



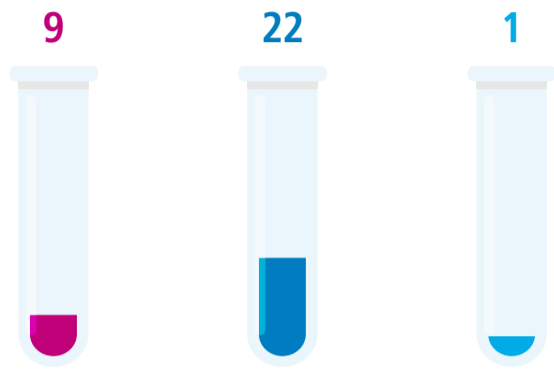
2021 NHS Workforce Race Equality Standard (WRES)

White BME Unknown

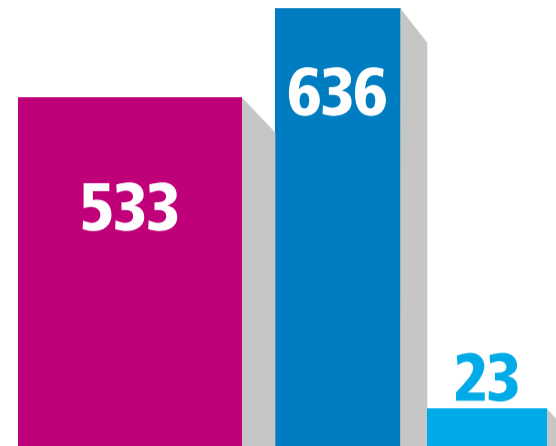
Direction of Travel
Improvement Deterioration Consistent

Non Clinical workforce

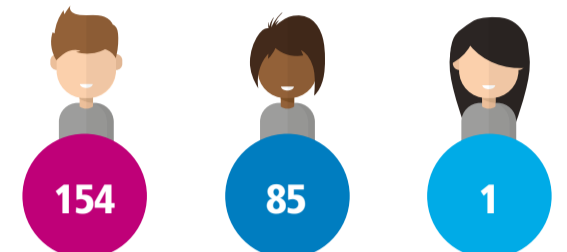
Apprentices ■



Band 1 - 7 ■



Band 8 - 9 ■



White BME Unknown

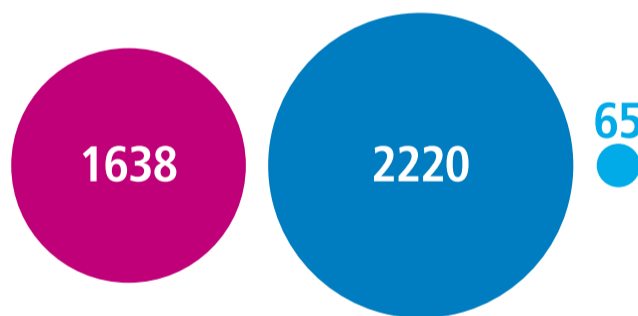
Direction of Travel
Improvement Deterioration Consistent

Clinical workforce of which Non Medical

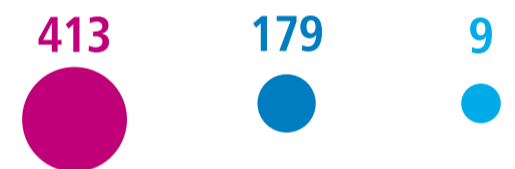
Apprentices ■



Band 1 - 7 ■



Band 8 - 9 ■

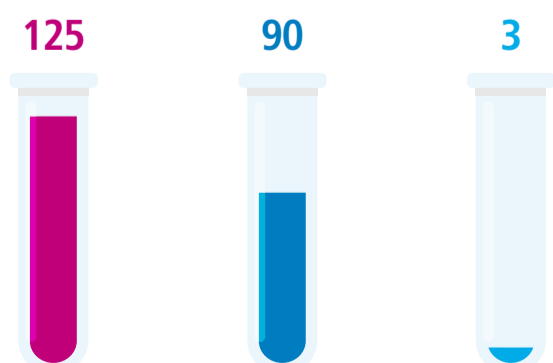


White BME Unknown

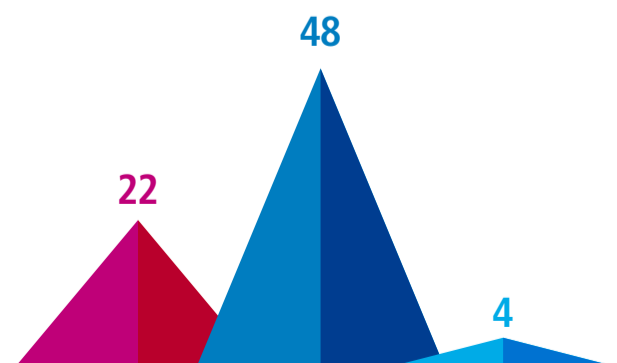
Direction of Travel
Improvement Deterioration Consistent

Clinical workforce of which Medical & Dental

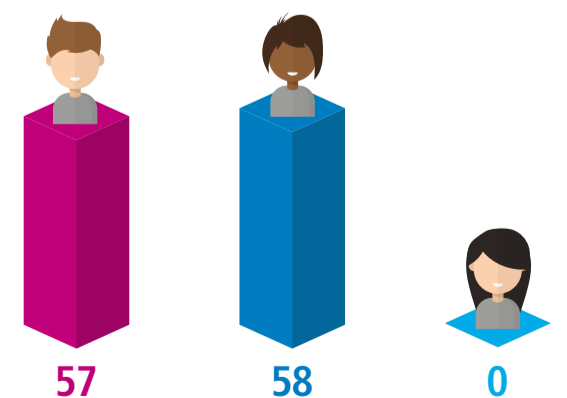
Consultants ■



Non-consultant ■



Trainee ■



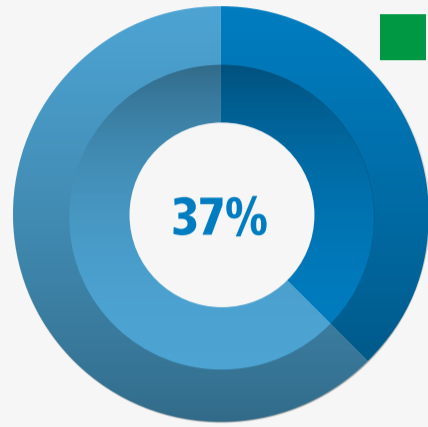
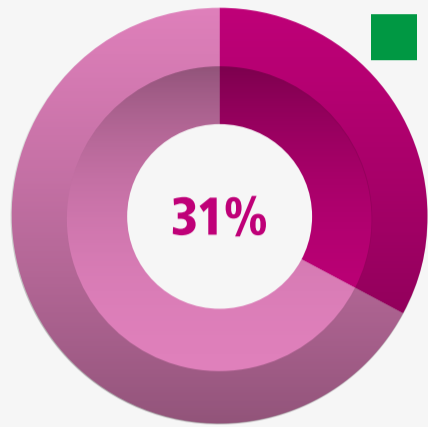


2021 NHS Workforce Race Equality Standard (WRES)

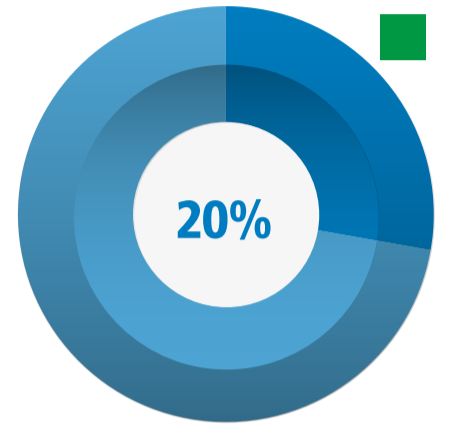
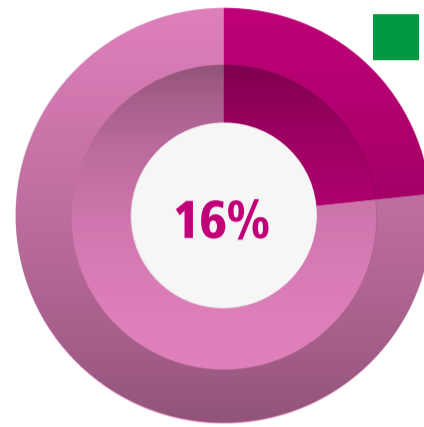
White BME Unknown

Direction of Travel
Improvement Deterioration Consistent

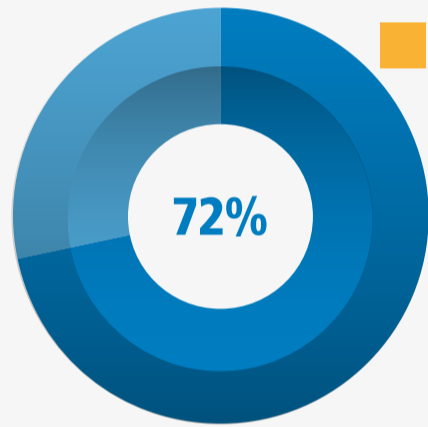
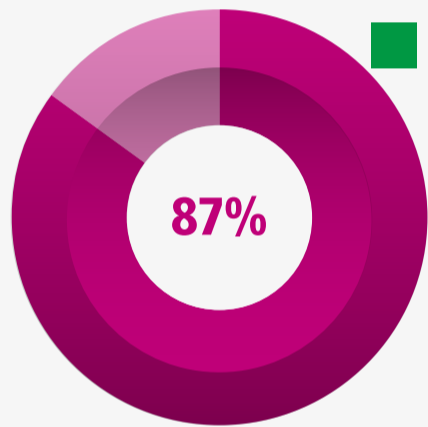
% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



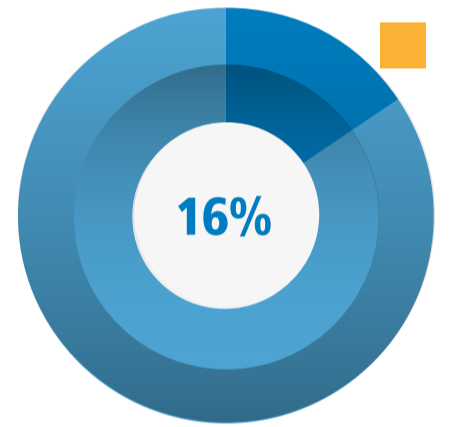
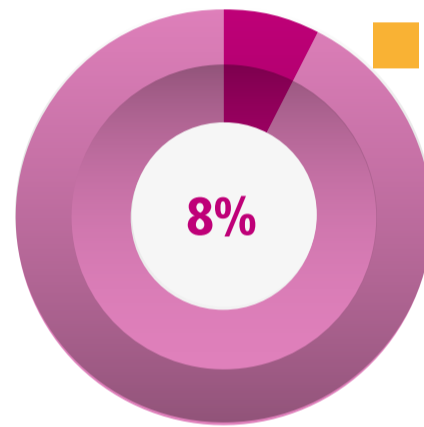
% of staff experiencing harassment, bullying or abuse from staff in last 12 months



% 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



**Data lifted from the 2020 Staff Survey results*



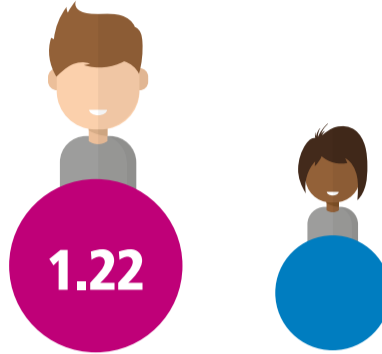
2021 NHS Workforce Race Equality Standard (WRES)

White BME Unknown

Likelihood of staff being appointed from shortlisting across all posts

Direction of Travel
Improvement Deterioration Consistent

Relative likelihood of White staff being appointed from shortlisting compared to BME staff



Improvement

The gap in likelihood has narrowed from 2020 - 2021

White BME Unknown

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

Direction of Travel
Improvement Deterioration Consistent

Relative likelihood of BME staff entering the formal disciplinary process compared to white staff



Deterioration

The gap in relative likelihood has broadened from 2020 to 2021. However, the overall number of disciplinary cases for both White & BME staff has reduced by 30% since 2020.

White BME Unknown

Relative likelihood of staff accessing non-mandatory training and CPD

Direction of Travel
Improvement Deterioration Consistent

Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff



Deterioration

The gap in likelihood has broadened slightly from 2020 to 2021.

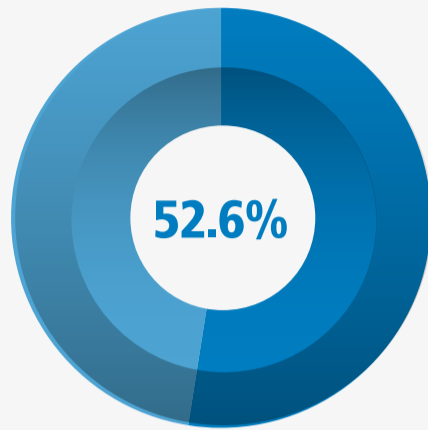
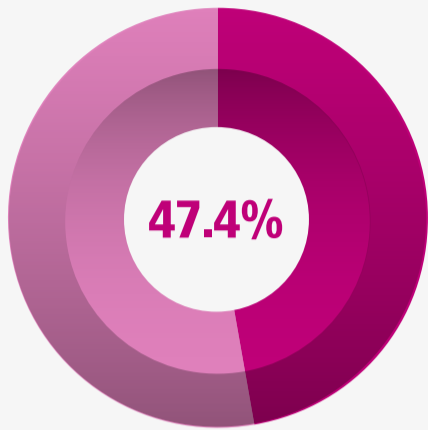


2021 NHS Workforce Race Equality Standard (WRES)

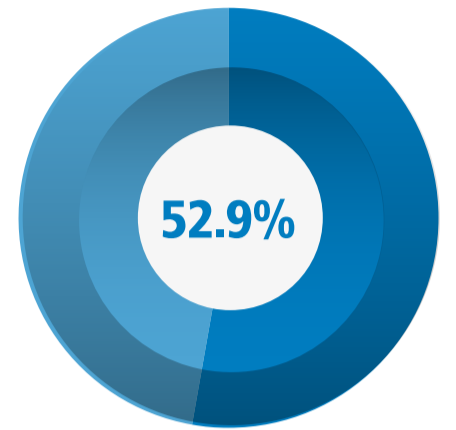
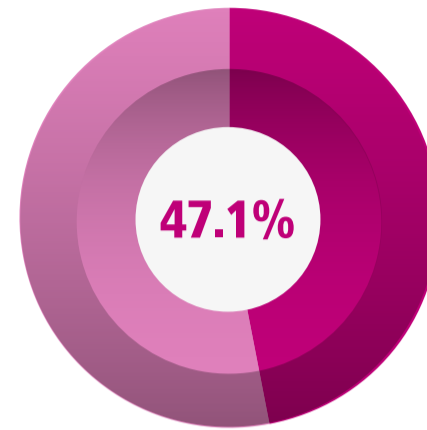
White BME Unknown

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

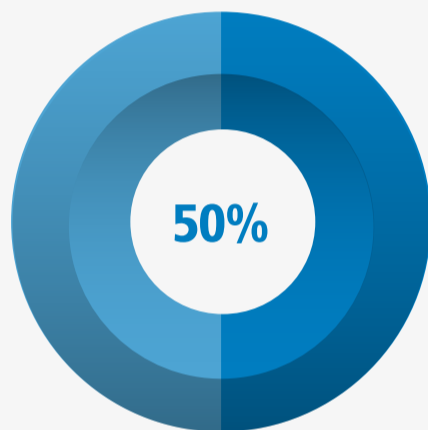
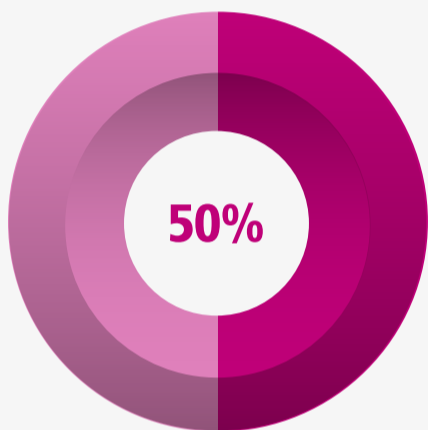
Total Board members - % by Ethnicity



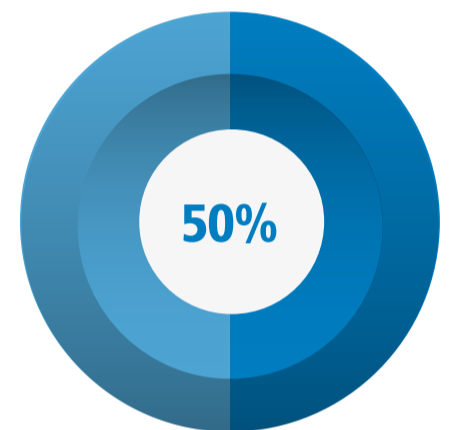
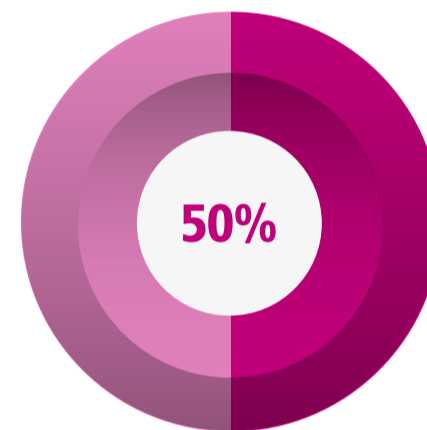
Voting Board members - % by Ethnicity



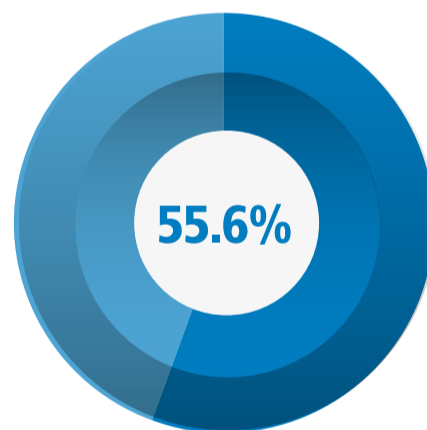
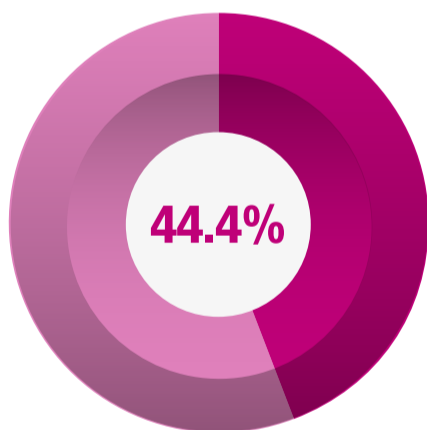
Non Voting Board members - % by Ethnicity



Executive Board members - % by Ethnicity



Non Executive Board members - % by Ethnicity



Trust Board Summary:

- The Trust board are 52.6% BME, this has remained consistent since the 2020 report.
- Voting membership of BME has increased from 46.7% to 52.9% in the reporting year.
- The non-voting board are 50% BME. Last year this figure was reported on as 75% BME.
- The Executive team are 50% BME, which has decreased from 63.6% in 2020.
- The number of BME non-executives has increased to 55.55% from 37.50% over the reporting period.