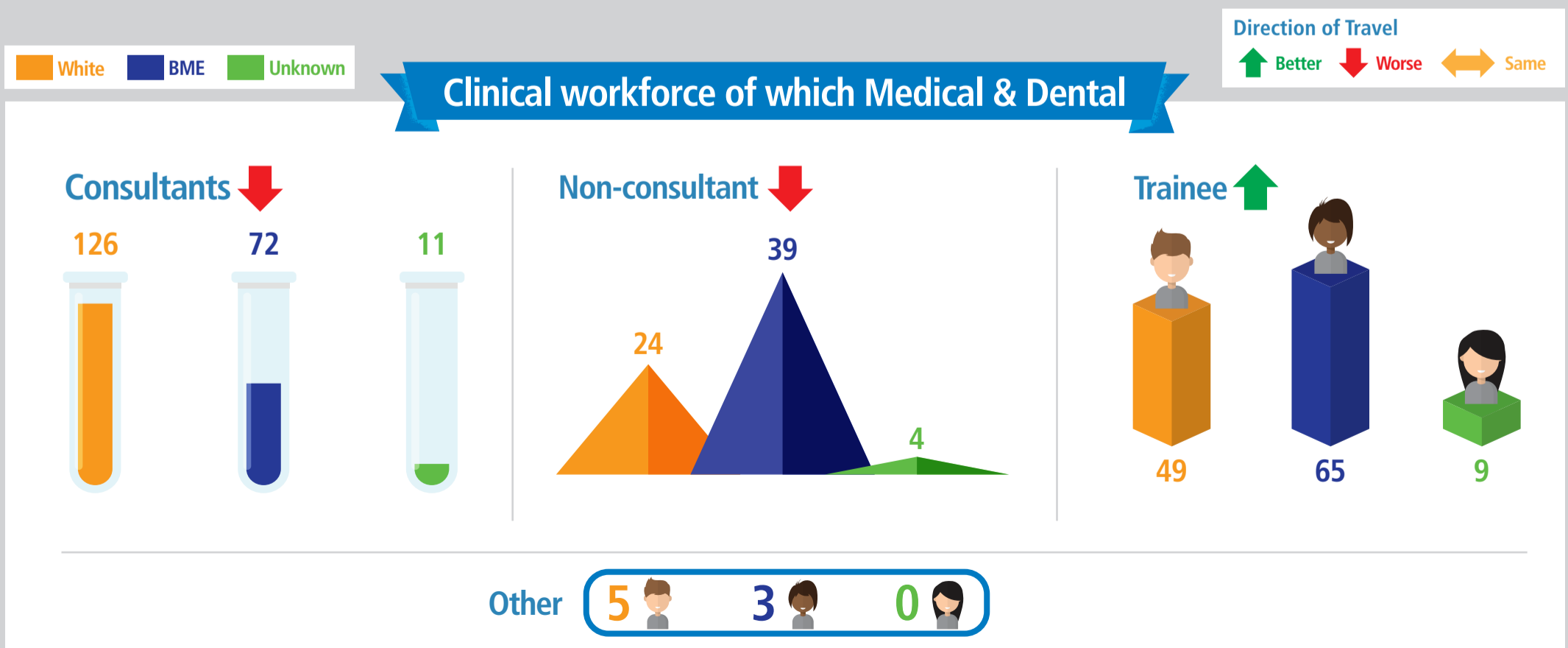
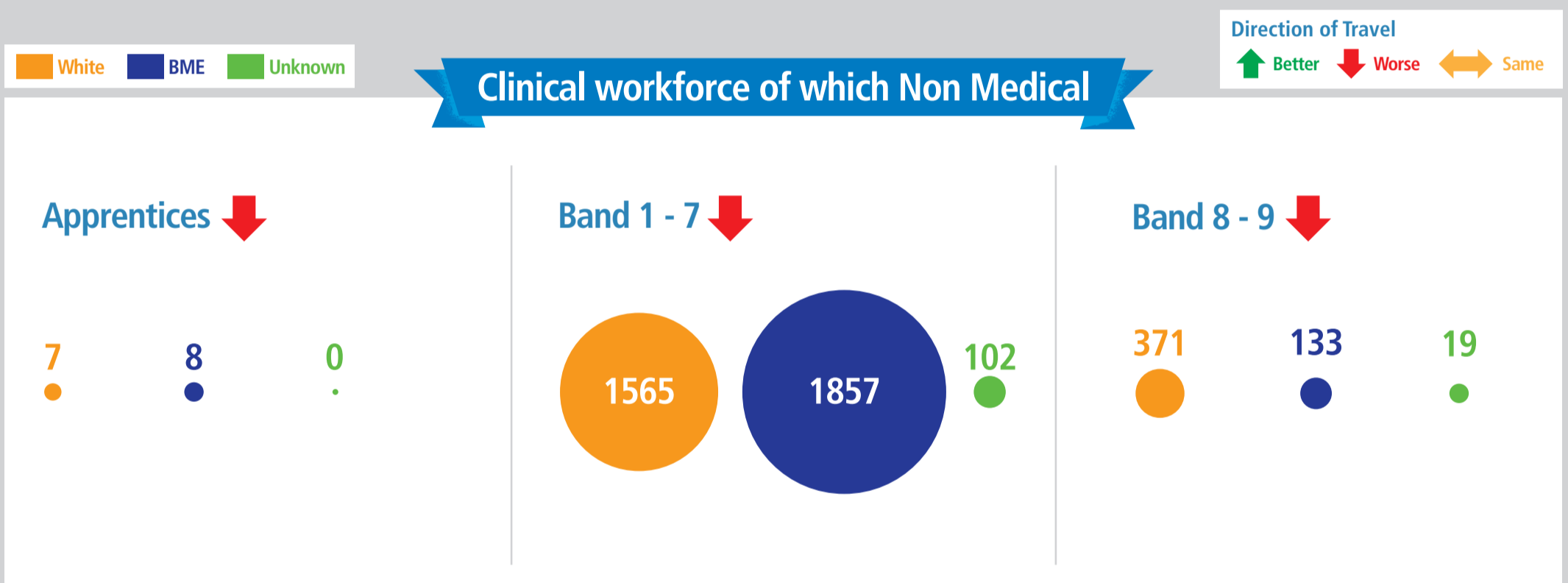
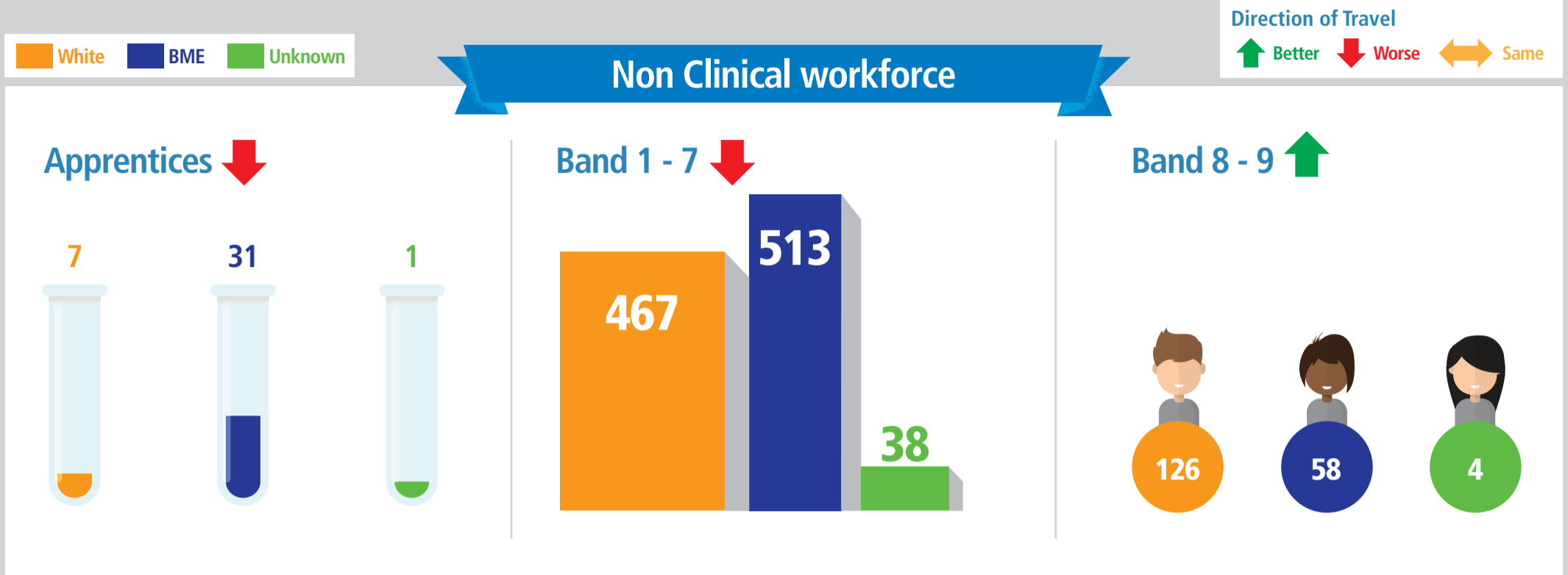




2019 NHS Workforce Race Equality Standard (WRES)

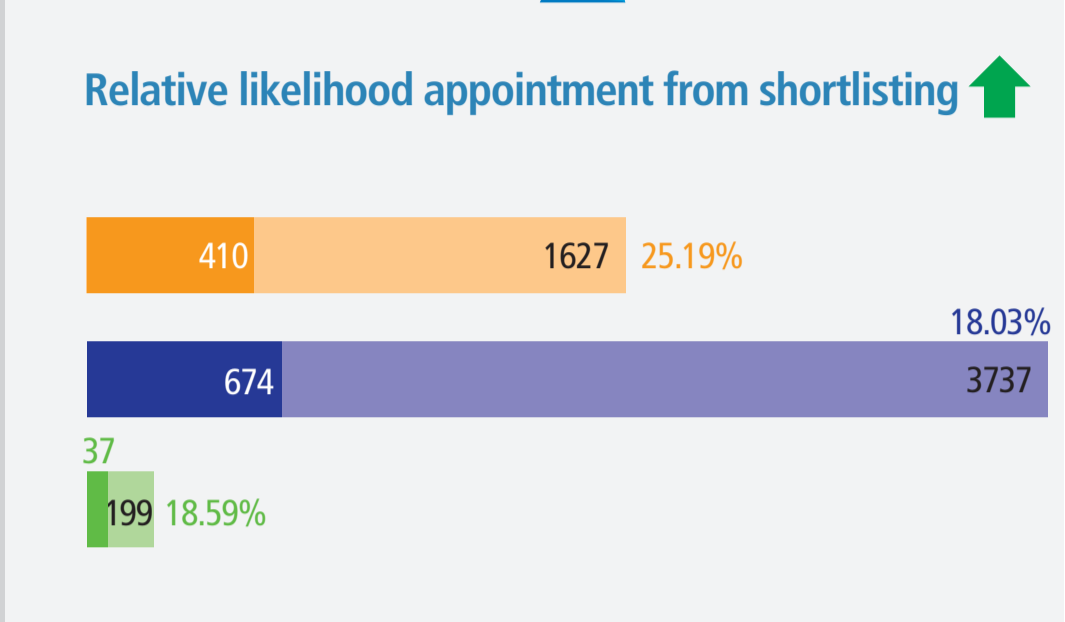




2019 NHS Workforce Race Equality Standard (WRES)

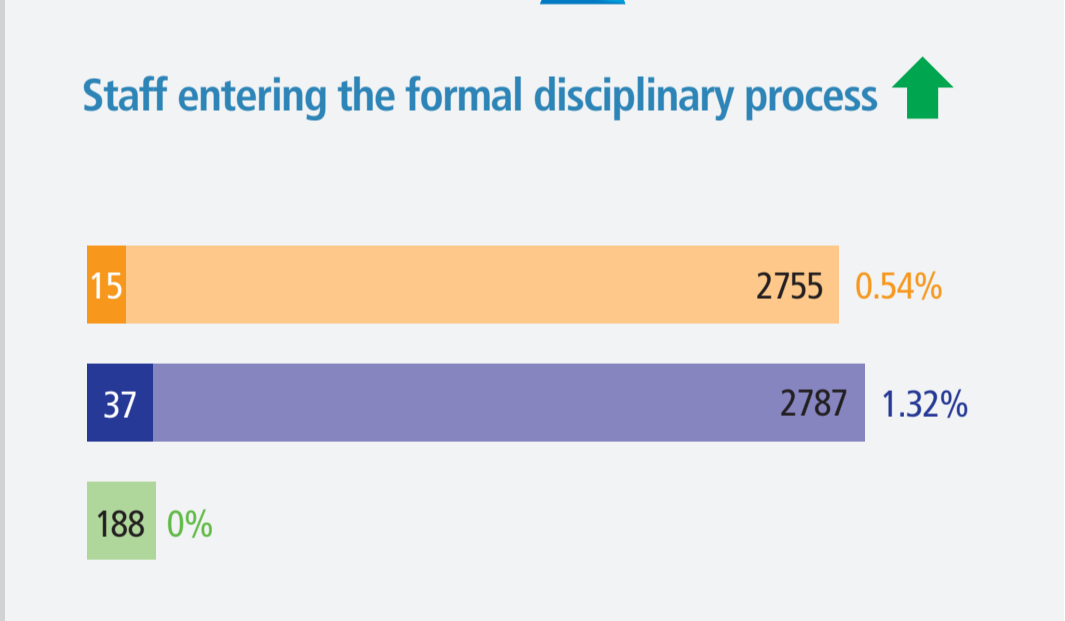
Likelihood of staff being appointed from shortlisting across all posts

Direction of Travel: ↑ Better ↓ Worse ↔ Same



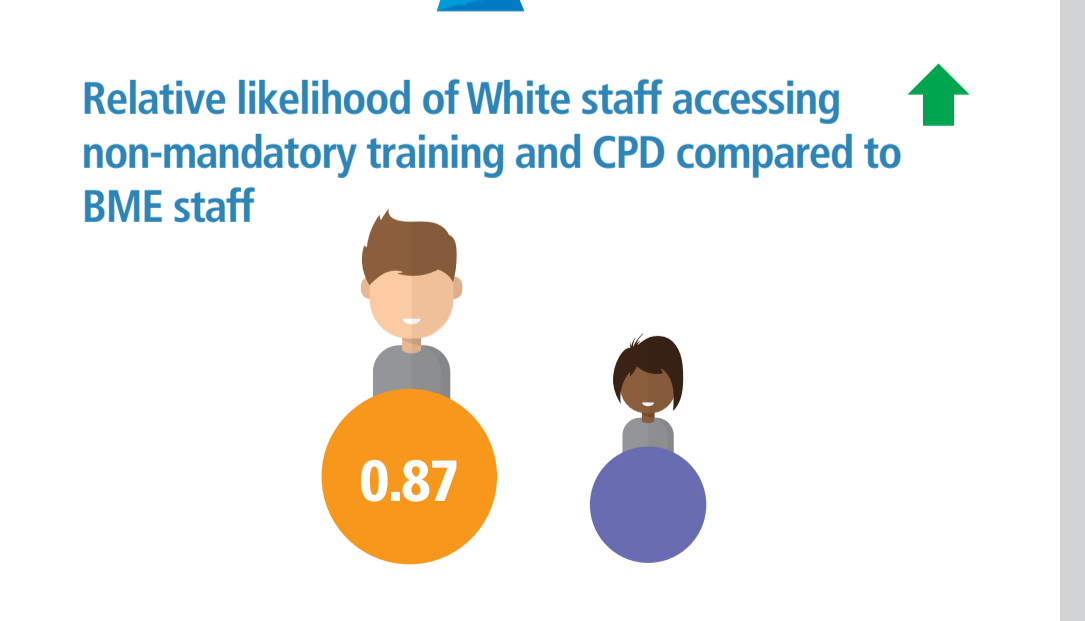
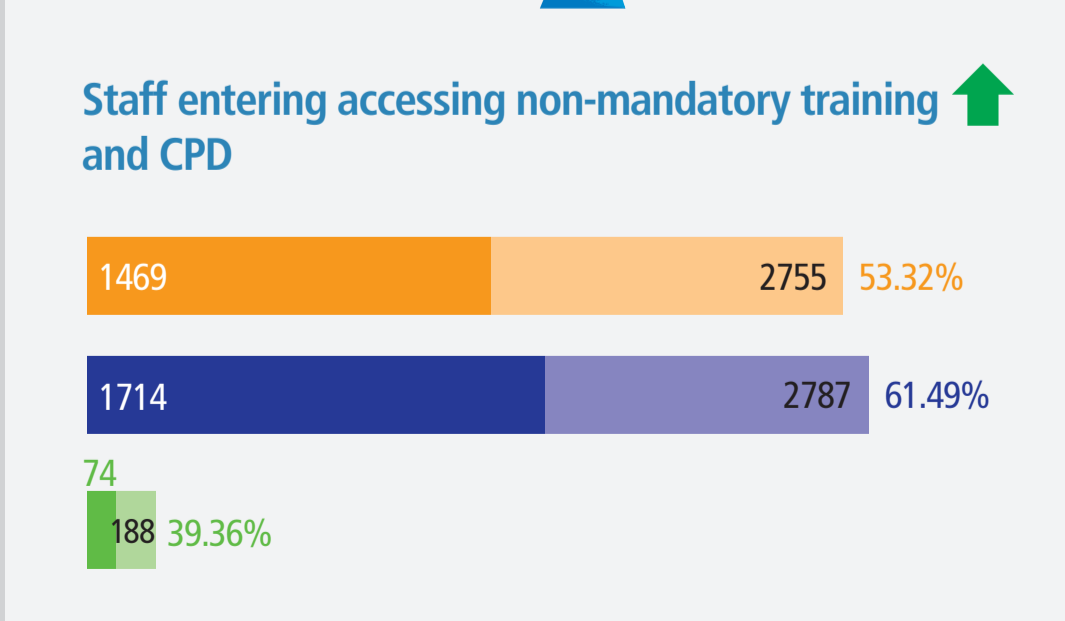
Relative likelihood of staff entering the formal disciplinary process as measured by entry into a formal disciplinary investigation

Direction of Travel: ↑ Better ↓ Worse ↔ Same



Relative likelihood of staff accessing non-mandatory training and CPD

Direction of Travel: ↑ Better ↓ Worse ↔ Same





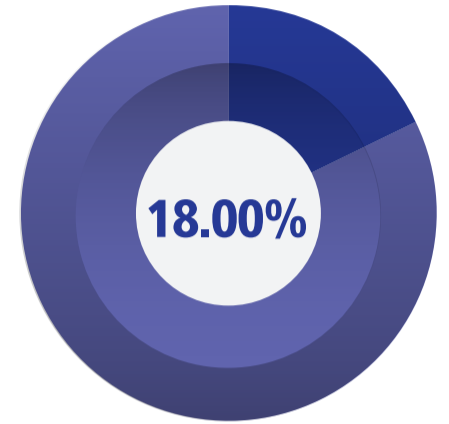
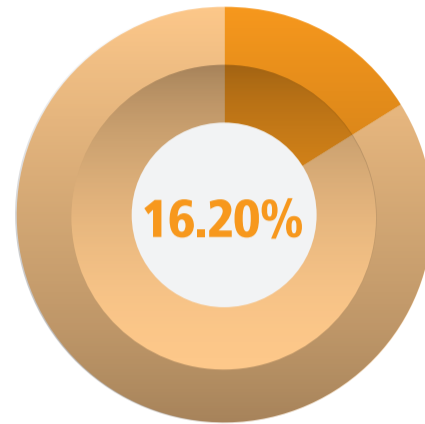
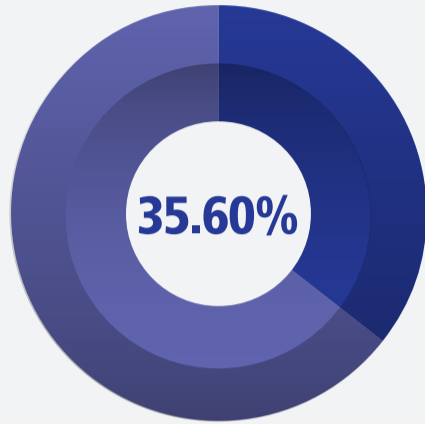
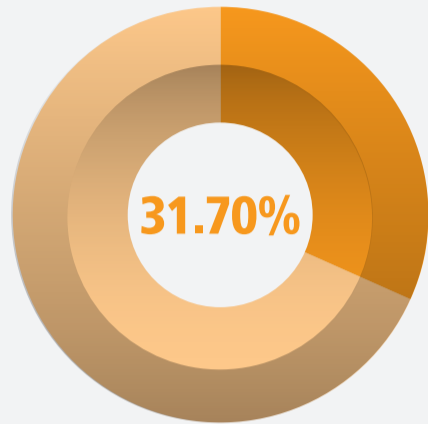
2019 NHS Workforce Race Equality Standard (WRES)

White BME Unknown

Direction of Travel
 ↑ Better ↓ Worse ↔ Same

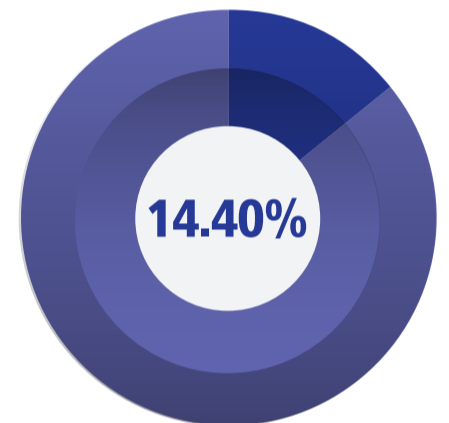
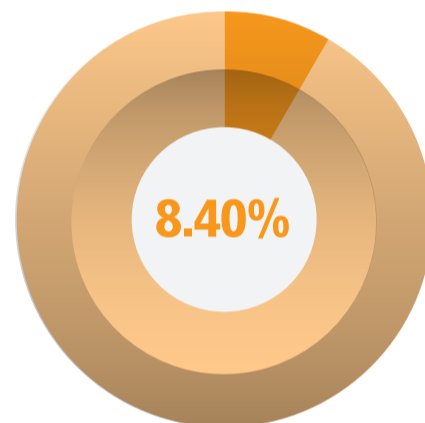
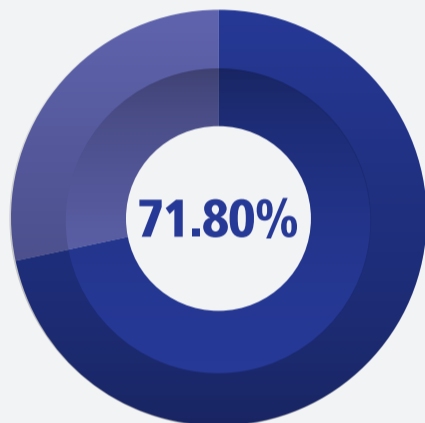
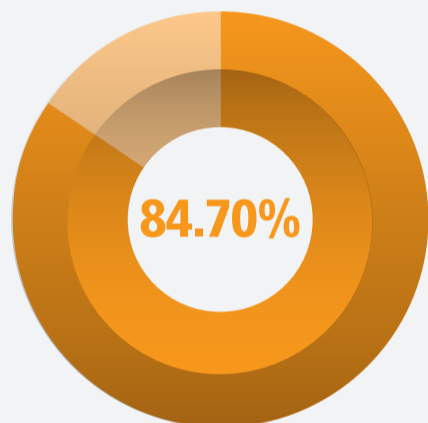
% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months ↓

% of staff experiencing harassment, bullying or abuse from staff in last 12 months ↑



% staff believing that trust provides equal opportunities for career progression or promotion ↓

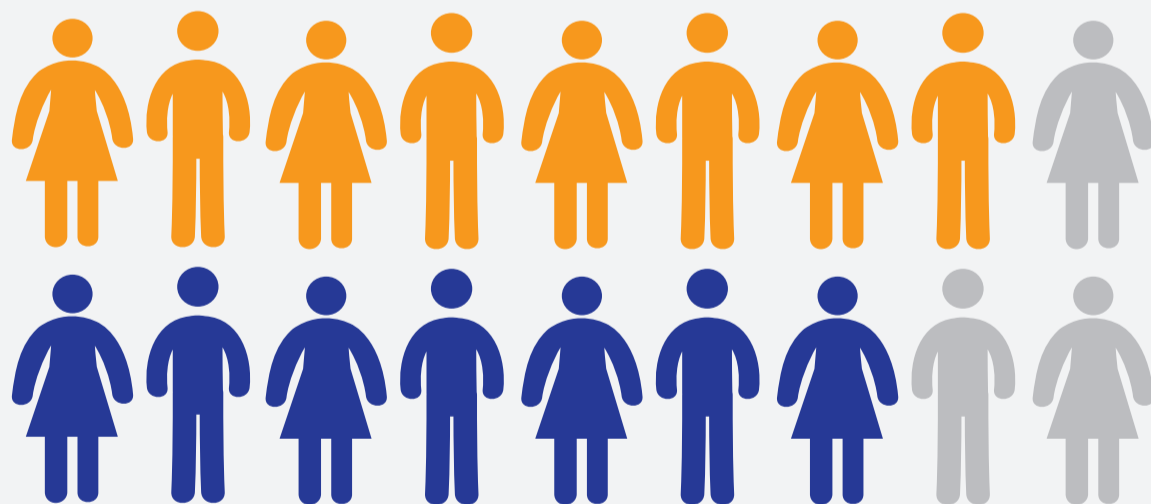
% staff personally experienced discrimination at work from Manager/team leader or other colleague ↓



White BME Unknown

Direction of Travel
 ↑ Better ↓ Worse ↔ Same

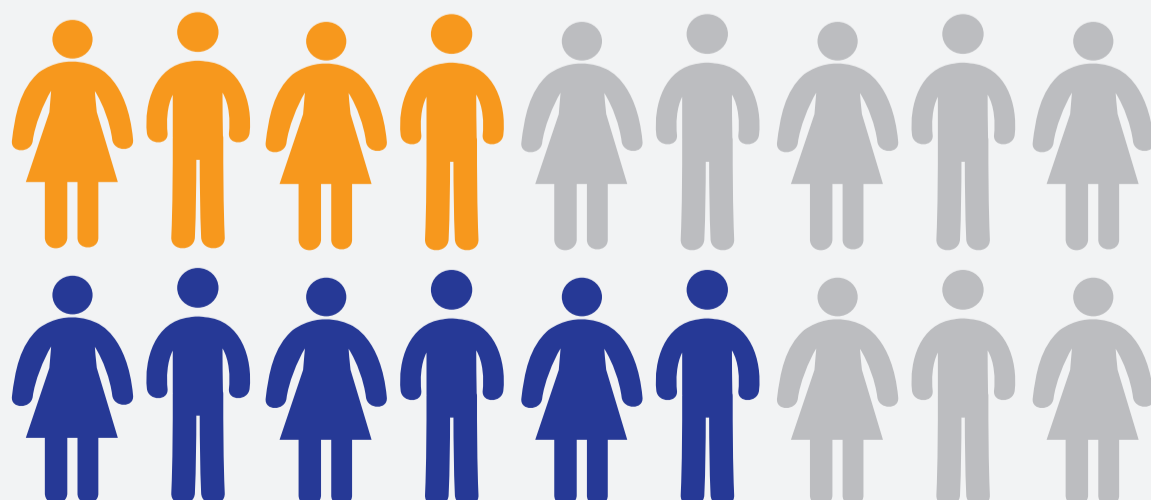
Total Board members of which Voting and Not Voting ↑



White BME Unknown

Direction of Travel
 ↑ Better ↓ Worse ↔ Same

Total Board members of which Executive Board members and Non Executive Board members ↑





2019 NHS Workforce Race Equality Standard (WRES)

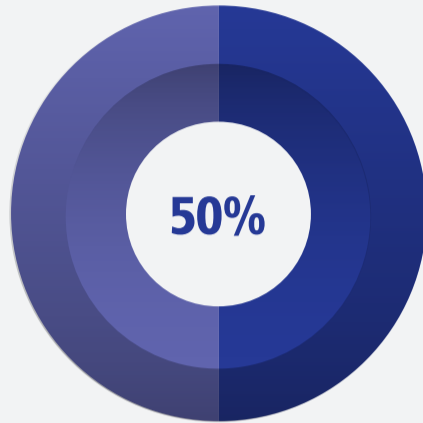
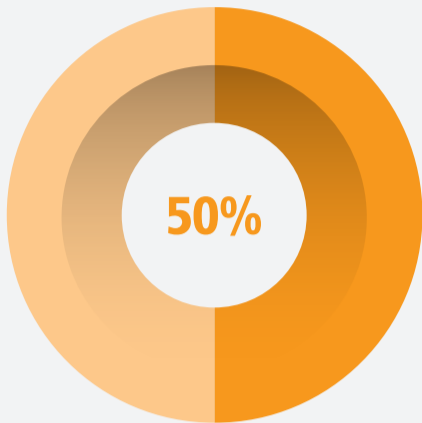
White BME Unknown

Percentage difference between the organisations' Board voting membership and its overall workforce

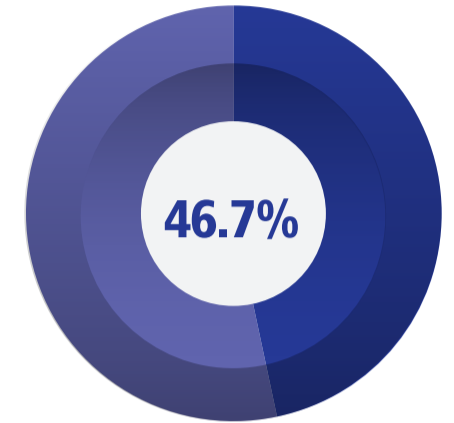
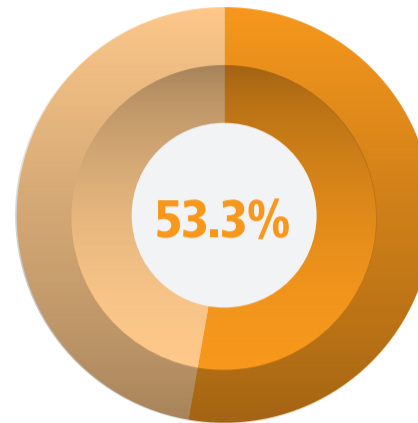
Direction of Travel

↑ Better ↓ Worse ↔ Same

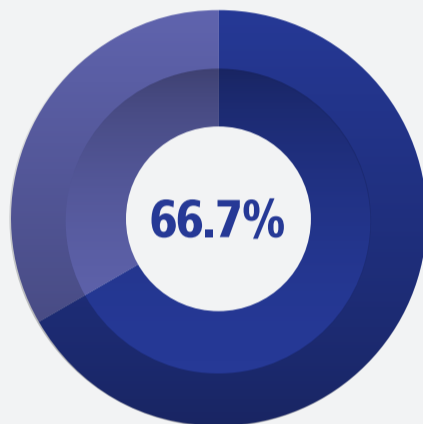
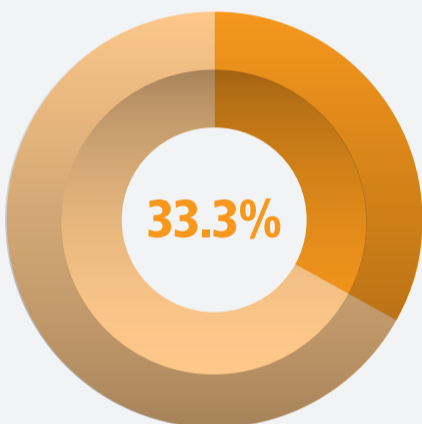
Total Board members - % by Ethnicity ↑



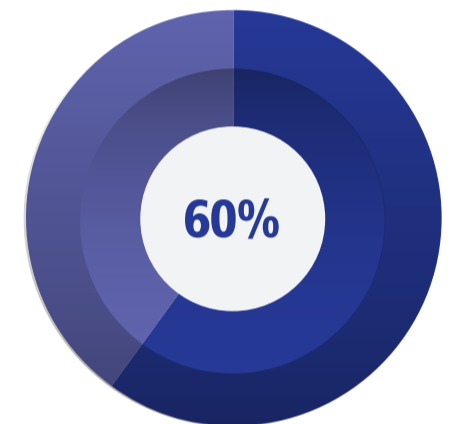
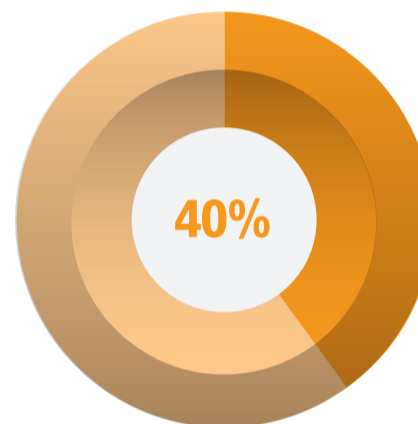
Voting Board members - % by Ethnicity ↔



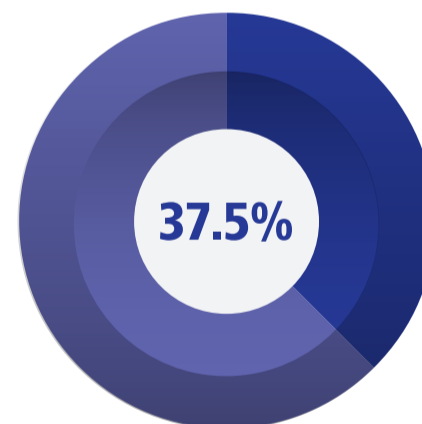
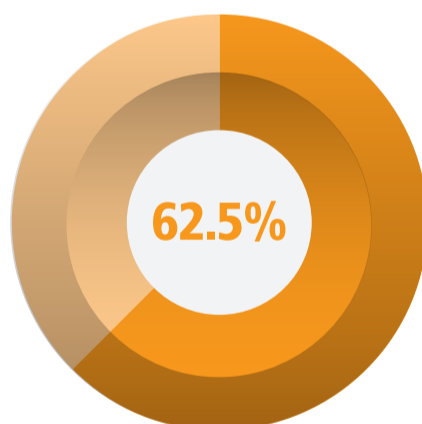
Non Voting Board members - % by Ethnicity ↑



Executive Board members - % by Ethnicity ↑



Non Executive Board members - % by Ethnicity ↔

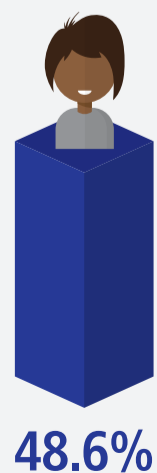
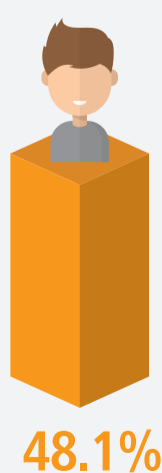


White BME Unknown

Direction of Travel

↑ Better ↓ Worse ↔ Same

Overall workforce - % by Ethnicity ↑



Difference (Total Board - Overall workforce) ↑

