

**Workforce Race Equality Standard (WRES) 2024**

**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	BME	White	Unknown
Clinical	Band 1	1	21	0	5%	95%	0%
	Band 2	31	726	5	4%	95%	1%
	Band 3	38	703	9	5%	94%	1%
	Band 4	11	219	3	5%	94%	1%
	Band 5	467	627	20	42%	56%	2%
	Band 6	72	941	15	7%	92%	1%
	Band 7	21	595	10	3%	95%	2%
	Band 8a	13	161	2	7%	91%	1%
	Band 8b	2	15	0	12%	88%	0%
	Band 8c		11	0	0%	100%	0%
	Band 8d	1	4	0	20%	80%	0%
	Medical & Dental Consultant	148	84	18	59%	34%	7%
	Medical & Dental Non-Consultant Career Grade	98	20	11	76%	16%	9%
	Medical & Dental Trainee Grades	81	41	9	62%	31%	7%
	Other	16	8	7	52%	26%	23%
Non Clinical	Band 1	0	7	0	0%	100%	0%
	Band 2	18	596	7	3%	96%	1%
	Band 3	20	485	6	4%	95%	1%
	Band 4	18	393	3	4%	95%	1%
	Band 5	8	170	3	4%	94%	2%
	Band 6	3	106	0	3%	97%	0%
	Band 7	4	81	0	5%	95%	0%
	Band 8a	4	46	1	8%	90%	2%
	Band 8b	5	45	2	10%	87%	4%
	Band 8c	0	22	1	0%	96%	4%

Band 8d	1	11	0	8%	92%	0%
Band 9	0	10	0	0%	100%	0%
VSM	1	7	0	13%	88%	0%
Other	0	4	0	0%	100%	0%

	BME	White	Unknown
Total Headcount	1082	6159	132
Percentage	15%	83.53%	1.79%
Total	7373		

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

	White	BME	Ethnicity Unknown/ Null	C
<b>Number of Shortlisted Applicants</b>				
<b>Number Appointed from Shortlisting</b>	4409 *	1880 *	209 *	
<b>Relative likelihood of appointment from shortlisting</b>	950 *	168 *	67 *	
	21.55 %	8.94 %	32.06 %	
<b>Relative likelihood of White staff being appointed from shortlisting compared to BME staff</b>	2.41			

**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	6159	1082	132
Number of staff entering the formal disciplinary process	35 *	4 *	0 *
Likelihood of staff entering the formal disciplinary process	0.57 %	0.37 %	0 %
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff		0.65	

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

	White	BME	Ethnicity Unknown/ Null
Number of staff in workforce	6159	1082	132
Number of staff accessing non-mandatory training and CPD	2489 *	510 *	40 *
Likelihood of staff accessing non-mandatory training and CPD	40.41 %	47.13 %	30.3 %
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	0.86		

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

White: 19.03%  
BME: 22.29%

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

White: 19.20%  
BME: 28.13%

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

White: 57.58%  
BME: 46.48%

**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: 6.14%  
BME: 20.68%

**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>	15 *	1 *	0 *
<b>of which: Voting Board members</b>	13 *	1 *	0 *
<b>Non-voting Board members</b>	2	0	0
<b>Exec Board members</b>	8 *	1 *	0 *
<b>Non-exec Board members</b>	7	0	0
<b>Number of staff in workforce</b>	6159	1082	132
<b>Total Board Members - % by Ethnicity</b>	93.8 %	6.3 %	0 %
<b>Voting Board Members - % by Ethnicity</b>	92.9 %	7.1 %	0 %
<b>Non-voting Board Members - % by Ethnicity</b>	100 %	0 %	0 %
<b>Executive Board Members - % by Ethnicity</b>	88.9 %	11.1 %	0 %
<b>Non-executive Board Members - % by Ethnicity</b>	100 %	0 %	0 %
<b>Overall Workforce - % by Ethnicity</b>	83.5 %	14.7 %	1.8 %
<b>Difference (Total board - Overall workforce )</b>	10.2 %	-8.3 %	-1.8 %