




























Appendix 1: Workforce Race Equality Standard: Our data as of 31 March 2023

Metric		2021	2022	2023	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	5736	5907	6,104	Actions: 5, 6, 7 & 8 (5) Recruitment and Progression (6) Diverse Panels (7) Job Description and Person Specification (8) Community Engagement	Workforce headcount has increased since we started recording WRES in 2017.
	% Declared BME	6.1% 	6.5% 	6.2 % 		Percentage of BME staff has declined this year by 0.3% despite increase of overall workforce population.
	BME headcount	348 	386 	381 		
	White headcount	5373	5496	5686		Workforce headcount has steadily increased since reporting against the WRES began in 2017.
	Not stated	15	25	37		The Trust launched a Diversity Census in March to encourage staff to share information on their equality and diversity status. This is currently in phase 2 of the launch which will include an email to all staff.
Metric 2: Relative likelihood of white staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts. <i>(The target here is 1.0 where BME and White staff have equal likelihood of being appointed.)</i>		2.04 	1.36 	1.69 	Actions: 5, 6, 7, 8, 17 & 19 (17) Inclusive and Compassionate Conversation training (19) Data-led recruitment and progression targets	White candidates are more likely to be appointed a recruitment overhaul is underway to review advertising, recruitment, selection and appointment of candidates. Data demonstrates a high volume of applicants, however in-depth analysis to understand why this does not convert to higher numbers of BME appointments will need to take place.
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. <i>(The target here is 1.0 where BME and White staff have equal likelihood of entering the disciplinary process.)</i>		1.98 	0.59 	2.42 	Actions: (17) Inclusive and Compassionate Conversation training	A significant change in this metric, whilst only six ethnically diverse staff have been through the process in comparison to 37 white staff members, this is still disproportionate when compared to the overall staff population. The Employee Relations Review process remains in place before progression into a formal process.
Metric 4: Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME. <i>(The target here is 1.0 where BME and White staff have equal likelihood of accessing training.)</i>		1.51 	1.80 	0.93 	Actions: 17 & 18 (18) Support applications for BME Fellowship Programme	Data confirms there has been significantly fewer completions of non-mandatory training this year which may be the underlying reason for more ethnically diverse staff accessing non-mandatory training. However, this is a positive change towards parity this year.

Metric		2021	2022	2023	Alignment to D&I Action Plan	Comments
					and other targeted accelerated development	
Metric 5: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months.	White	40.1%	43.4%	39.8%	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. This may also include service pressures as a result of Industrial Action and increased waiting times in response.
	BME	34.6%	38.5%	41.2%		
						
Metric 6: Percentage staff experiencing harassment, bullying or abuse from staff in last 12 months.	White	24.1%	25.6%	23.2%		A negative increase following improvement last year and in line with issues experienced in current hotspots and reporting through FTSU. Work continues around culture and professional behaviours.
	BME	37.5%	26.0%	27.5%		
						
Metric 7: Percentage of staff believing that Trust provides equal opportunities for career progression or promotion.	White	52.6%	49.7%	54%	Actions: 5, 6, 17, 18 & 19	A 1.5% deterioration for this metric. Work regarding inclusive recruitment continues.
	BME	44.2%	42.7%	41.2%		
						
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	7.4%	10.1%	9.1%	Actions: 1, 2, 3, 4 & 9	A negative jump for ethnically diverse staff, demonstrating they have experienced increased discrimination in comparison to their White colleagues.
	BME	16.8%	10.4%	16.7%		
						
Metric 9: Percentage difference between the organisation's board membership and its overall workforce disaggregated.	White	93.3%	87.5%	84.6%	Actions: (6) Ensuring Diverse Panels	The Trust Board diversity profile increased positively due to an appointment under the NExT initiative.
	BME	7.1%	12.5%	15.4%		
	