

Workforce Race Equality Standard: Our data as of 31 March 2022

Metric		2020	2021	2022	Alignment to D&I Action Plan	Comments
Metric 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.	Workforce headcount	5361	5736	5907	Actions: 5, 6, 7 & 8 (5) Recruitment & Progression (6) Diverse Panels (7) JD and Person Specification (8) Community Engagement	Workforce Headcount has steadily increased since reporting against the WRES began in 2017
	% Declared BME	5.3%	6.1% ↑	6.5% ↑		This has positively increased but YAS remains underrepresented compared to our region's community (11%)
	BME headcount	284	348 ↑	386 ↑		The increase in the workforce has given an increase in BME staff
	White headcount	5059	5373	5496		Workforce headcount has steadily increased since reporting against the WRES began in 2017
	Not stated	18	15	25		The Trust launched a Diversity Census in June 2022 to encourage staff to share their ethnicity. This work continues.
Metric 2: Relative likelihood of white staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts (The target here is 1.0 where BME and White staff have equal likelihood of being appointed.)		2.43	2.04 ↓	1.36 ↓	Actions: 5, 6, 7, 8, 17 & 19 (17) Inclusive and Compassionate Conversation training (19) Data-led recruitment and progression targets	This ratio has significantly improved, but the position remains white candidates, are more likely to be appointed.
Metric 3: Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff, as measured by entry into a formal disciplinary investigation. (The target here is 1.0 where BME and White staff have equal likelihood of entering the disciplinary process.)		1.01	1.98 ↑	0.59 ↓	Actions: (17) Inclusive and Compassionate Conversation training	A significant improvement this year. The Employee Relations Review process remains in place before progression into a formal process.

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Metric 4: Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME (The target here is 1.0 where BME and White staff have equal likelihood of accessing training.)		1.13	1.51 ↑	1.80 ↑	Actions: 17 & 18 (18) Support applications for BAME Fellowship Programme and other targeted accelerated development	An increase from 2021 for ethnically diverse colleagues, which is likely to be the result of professionally registered clinicians (majority white) accessing the HEE personal allowance for CPD.
Metric 5: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months.	White	42.7%	40.1%	43.4%	Actions: 1, 2, 3, 4 & 9 (1) Targeted culture work (2) Allyship & Micro-behaviours (3) Say Yes to Respect (4) Resource for targeted and bespoke work on behaviours (9) Cultural Ambassador refresh	An increase for all staff, possibly due to high levels of demand across health and social care resulting in some performance targets not being met.
	BME	40.3%	34.6% ↓	38.5% ↑		A significant improvement resulting in a similar experience for all staff across the Trust. Work continues around culture and professional behaviours.
Metric 6: Percentage staff experiencing harassment, bullying or abuse from staff in last 12 months.	White	21.9%	24.1%	25.6%		
	BME	28.6%	37.5% ↑	26.0% ↓		
Metric 7: Percentage of staff believing that Trust provides equal opportunities for career progression or promotion.	White	47.2%	52.6%	49.7%	Actions: 5, 6, 17, 18 & 19	A slight deterioration for this metric. Work regarding inclusive recruitment continues.
	BME	34.7%	44.2% ↑	42.7% ↓		
Metric 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	7.0%	7.4%	10.1%	Actions: 1, 2, 3, 4 & 9	An improvement for ethnically diverse staff, now having a similar experience of poor behaviour to white colleagues.
	BME	20.3%	16.8% ↓	10.4% ↓		
Metric 9: Percentage difference between the organisations' board membership and its overall workforce disaggregated:	White	100%	93.3%	87.5%	Actions: (6) Ensuring Diverse Panels	The Trust Board diversity profile has increased positively due to a new appointment this year under our NExT initiative.
	BME	0%	7.1% ↑	12.5% ↑		