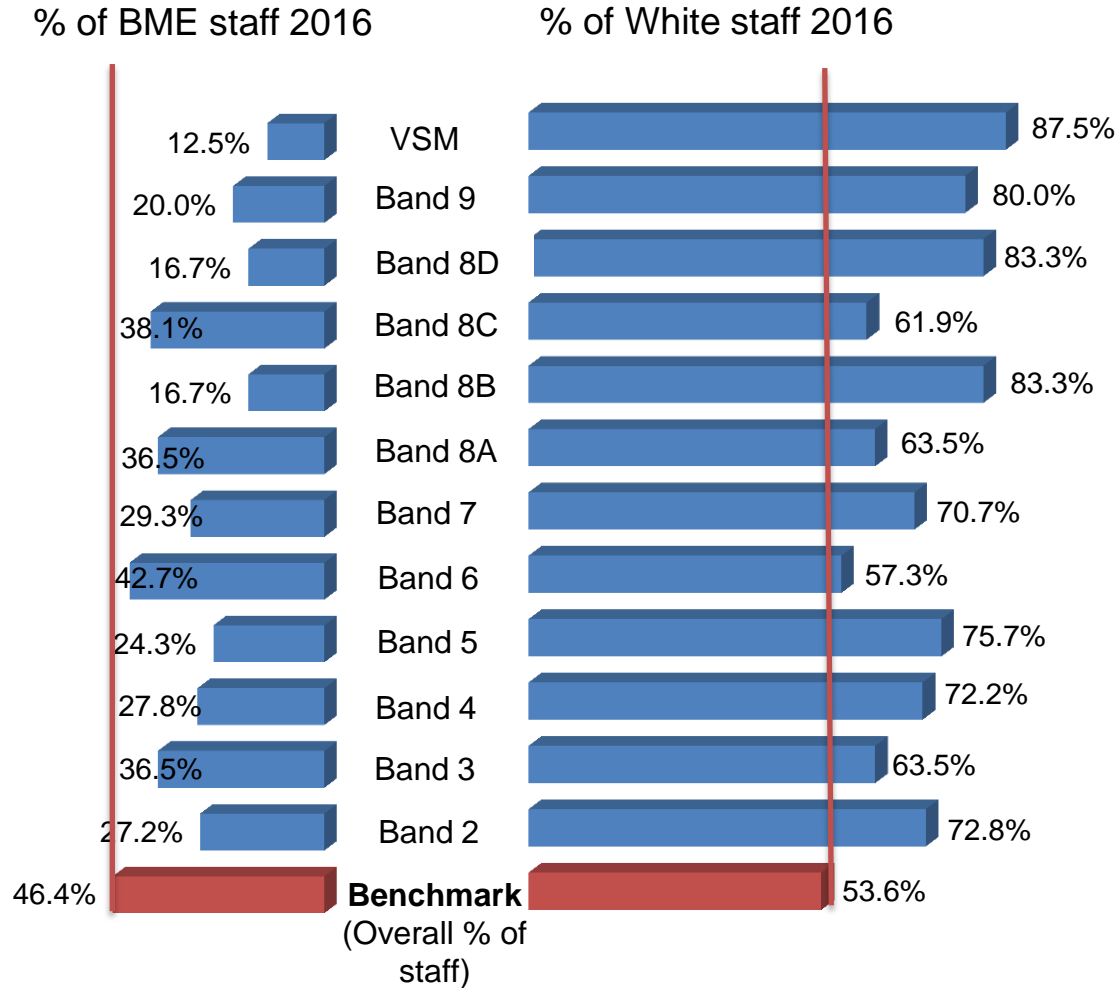


NHS Workforce Race Equality Standard Report 2015/16

There are nine WRES indicators. The first four of the indicators focus on workforce data, the second four are based on data from the national NHS Staff Survey questions, and 9th indicator focuses upon Black and Minority Ethnic (BME) representation on Boards. The WRES highlights any differences between the experience and treatment of White and BME staff with the aim of closing any identified gaps.

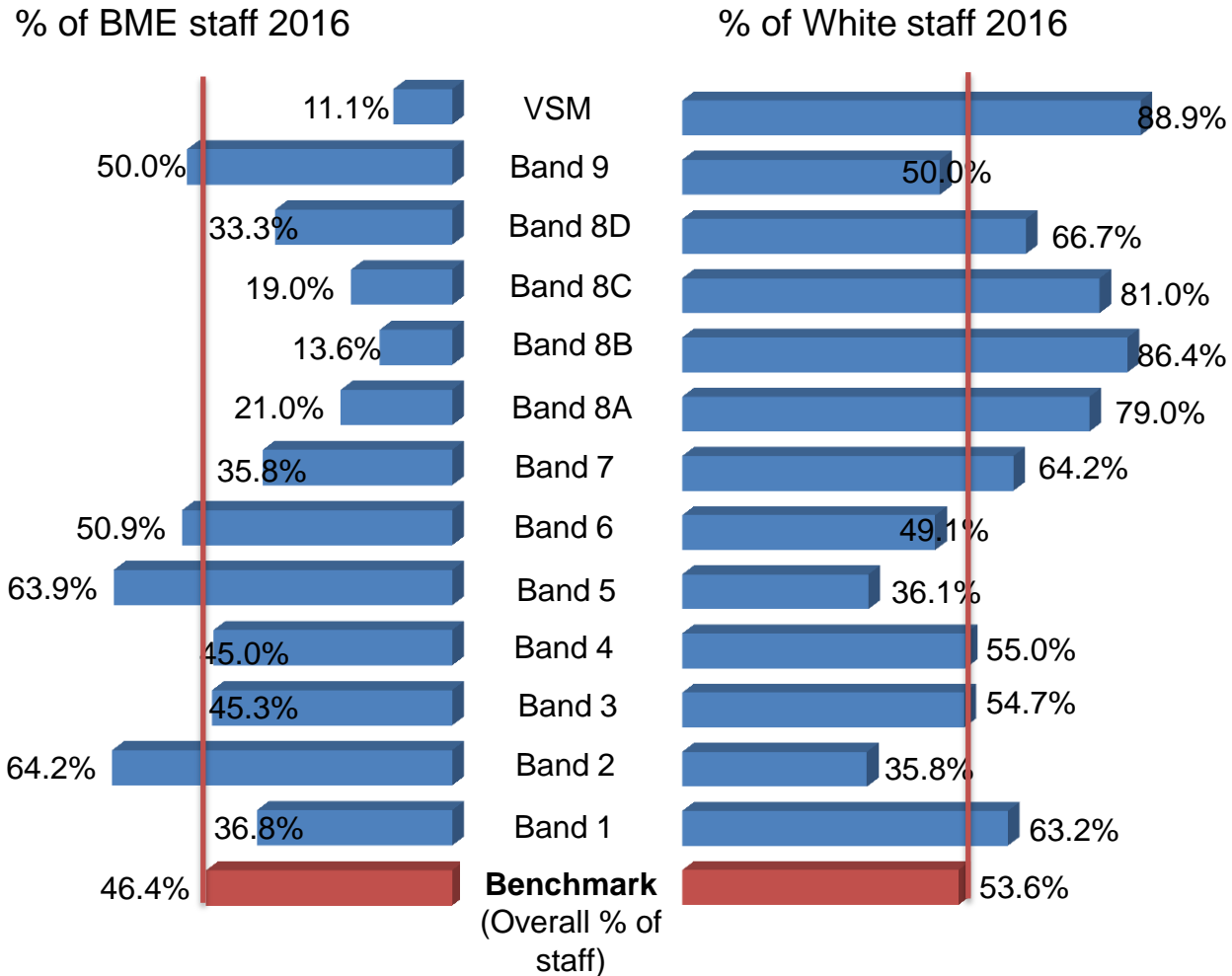
Indicator 1: Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board Members) compared with the percentage of the overall workforce

Non – Clinical staff

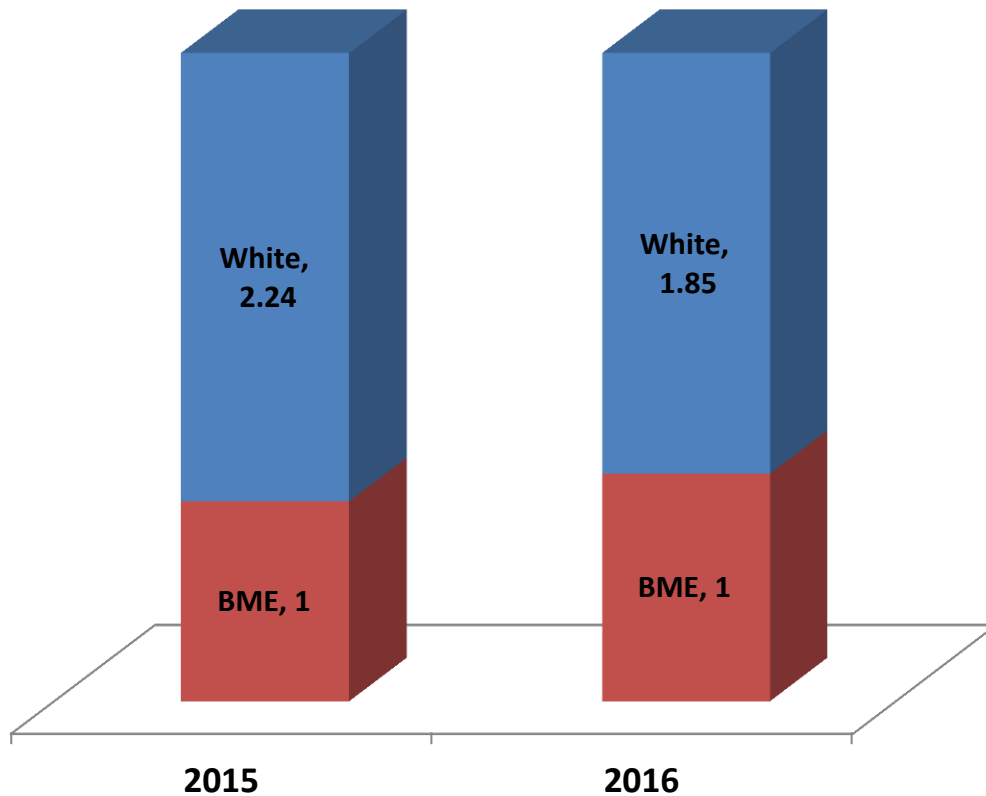


Indicator 1: Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board Members) compared with the percentage of the overall workforce

Clinical staff



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



- Ratio should be 1:1
- There should be nil difference between BME and White staff
- 2015 difference 1.24
- 2016 difference 0.85
- Reduction in ratio difference by 0.39

Improvement ✓

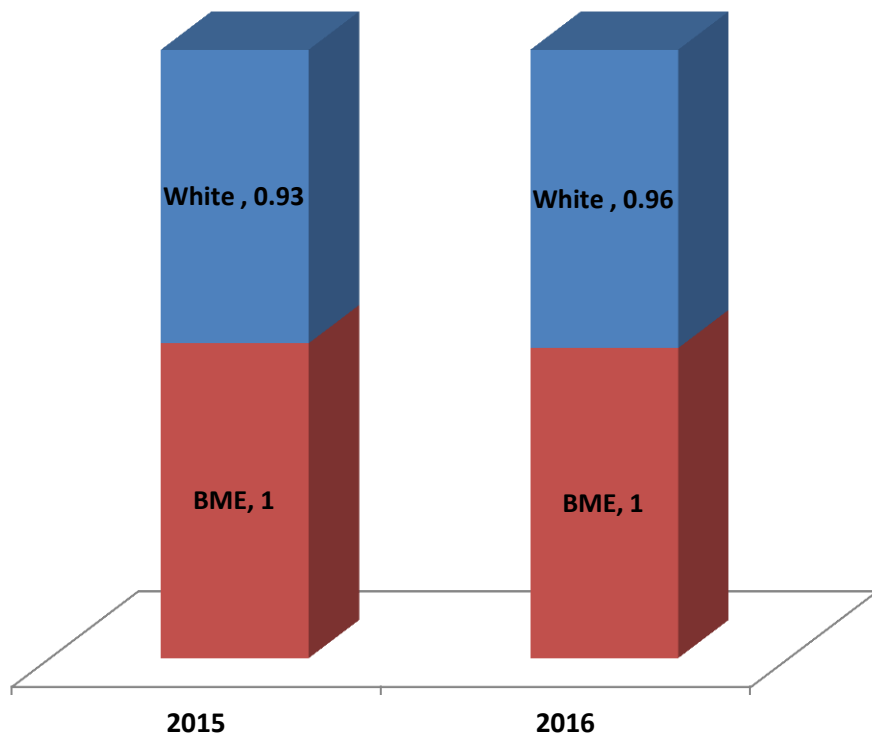
Indicator 3: Relative likelihood of BME staff entering the formal disciplinary process, compared with White staff in 2015 in comparison to 2016



- Ratio should be 1:1
- There should be nil difference between BME and White staff
- 2015 difference 2.01
- 2016 difference 1.92
- Reduction in ratio difference by 0.09

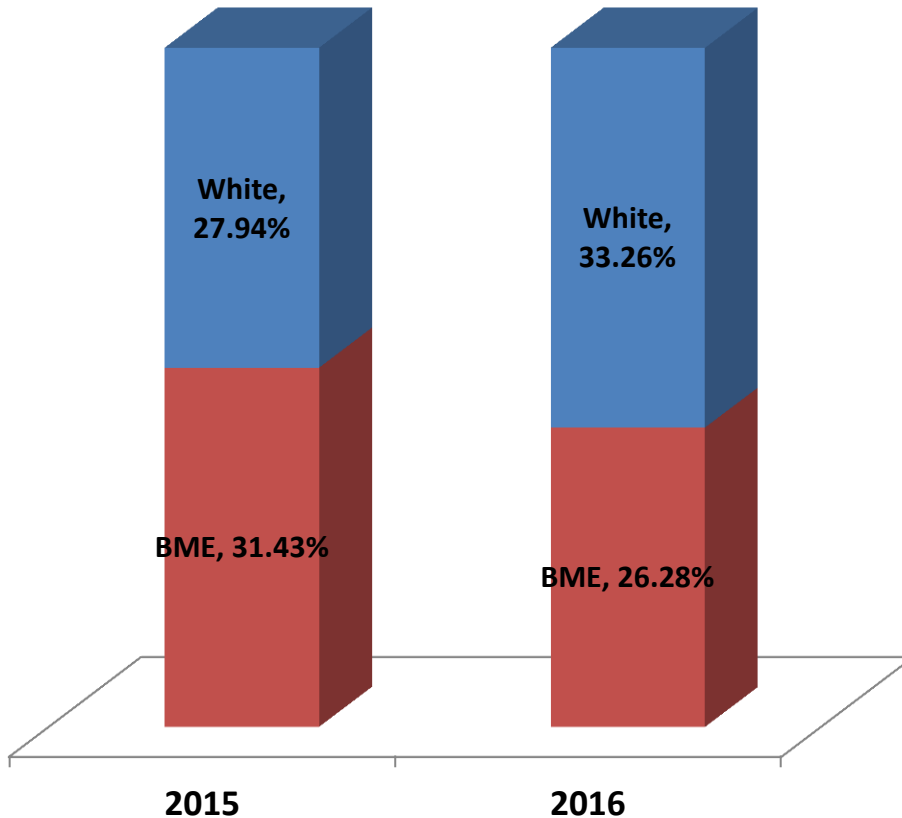
Improvement ✓

Indicator 4: Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff in 2015 in comparison to 2016



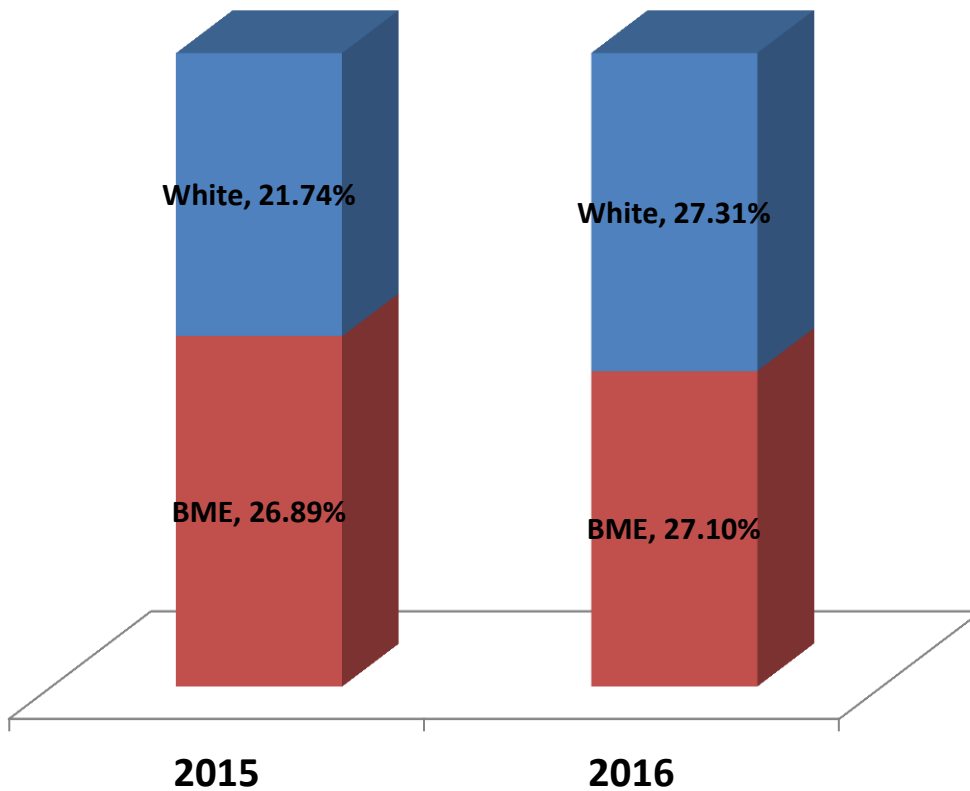
- Ratio should be 1:1
- There should be nil difference between BME and White staff
- 2015 difference 0.07
- 2016 difference 0.04
- Decrease in ratio difference by 0.03

Indicator 5: Percentage of staff experiencing harassment, bullying or abuse from *patients, relatives or the public* in last 12 months in 2015 in comparison to 2016



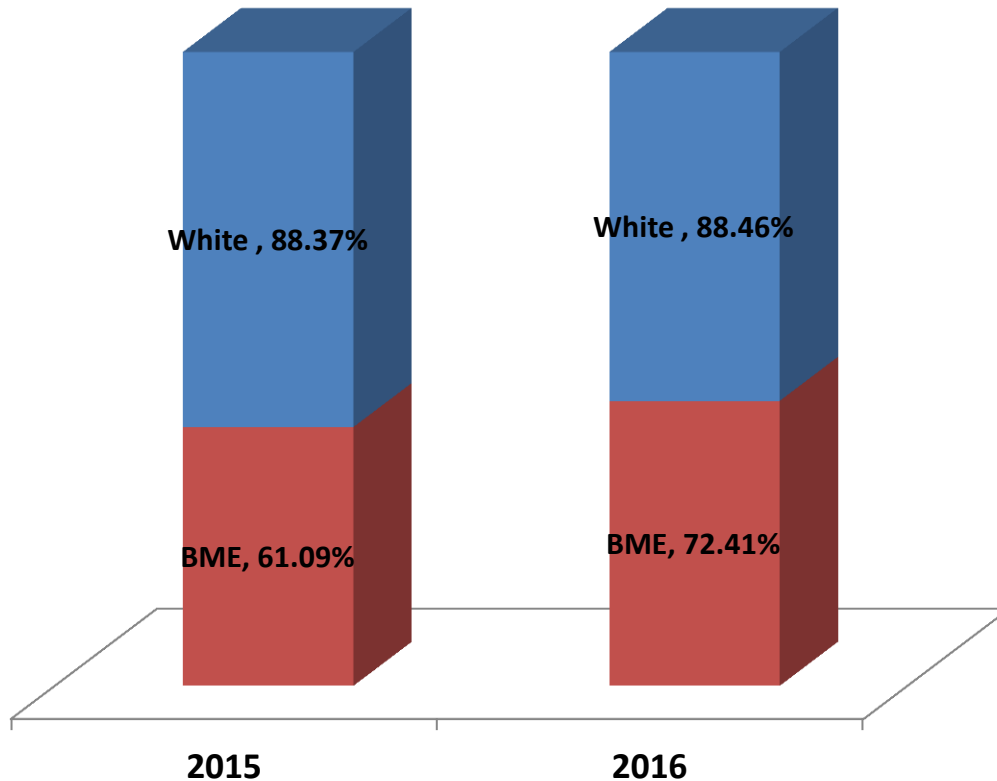
- There should be nil difference between BME and White staff
- 2015 difference 3.49%
- 2016 difference 6.98%
- Increase in percentage difference by 3.49%
- Improvement for BME staff. Deterioration for white staff

Indicator 6: Percentage of staff experiencing harassment, bullying or abuse from *staff* in last 12 months in 2015 compared with 2016



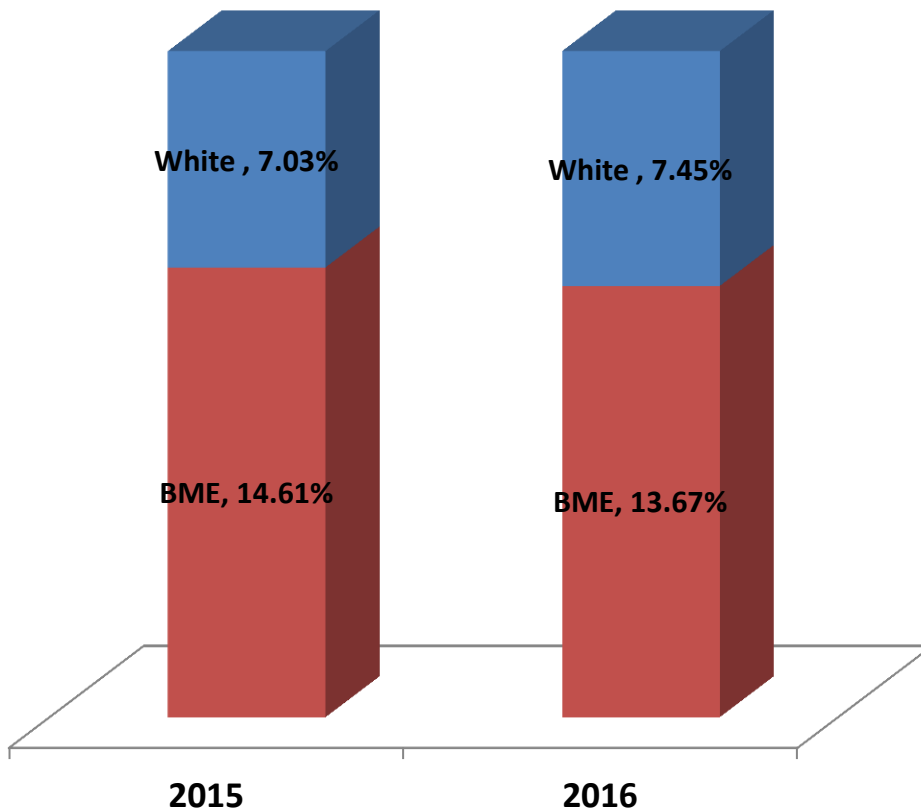
- There should be nil difference between BME and White staff
- 2015 difference 5.15%
- 2016 difference 0.21%
- Reduction in percentage difference by 4.94%
- Deterioration for White and BME staff

Indicator 7: Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion in 2015 compared with 2016



- There should be nil difference between BME and White staff
- 2015 difference 27.28%
- 2016 difference 16.05%
- Reduction in percentage difference by 11.23%

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 BME and White staff
- 2015 difference 7.58%
- 2016 difference 6.22%
- Reduction in percentage difference by 1.36%
- Improvement for BME staff.

Indicator 9: Difference between the organisation's board voting membership and its overall workforce

