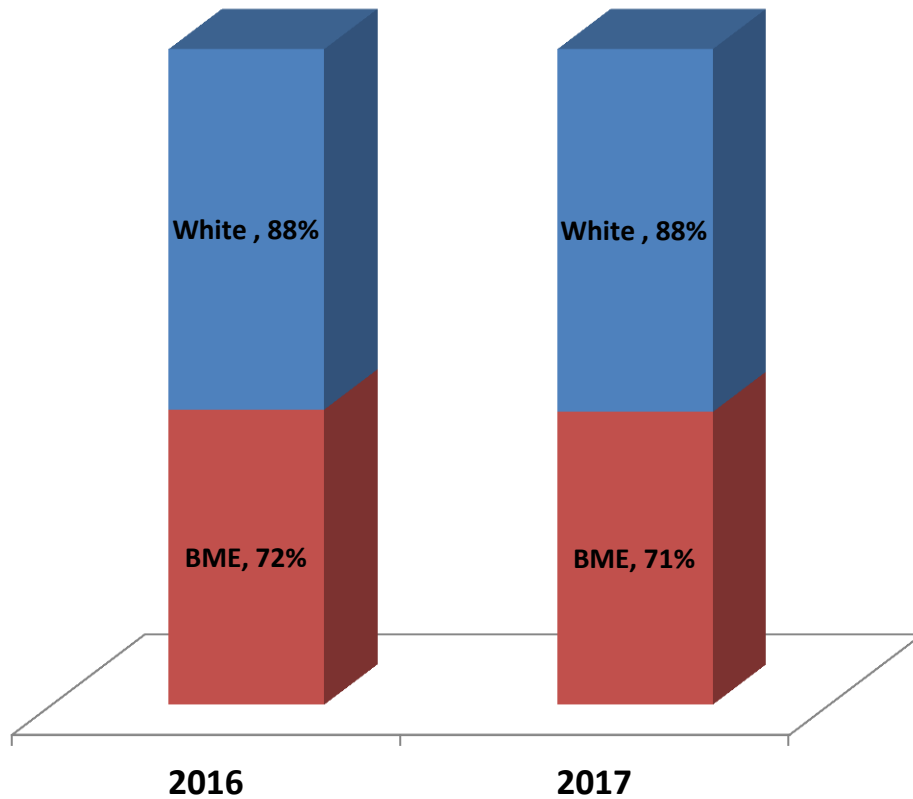
- There should be nil difference between the experiences of BME and White staff
- 2016 difference 7%
- 2017 difference 1%
- decrease in percentage difference by 6%
- Improvement for white staff. Deterioration for BME staff

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



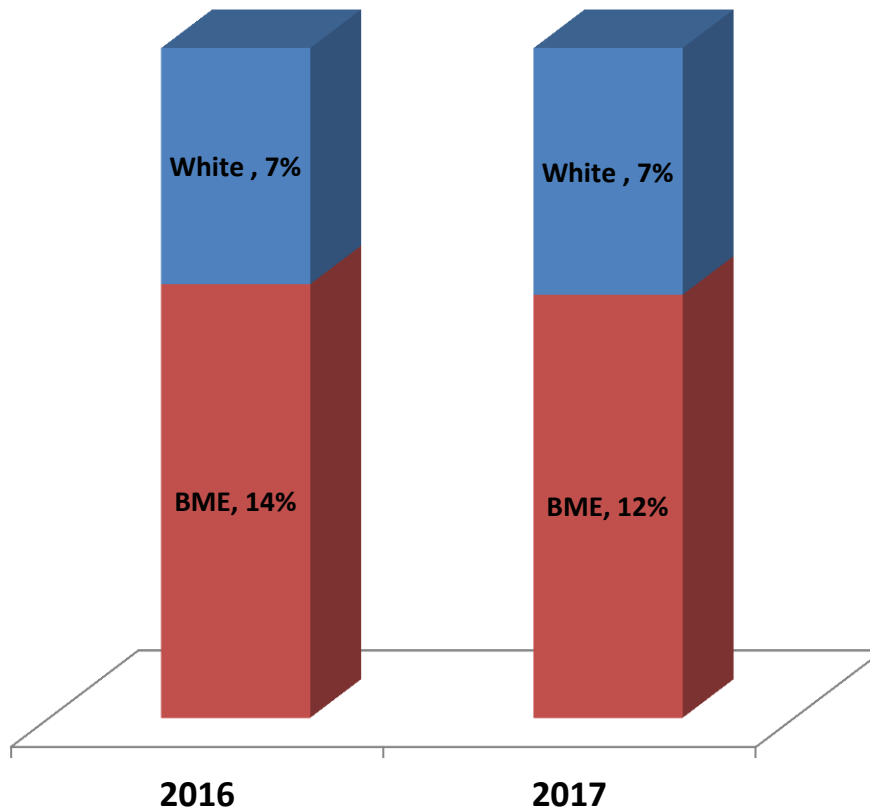
- There should be nil difference between the experiences of BME and White staff
- 2016 difference 0%
- 2017 difference 3%
- Increase in percentage difference by 3%
- Deterioration for BME staff.

Indicator 7: Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion



- There should be nil difference between BME and White staff
- 2016 difference 16%
- 2017 difference 17%
- Increase in percentage difference by 1%, representing a deterioration

Indicator 8: Staff in the last 12 months who have you personally experienced discrimination at work from manager, team leader or other colleagues



- There should be nil difference between the experiences of BME and White staff
- 2016 difference 7%
- 2017 difference 5%
- Reduction in percentage difference by 2%, representing an improvement

Indicator 9: Percentage difference between the organisation’s board voting membership and its overall workforce

- Percentage of white board members should be 53.0%
- Percentage of BME board members should be 47.0%
- White Board members comprise of 92.9%
- BME board members comprise of 7.1%
- White staff are over-represented amongst board membership by 39.9%
- BME staff are under-represented amongst board membership by 39.8%
- There has been no change

