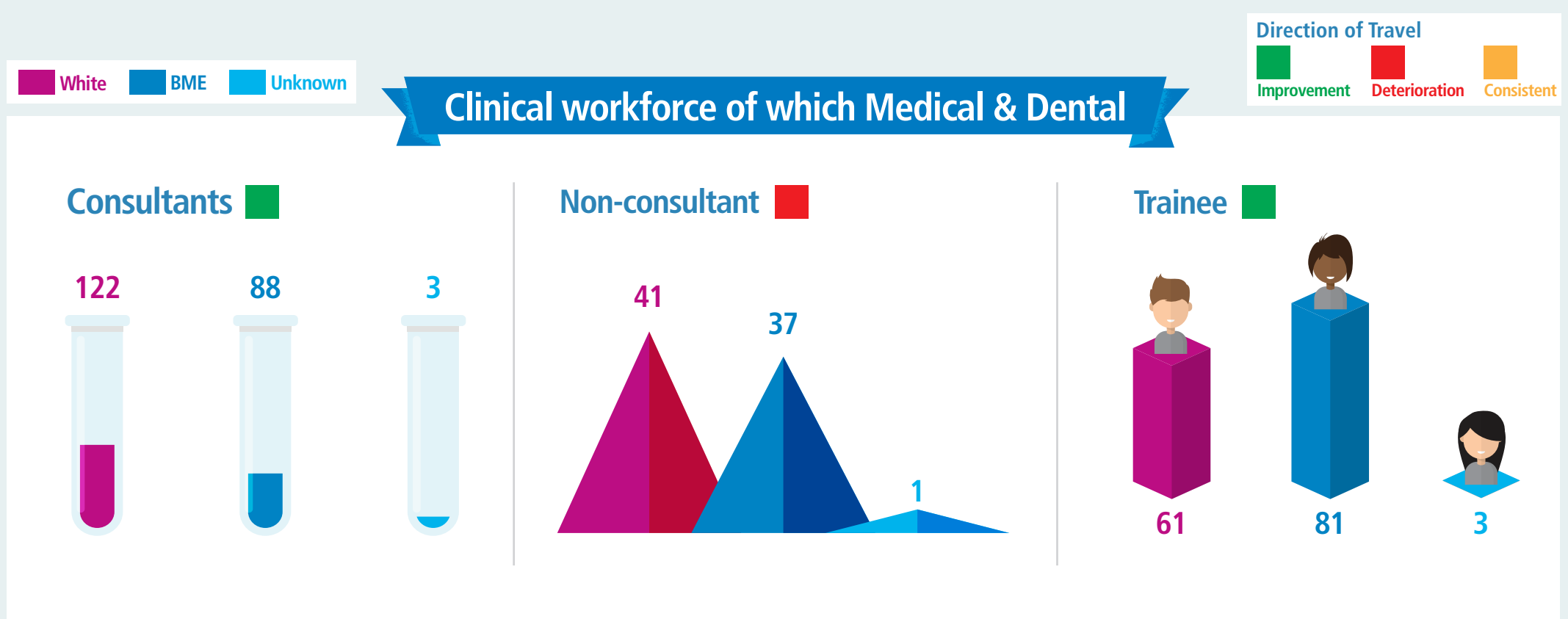
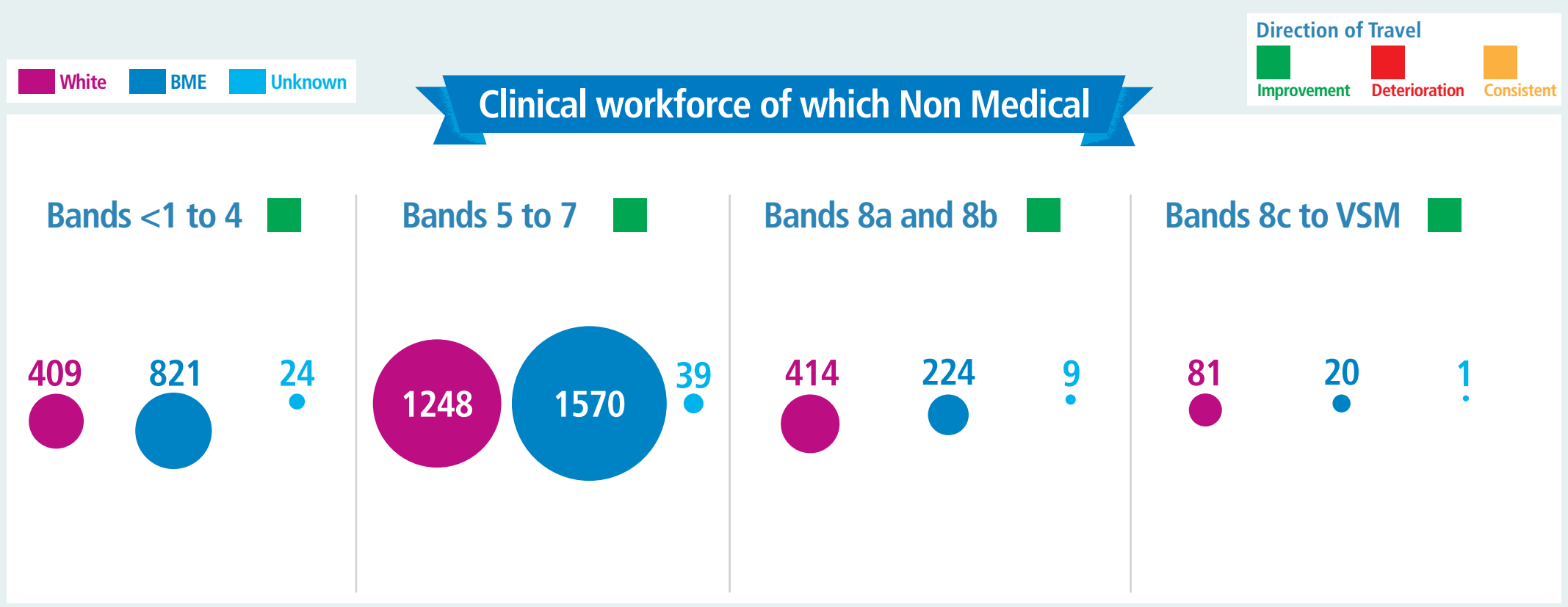
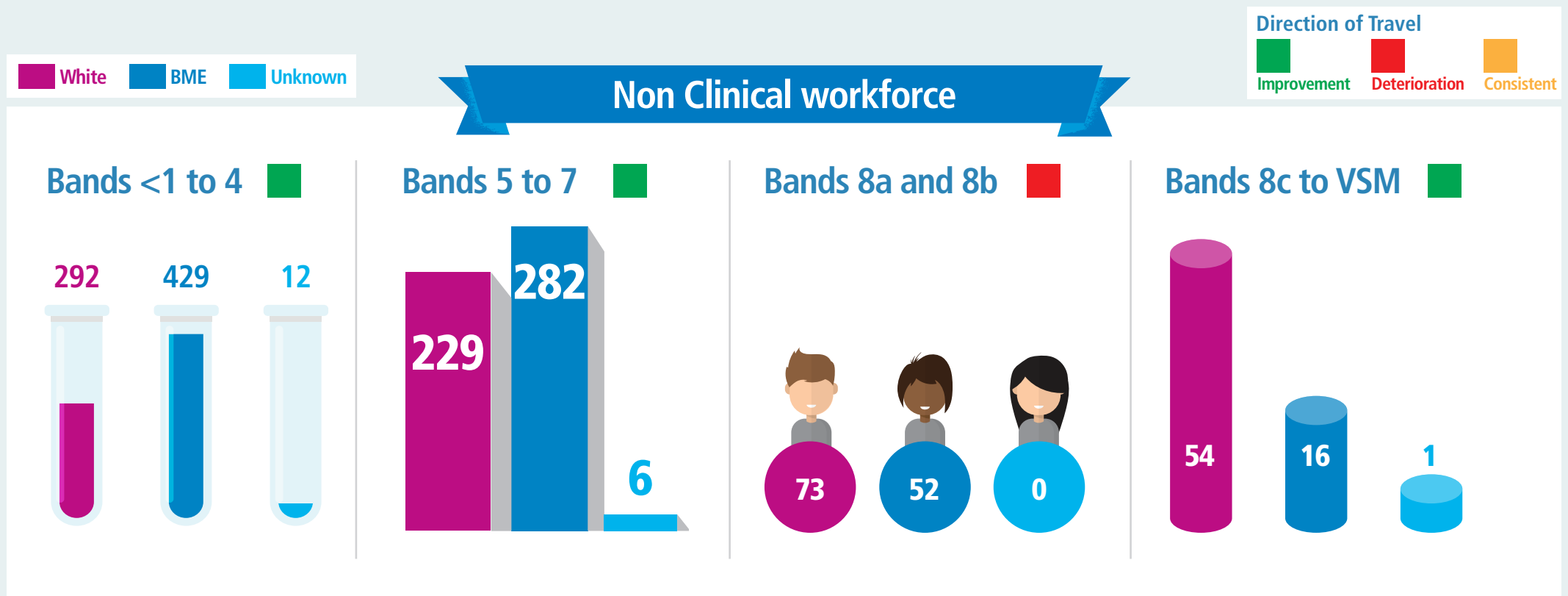


# 2022 NHS Workforce Race Equality Standard (WRES)



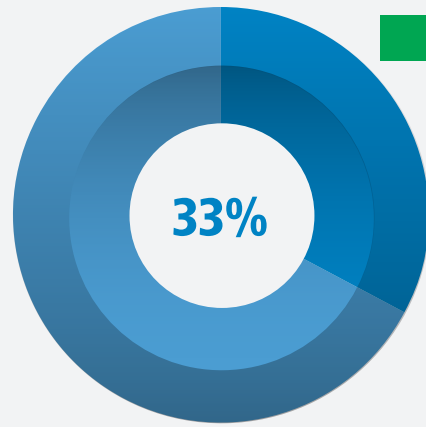
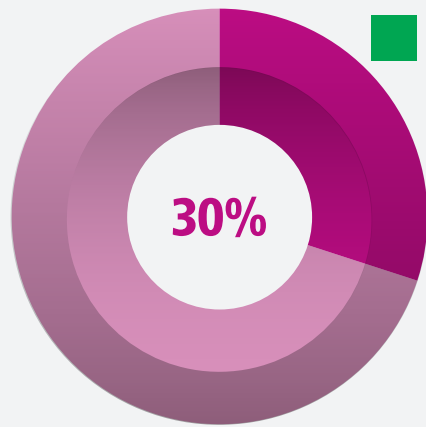


# 2022 NHS Workforce Race Equality Standard (WRES)

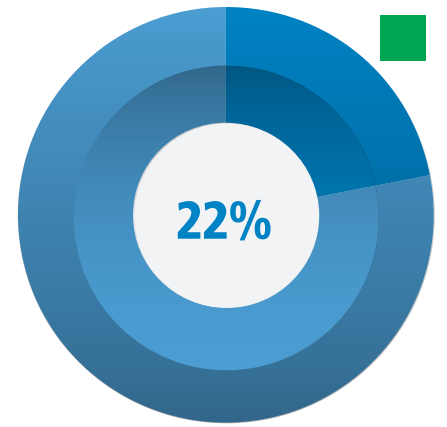
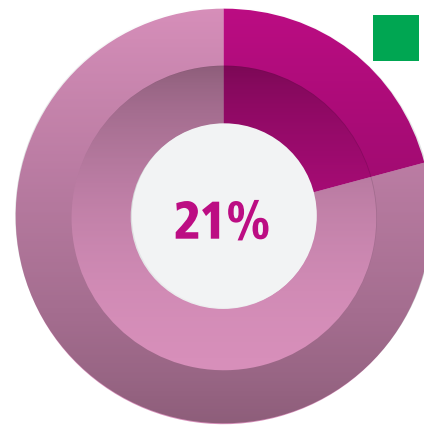
White BME Unknown

Direction of Travel  
Improvement Deterioration Consistent

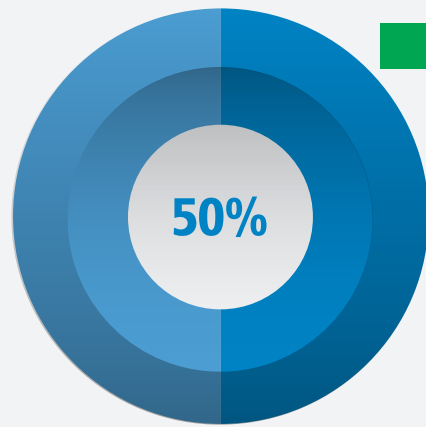
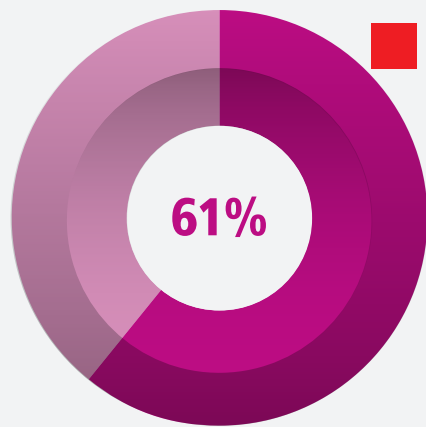
% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



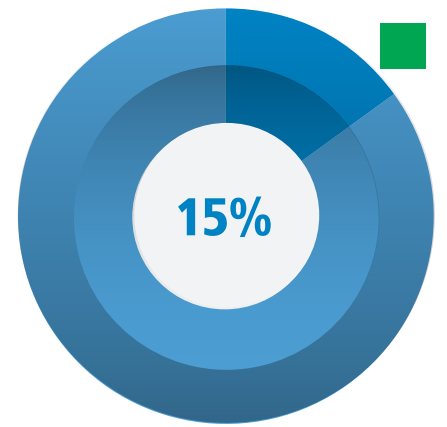
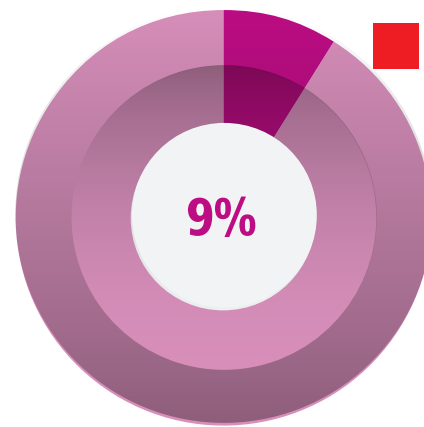
% of staff experiencing harassment, bullying or abuse from staff in last 12 months



% 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 2021 Staff Survey



# 2022 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



**Improvement**  
The gap in likelihood has narrowed from 2020 - 2021

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



**Improvement**  
The gap in likelihood has narrowed from 2020 - 2021

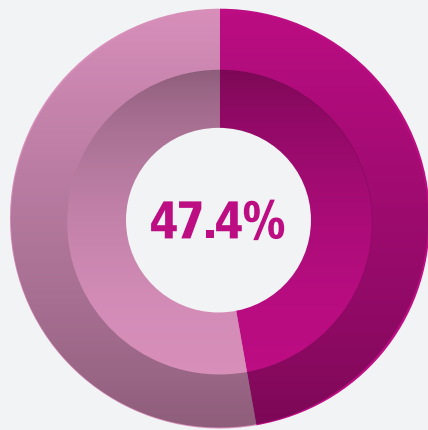


# 2022 NHS Workforce Race Equality Standard (WRES)

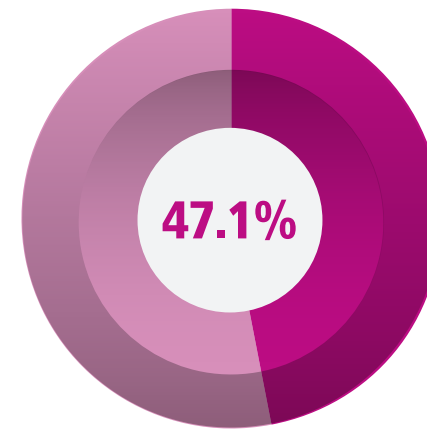
White BME Unknown

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

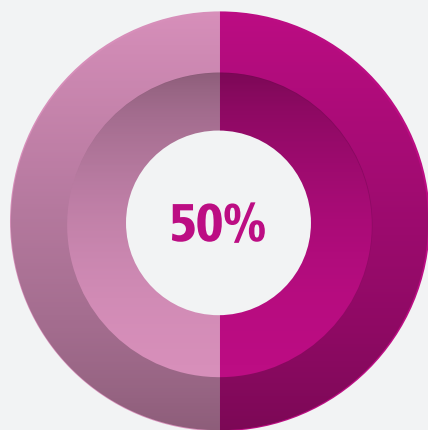
Total Board members - % by Ethnicity



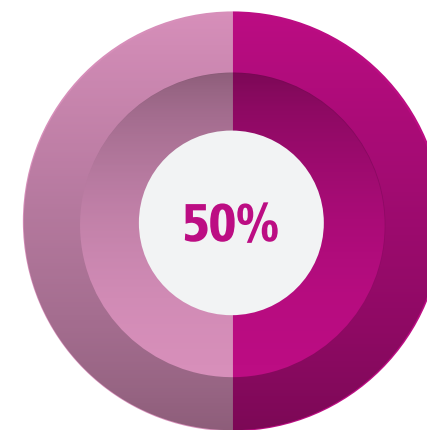
Voting Board members - % by Ethnicity



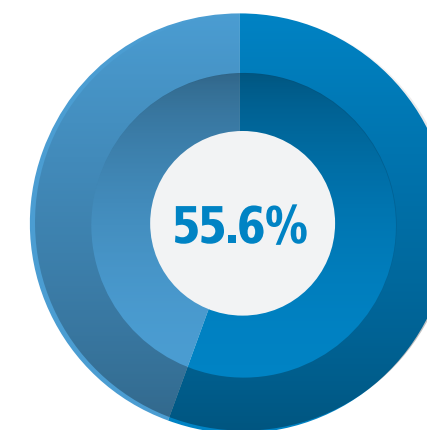
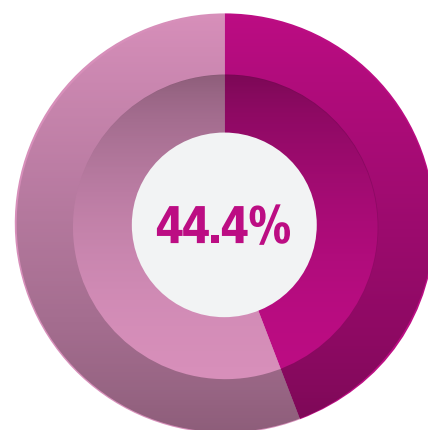
Non Voting Board members - % by Ethnicity



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.