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| --- | --- |
|  | Metrics 1 to 4 & 9 is extracted from the workforce data held on ESR as at 31/3/23 and Metrics 5 to 8 is taken from the 2022 NHS staff survey.  |
| **WRES Indicator** | **Metric description** |
| 1 | The percentage of staff in each of the AfC Bands1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce  |

**Workforce Race Equality Standard (WRES) Performance 2019-2023**

**Clinical roles BME Representation.**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Band 1** | **Band 2** | **Band 3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **VSM** |
| **2023** | 0% | 11.1% | 15% | 11.4% | 13.4% | 9.9% | 7.0% | 7.2% | 15.4% | 6.7% | 0% | 0% |
| **2022** | 0% | 18.8% | 14.6% | 11.3% | 10.5% | 9.8% | 5.2% | 8.7% | 13.3% | 7.7% | 0% | 0% |
| **2021** | 0% | 28.6% | 14.3% | 7.4% | 10.8% | 8.7% | 4.9% | 4.9% | 5.9% | 8.3% | 0% | 0% |
| **2020** | 50% | 13.3% | 14.2% | 8.7% | 10.8% | 8.1% | 3.2% | 4.4% | 0% | 10% | 0% | 0% |
| **2019** | 50% | 7.7% | 12.2% | 7.9% | 10.7% | 7.3% | 3.5% | 3.9% | 0% | 0% | 0% | 0% |

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|  | **Medical & Dental Consultant** | **Medical & Dental Non-Consultant Career Grade** | **Medical & Dental Trainee Grades** | **KQ00** | **MQ00** | **NQ00** | **WQ00** | **CQ00** |
| **2023** | 29.6% (8) | 21.4% (3) | 11.1.% (1) | 50% (1) | 0% | 18.9% (7) | 14.3% (1) | 0% |
| **2022** | 36.7% (11) | 30.8% (4) | 0% | 0% | 0% | 6.7% (1) | 14.3% (1) | 0% |
| **2021** | 36.4% (12) | 33.3% (5) | 0% | 0% | 0% | 37.5% (3) | 0% | 0% |
| **2020** | 31.3% (5) | 14.3% (1) | 0% | 0% | 0% | 0% | 0% | 50% (1) |
| **2019** | 43.8% (14) | 35.3% (6) | 0% | 0% | 0% | 0% | 0% | 50% (1) |

**Non-Clinical roles BME Representation.**

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|  | **Band 1** | **Band 2** | **Band 3** | **Band 4** | **Band 5** | **Band 6** | **Band 7** | **Band 8a** | **Band 8b** | **Band 8c** | **Band 8d** | **VSM** |
| **2023** | 0% | 16.1% | 17.5% | 20.7% | 19.8% | 12.9% | 14.1% | 7.1% | 4.3% | 0% | 0% | 0% |
| **2022** | 50% | 22% | 16% | 19.3% | 14.6% | 15.7% | 12.9% | 5.5% | 4.8% | 0% | 0% | 0% |
| **2021** | 40.9% | 20.2% | 15.7% | 22.1% | 14.4% | 11.1% | 14% | 0% | 7.1% | 0% | 0% | 0% |
| **2020** | 38.5% | 20.3% | 14.7% | 20.3% | 10.1% | 11.1% | 11.5% | 0% | 5.9% | 0% | 0% | 0% |
| **2019** | 38.5% | 15.5% | 15.5% | 17.1% | 10.9% | 8.6% | 9% | 0% | 5.9% | 0% | 0% | 0% |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **WRES Indicator** | **Metric description**  | **31.3.19 score** | **31.3.20 score** | **31.3.21 score** | **31.3.22 score** | **31.3.23 score** |
| **2** | Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts | 0.16 | 0.35 | 0.84 | 0.24 | 0.96 |
| **WRES Indicator** | **Metric description**  | **31.3.19 score** | **31.3.20 score** | **31.3.21 score** | **31.3.22 score** | **31.3.23 score** |
| **3** | Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process | 1.34 | 0 | 1.32 | 0.01 | 0.5 |
| **WRES Indicator** | **Metric description**  | **31.3.19 score** | **31.3.20 score** | **31.3.21 score** | **31.3.22 score** | **31.3.23 score** |
| **4** | Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff | 1.31 | 1 | 1.12 | 0.84 | 1.52 |
| **WRES Indicator** | **Metric description**  | NHS Staff Survey**2018** | NHS Staff Survey**2019** | NHS Staff Survey**2020** | NHS Staff Survey**2021** | NHS Staff Survey**2022** |
| **5** | KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months  \*White staff percentage in brackets. | 22.4% (25.7%) | 21% (26.5%) | 21% (24%) | 23.8% (26.4%)  | 16.3%(23.9%) |
| **WRES Indicator** | **Metric description**  | NHS Staff Survey**2018** | NHS Staff Survey**2019** | NHS Staff Survey**2020** | NHS Staff Survey**2021** | NHS Staff Survey**2022** |
| **6** | KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months \*White staff percentage in brackets. | 21.2% (16.7%) | 24.1% (16.7%) | 24.8% (16.4%) | 19.3% (16%) | 12.9%(12.8%) |
| **WRES Indicator** | **Metric description**  | NHS Staff Survey**2018** | NHS Staff Survey**2019** | NHS Staff Survey**2020** | NHS Staff Survey**2021** | NHS Staff Survey**2022** |
| **7** | KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion \*White staff percentage in brackets. | 41% (65.4%) | 39.9% (64%) | 40.5% (66.3%) | 45.6% (65.9%) | 49.8%(62.9%) |
| **WRES Indicator** | **Metric description**  | NHS Staff Survey**2018** | NHS Staff Survey**2019** | NHS Staff Survey**2020** | NHS Staff Survey**2021** | NHS Staff Survey**2022** |
| **8** | Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team \*White staff percentage in brackets. | 16.9% (3.9%) | 17.9% (4.3%) | 15.3% (4.3%) | 13.7% (4.3%) | 12.1%(4.2%) |
| **WRES Indicator** | **Metric description**  | **31.3.19 score** | **31.3.20 score** | **31.3.21 score** | **31.3.22 score** | **31.3.23 score** |
| **9** | Percentage of BME Board membership | 0 | 0 | 0 | 8.3% | 8.3% |