

Workforce Race Equality Standard (WRES) Analysis from 2019 - 2022

Indicator number and description	2019	2020	2021	2022	Increase or decrease from 2019 - 2022	
Indicator 1: Black and Minority Ethnic representation in the workforce by pay band						
Black and Minority Ethnic representation in the workforce overall			37%	37.6%	Increased 0.6%	Positive
Race disparity ratios <u>Non Clinical/Clinical</u>						
Black and Minority Ethnic	1339	1379	2108	2113	Increased 5	Positive
White	2130	2072	1513	1582		
Unknown	472	495	523	514		
Total	3941	3946	4144	4209		
Indicator 2: likelihood of appointment from shortlisting						
likelihood ratio White / Black and Minority Ethnic	1.57	1.44	2.02	1.52	Decreased 3% Since 2019	Positive
Indicator 3: likelihood of entering formal disciplinary proceedings						
likelihood ratio Black and Minority Ethnic / White	2.83	2.70	2.26	1.34	Decreased 53% Since 2019	Positive
Indicator 4: likelihood of undertaking non-mandatory training						
likelihood ratio White / Black and Minority Ethnic	1.01	1.30	1.62	1.25	Increased 24% Since 2019	
Indicator 5: harassment, bullying or abuse from patients, relatives or the public in last 12 months						
Black and Minority Ethnic	38.2%	42.3%	36.7%	37%	Decreased 1.2% Since 2019	Positive

White	32.5%	36.5%	31.1%	33.6%	Increased 1.1% Since 2019	
Indicator 6: harassment, bullying or abuse from staff in last 12 months						
Black and Minority Ethnic	32.8%	34.3%	32.4%	25.5%	Decreased 7.3% Since 2019	Positive
White	28.6%	30.5%	25.9%	24.6%	Decreased 4% Since 2019	Positive
Indicator 7: belief that the trust provides equal opportunities for career progression or promotion						
Black and Minority Ethnic	60.4%	60.6%	37.5%	41.2%	Decreased 19.2% Since 2019	
White	78.5%	81%	55.3%	53.7%	Decreased 24.8% Since 2019	
Indicator 8: discrimination from a manager/team leader or other colleagues in last 12 months						
Black and Minority Ethnic	17.0%	18.6%	18.9%	16.4%	Decreased 0.6% Since 2019	Positive
White	9.4%	10.0%	8.8%	10.6%	Increased 1.2% Since 2019	
Indicator 9: Black and Minority Ethnic representation on the board minus Black and Minority Ethnic representation in the workforce						
Overall	-19.7%	-4.2%	-7.9%	0.9%	Increased 20.6% Since 2019	Positive
Voting Numbers	0.0%	30.8%	28.6%	38.5%	Increased 38.5% Since 2019	Positive
Executive Numbers	25%	0.0%	0.0%	28.6%	Increased 3.6% Since 2019	Positive

Key

Showing an increase or decrease year on year



