

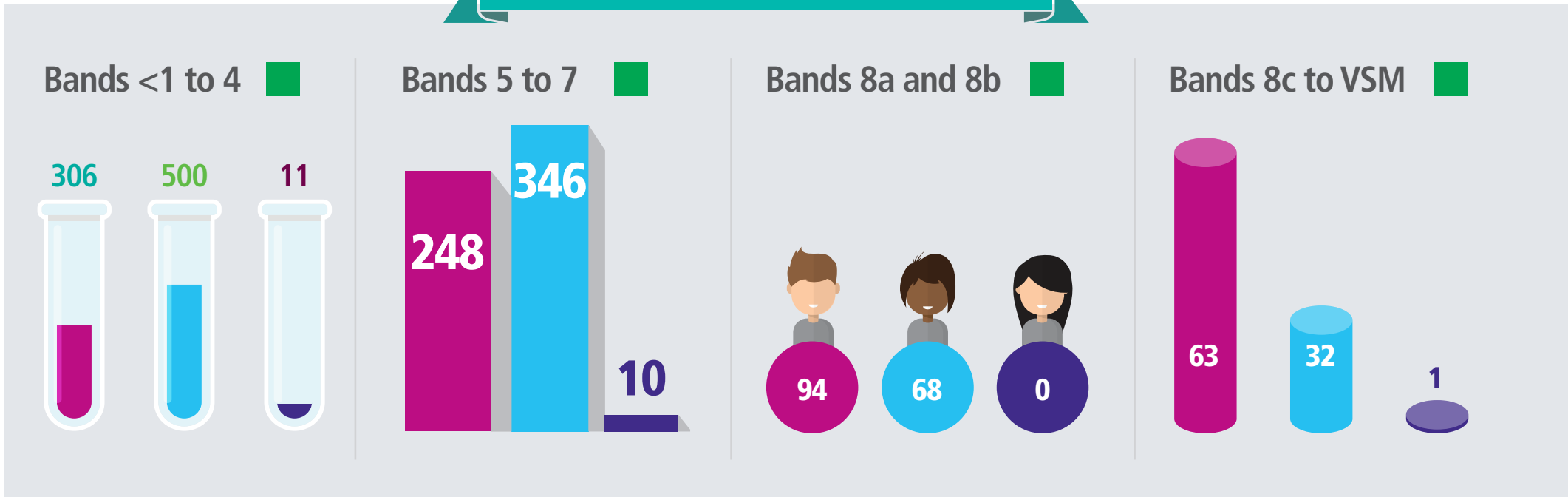


2024 NHS Workforce Race Equality Standard (WRES)

White BME Unknown

Non Clinical workforce

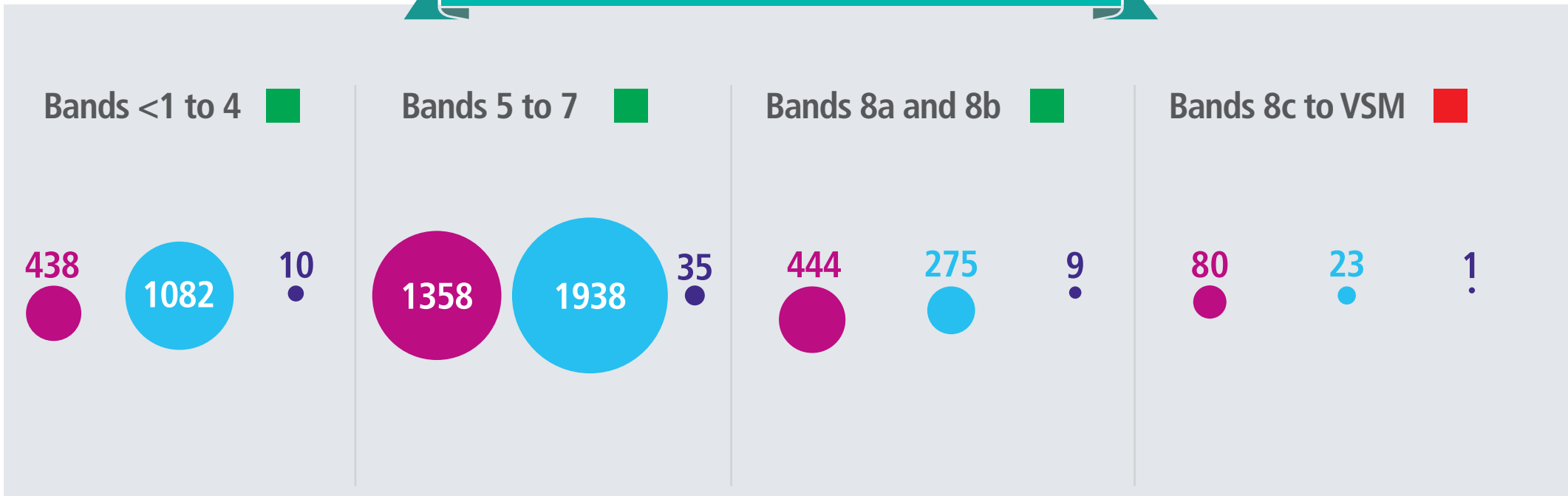
Direction of Travel
Improvement Deterioration Consistent



White BME Unknown

Clinical workforce of which Non Medical

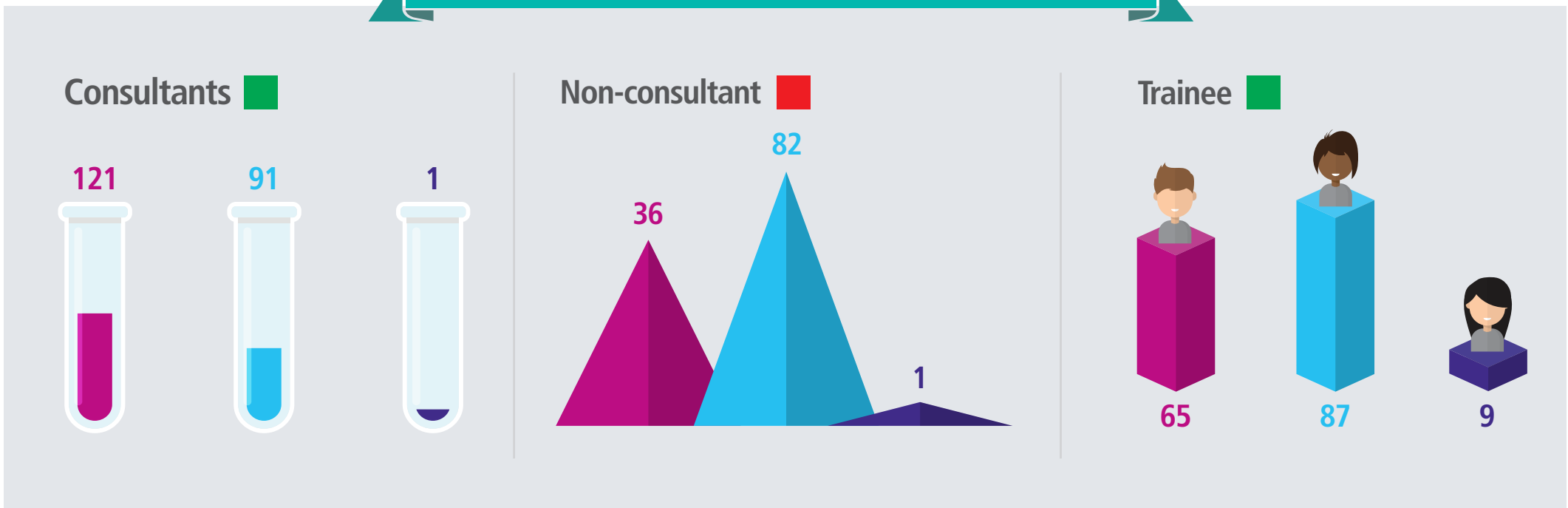
Direction of Travel
Improvement Deterioration Consistent



White BME Unknown

Clinical workforce of which Medical & Dental

Direction of Travel
Improvement Deterioration Consistent



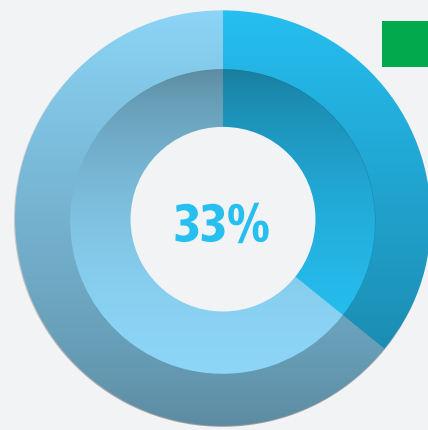
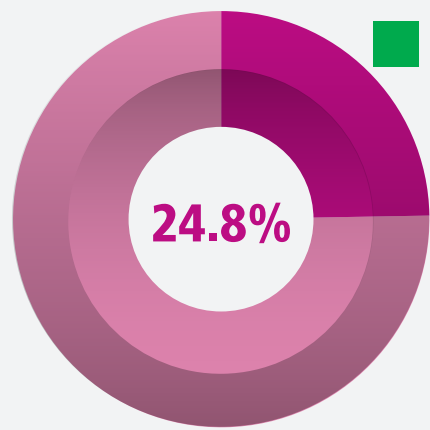


2024 NHS Workforce Race Equality Standard (WRES)

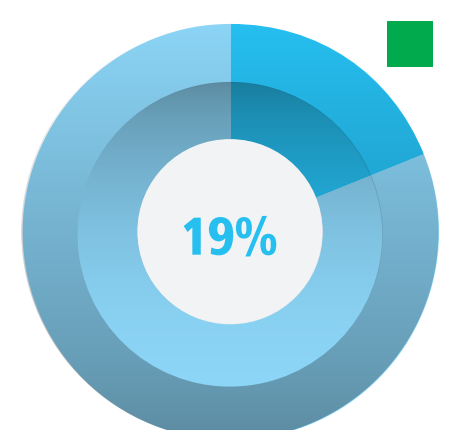
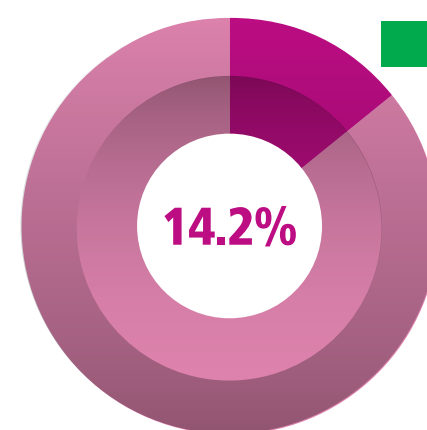
White BME Unknown

Direction of Travel
Improvement Deterioration Consistent

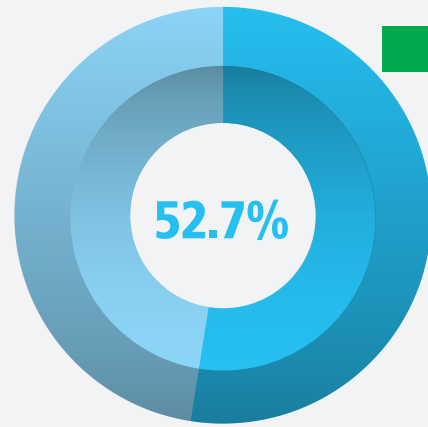
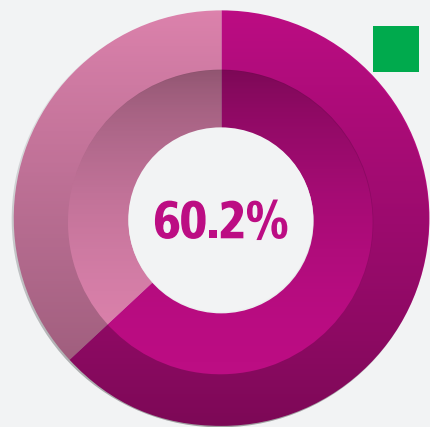
% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



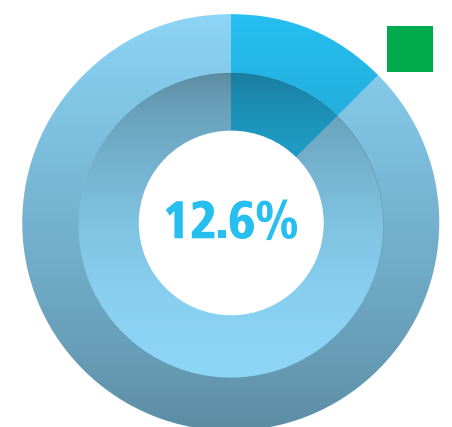
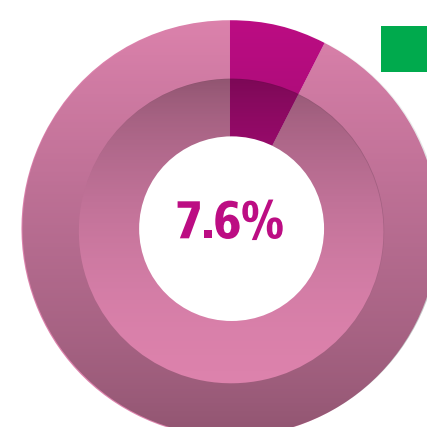
% of staff experiencing harassment, bullying or abuse from staff in last 12 months



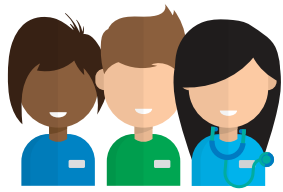
% staff believing that trust provides equal opportunities for career progression or promotion



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



**Data lifted from the 2023 Staff Survey*



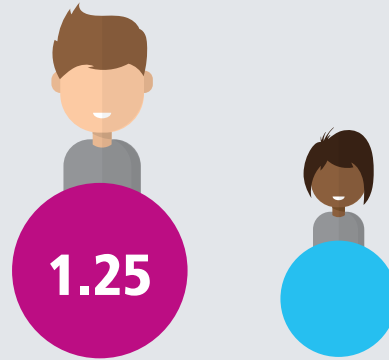
2024 NHS Workforce Race Equality Standard (WRES)

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

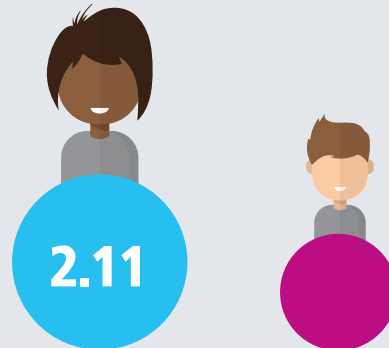
The gap in likelihood has narrowed from 2023 - 2024

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

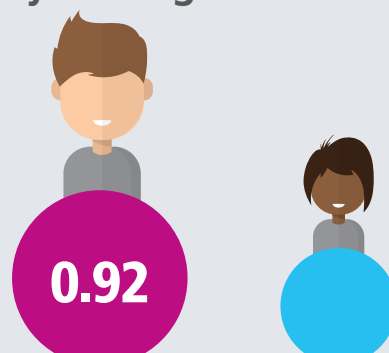
The gap in likelihood has narrowed from 2023 - 2024

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 been consistent from 2023 - 2024

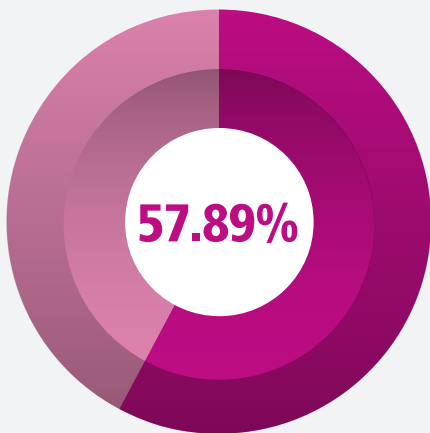


2024 NHS Workforce Race Equality Standard (WRES)

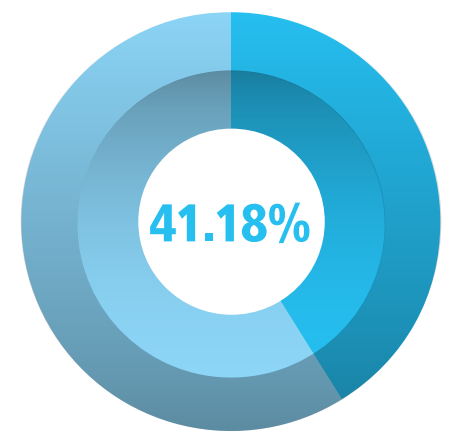
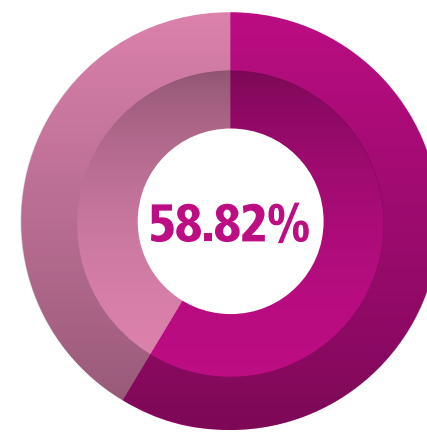
White BME Unknown

Board Representation

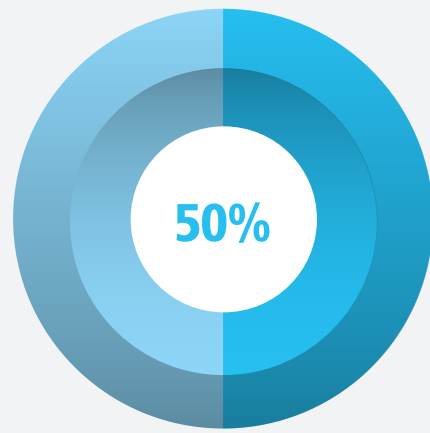
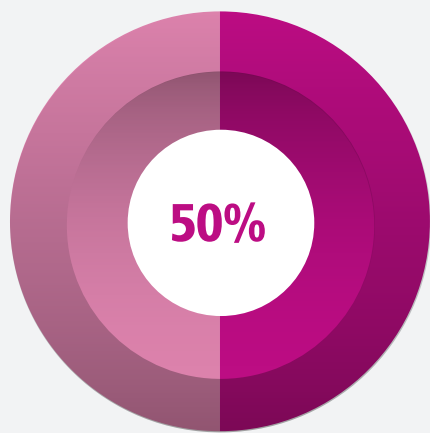
Total Board members - % by Ethnicity



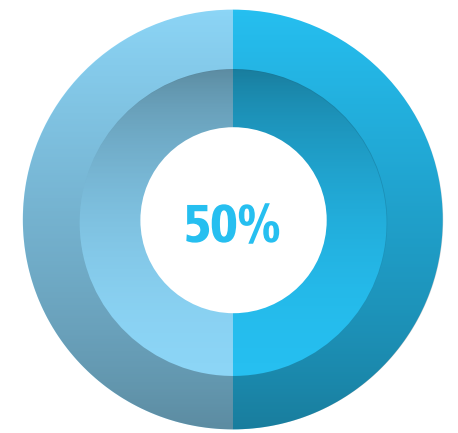
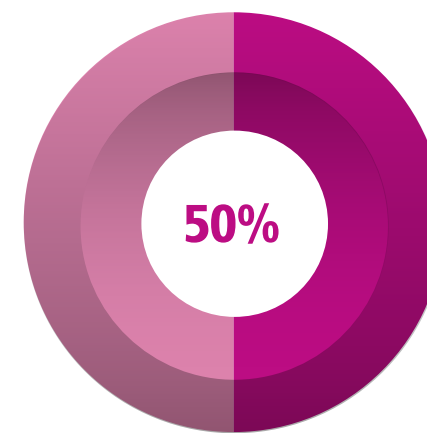
Voting Board members - % by Ethnicity



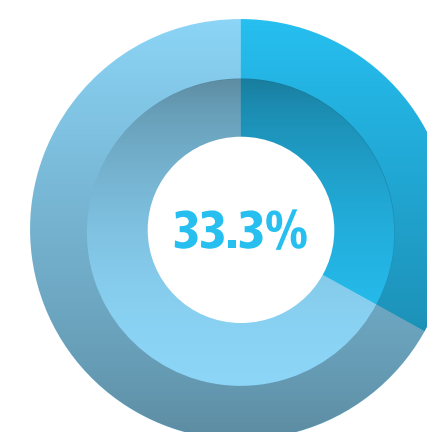
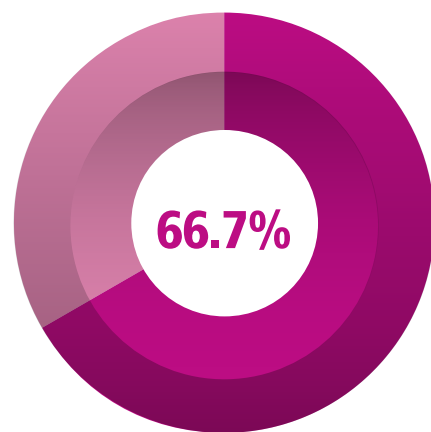
Non Voting Board members - % by Ethnicity



Executive Board members - % by Ethnicity



Non Executive Board members - % by Ethnicity



Summary of Key Findings:

- Every band (Clinical and Non-Clinical) has seen an increase in BME representation, except Medical and Dental Trainees. However, Medical and Dental Trainees are allocated to the Trust through external processes outside of the Trust's control and are not subject to ELFT's recruitment process.
- BME staff are overrepresented in clinical and non-clinical Band 1-4, clinical Band 5-7 and Medical and Dental Non-Consultants.
- Relative likelihood of BME staff entering the formal disciplinary process has decreased from 2.9 to 2.11. This is still significantly greater than white staff and remains more than double the national average (1.03 in 2023).
- In the previous year, all of these metrics indicated deterioration. In 2024, they have almost all shown improvement, most markedly in Metric 7 (Career Progression) which saw the 2023 equity gap (15.1%) halve in 2024 at 7.5%.
- 2024 saw an overall decrease in BME Board Representation in every category except Non-Voting Executives (which stayed the same).