

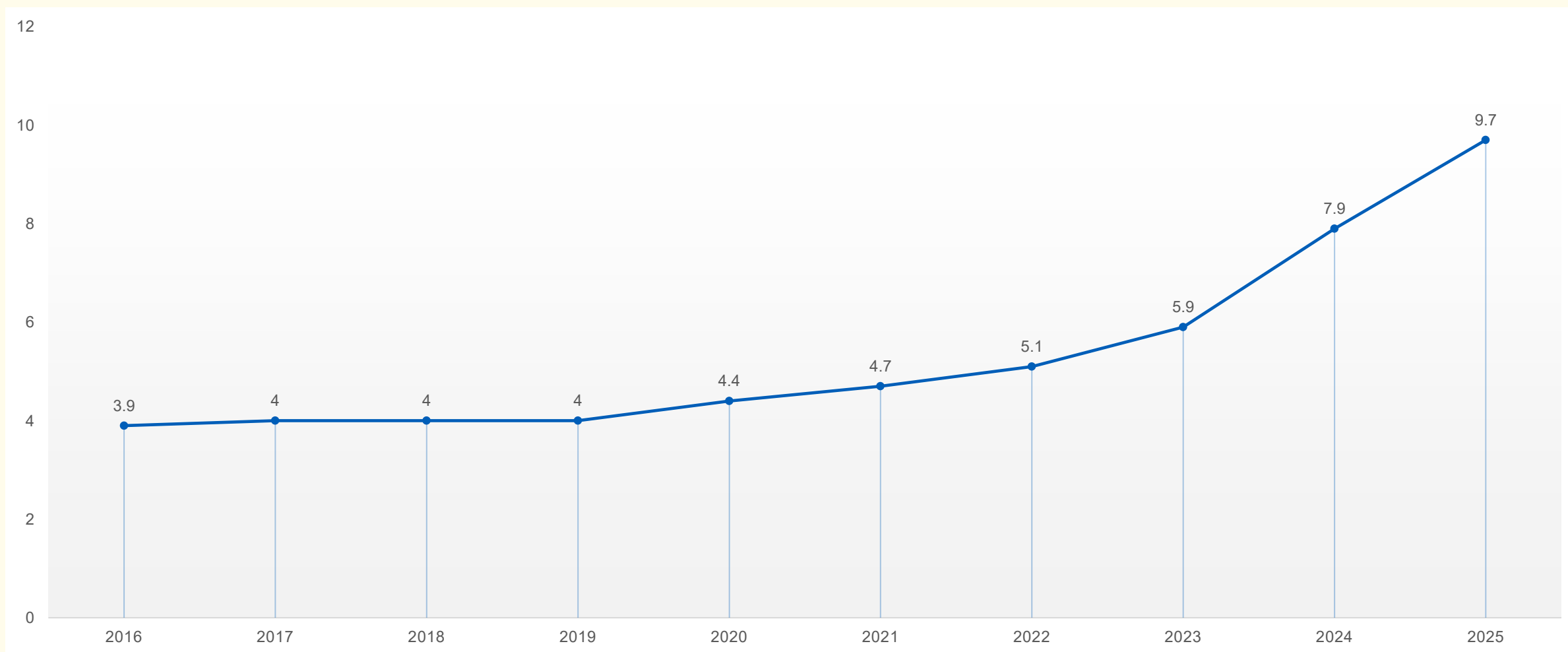
Workforce Race Equality Standard (WRES) 2025

WRES

- **Mandated as part of the NHS standard contract**
- **9 indicators**
- **Been collecting data since 2015**
- **Submit data into a national system**
- **Develop and publish annual action plans**
- **Governance – EDG, PCDC, JCC & Board**
- **9.7% of the workforce identify as BAME (814)**
- **Census data – Local population identify as BAME 5.2%**
- **Consultation event held with staff networks**

Indicator 1 – Workforce ethnicity

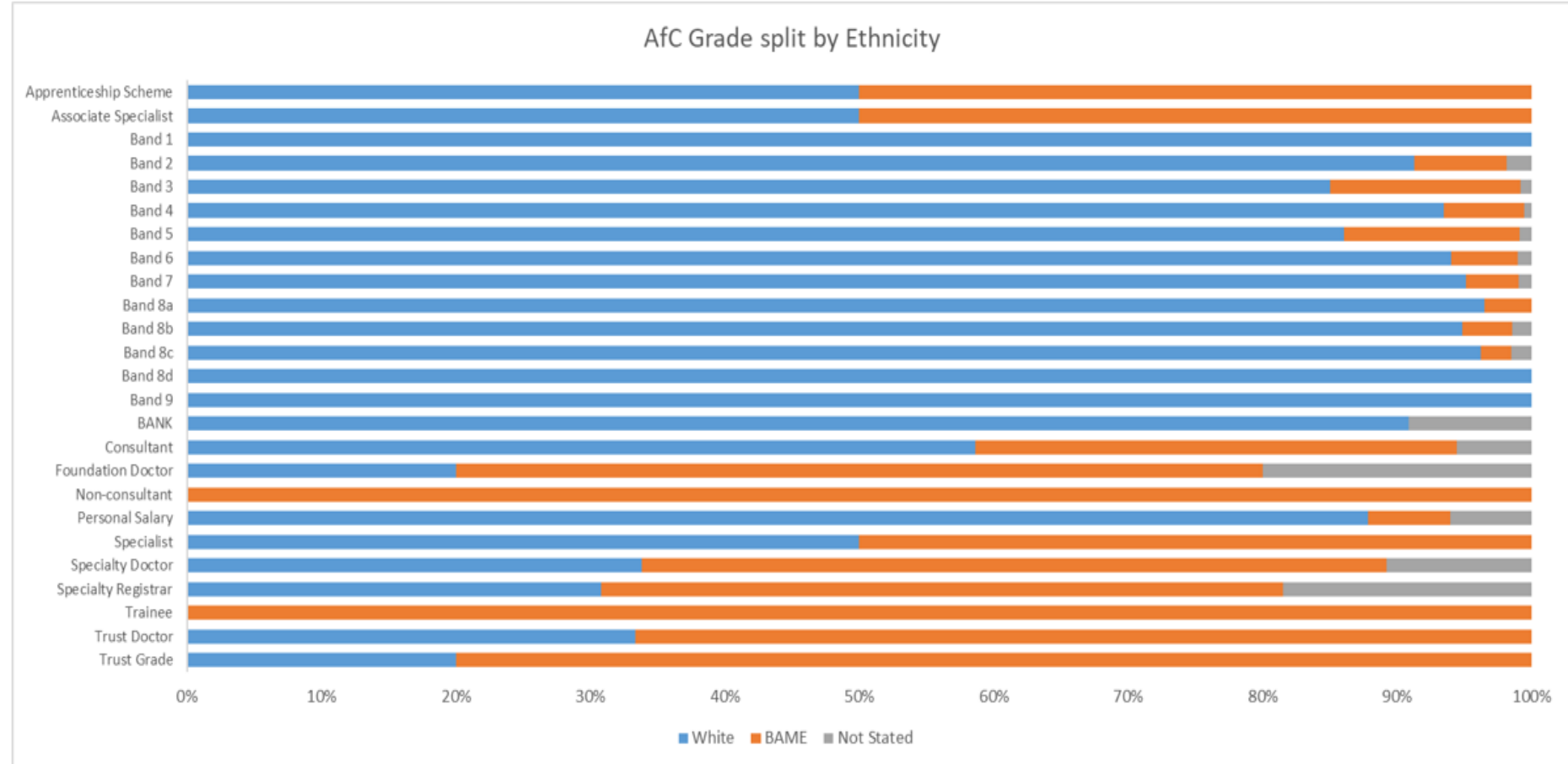
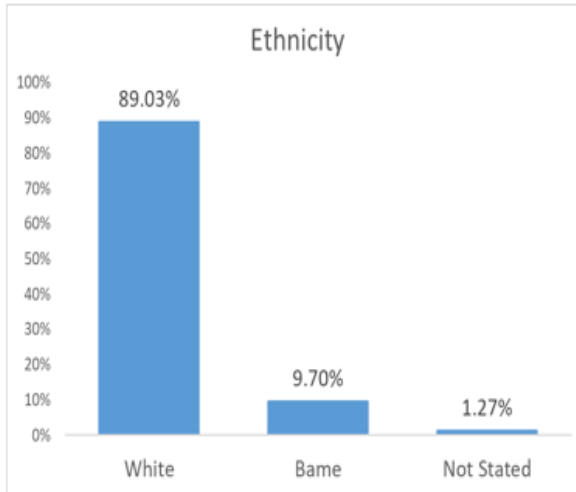
% of workforce who are BAME



Indicator 1 – Workforce ethnicity

Indicator		Data Item			WHITE		BME		ETHNICITY UNKNOWN/ NULL	
					Figure	%	Figure	%	Figure	%
1	Percentage of staff in each of the AfC bands 1–9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce	1a) Non Clinical workforce	1	Under Band 1	0	0%	0	0%	0	0%
			2	Band 1	12	100%	0	0%	0	0%
			3	Band 2	435	91%	33	7%	9	2%
			4	Band 3	532	93%	36	6%	2	0%
			5	Band 4	349	94%	19	5%	2	1%
			6	Band 5	172	91%	15	8%	1	1%
			7	Band 6	125	94%	7	5%	1	1%
			8	Band 7	122	92%	11	8%	0	0%
			9	Band 8a	56	98%	1	2%	0	0%
			10	Band 8b	47	98%	0	0%	1	2%
			11	Band 8c	17	94%	1	6%	0	0%
			12	Band 8d	12	100%	0	0%	0	0%
			13	Band 9	2	100%	0	0%	0	0%
			14	VSM	28	85%	3	9%	2	6%
		1b) Clinical workforce of which Non Medical	15	Under Band 1	7	64%	2	18%	2	18%
			16	Band 1	0	0%	0	0%	0	0%
			17	Band 2	11	100%	0	0%	0	0%
			18	Band 3	1144	82%	238	17%	15	1%
			19	Band 4	332	92%	25	7%	2	1%
			20	Band 5	828	85%	134	14%	9	1%
			21	Band 6	1682	94%	88	5%	20	1%
			22	Band 7	957	96%	32	3%	11	1%
			23	Band 8a	252	95%	13	5%	0	0%
			24	Band 8b	89	94%	5	5%	1	1%
			25	Band 8c	110	96%	2	2%	2	2%
			26	Band 8d	14	100%	0	0%	0	0%
			27	Band 9	7	100%	0	0%	0	0%
			28	VSM	0	0%	0	0%	0	0%
		OR which Medical & Dental	29	Consultants	95	58%	61	37%	9	5%
			30	of which Senior medical manager	0	0%	0	0%	0	0%
			31	Non-consultant career grade	53	32%	88	54%	23	14%
			32	Trainee grades	0	0%	0	0%	0	0%
			33	Other	0	0%	0	0%	0	0%
					7490	89%	814	10%	112	1%

Indicator 1 – Workforce ethnicity

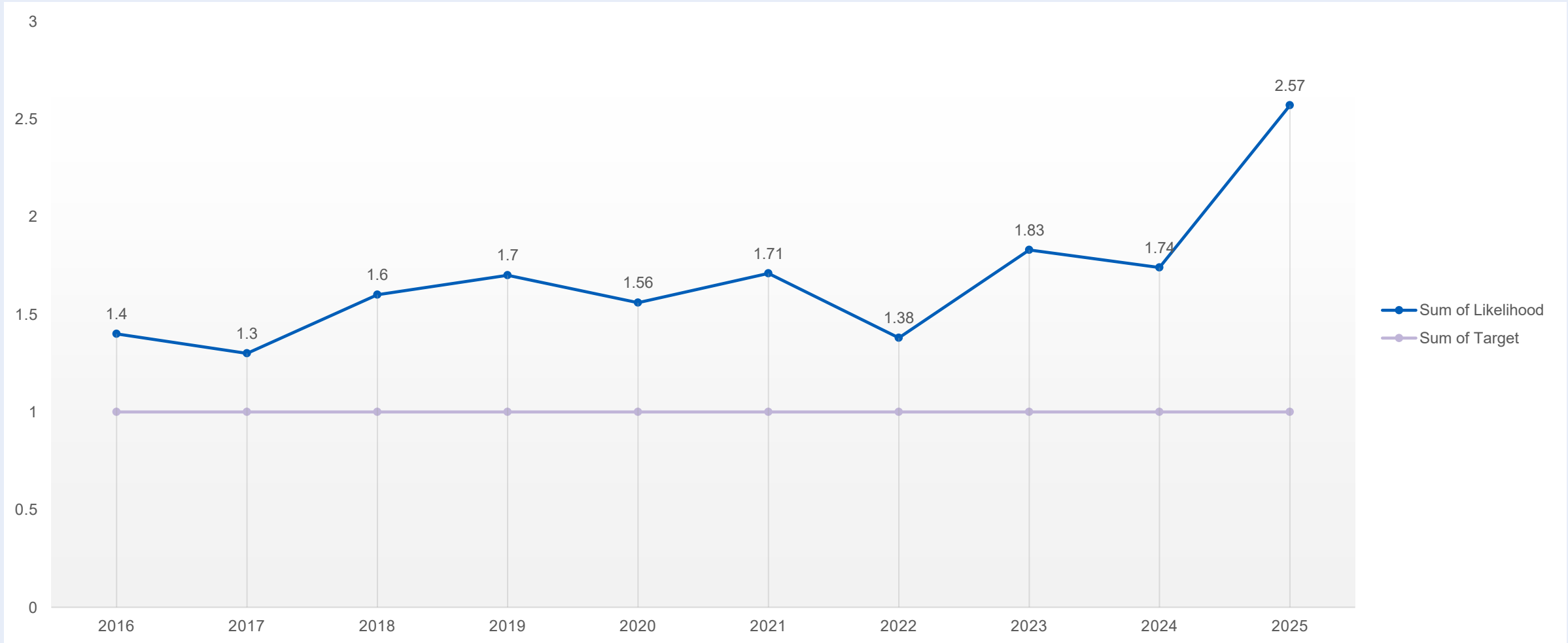


Indicator 1 – Workforce Model Employer

	Proportion of BAME workforce (as 31 st March 2018)	Proportion of BAME workforce (as 31 st March 2019)	Proportion of BAME workforce (as 30 th November 2020)	Proportion of BAME workforce (as 31 st March 2021)	Proportion of BAME workforce (as 31 st March 2022)	Proportion of BAME workforce (as 31 st March 2023)	Proportion of BAME workforce (as 31 st March 2024)	Proportion of BAME workforce (as 31 st March 2025)	Trajectory for 2025	Additional recruitment over next 3 years	Total BAME staff by 2028 to reach equity
Band 8a	6	9	9	9	14	13	11	14	9	0	10
Band 8b	0	2	2	2	2	5	7	5	3	0	4
Band 8c	1	1	2	1	1	1	3	3	3	1	4
Band 8d	0	0	0	1	1	0	0	0	1	1	1
Band 9	0	0	0	0	0	0	0	0	0	0	0
VSM	0	0	1	1	0	1	2	3	0	0	1

Indicator 2 – Recruitment

likelihood of a white applicant being appointed from shortlisting compared to a BAME applicant



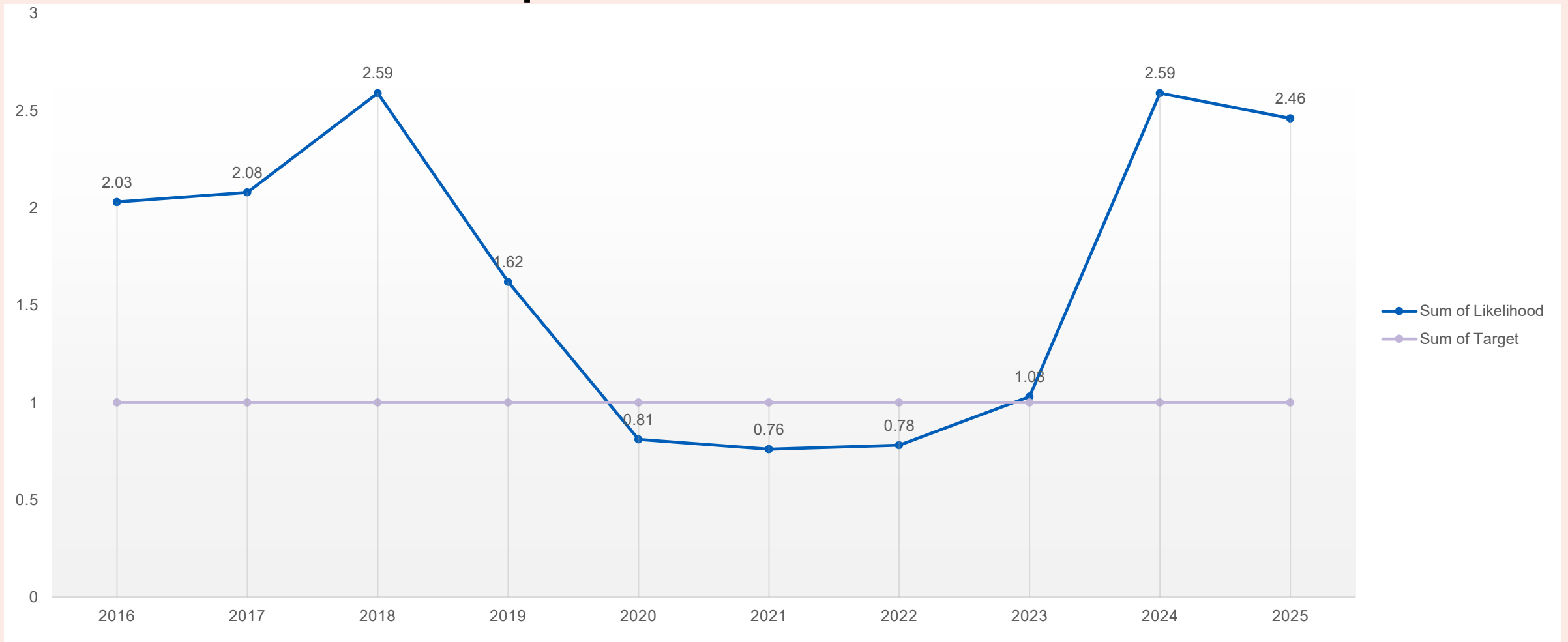
3643 BAME applicants shortlisted; 383 BAME applicants offered posts (in 2024 – 1400, 249)

5082 White applicants shortlisted; 1370 White applicants offered posts (in 2024 3823, 1185)

The purple line indicates a likelihood of 1 which would mean there is no difference in the likelihood.

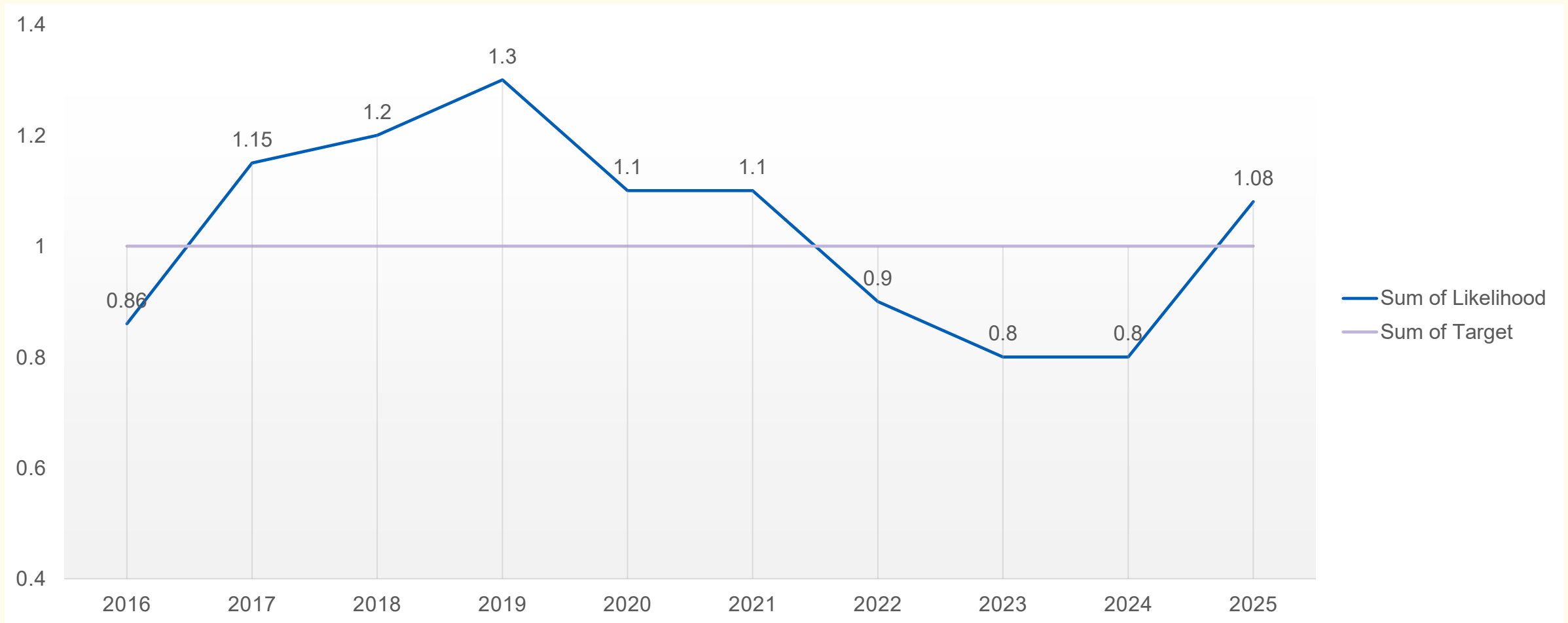
Indicator 3 – Disciplinary

Likelihood of BAME staff entering disciplinary processes compared to white staff



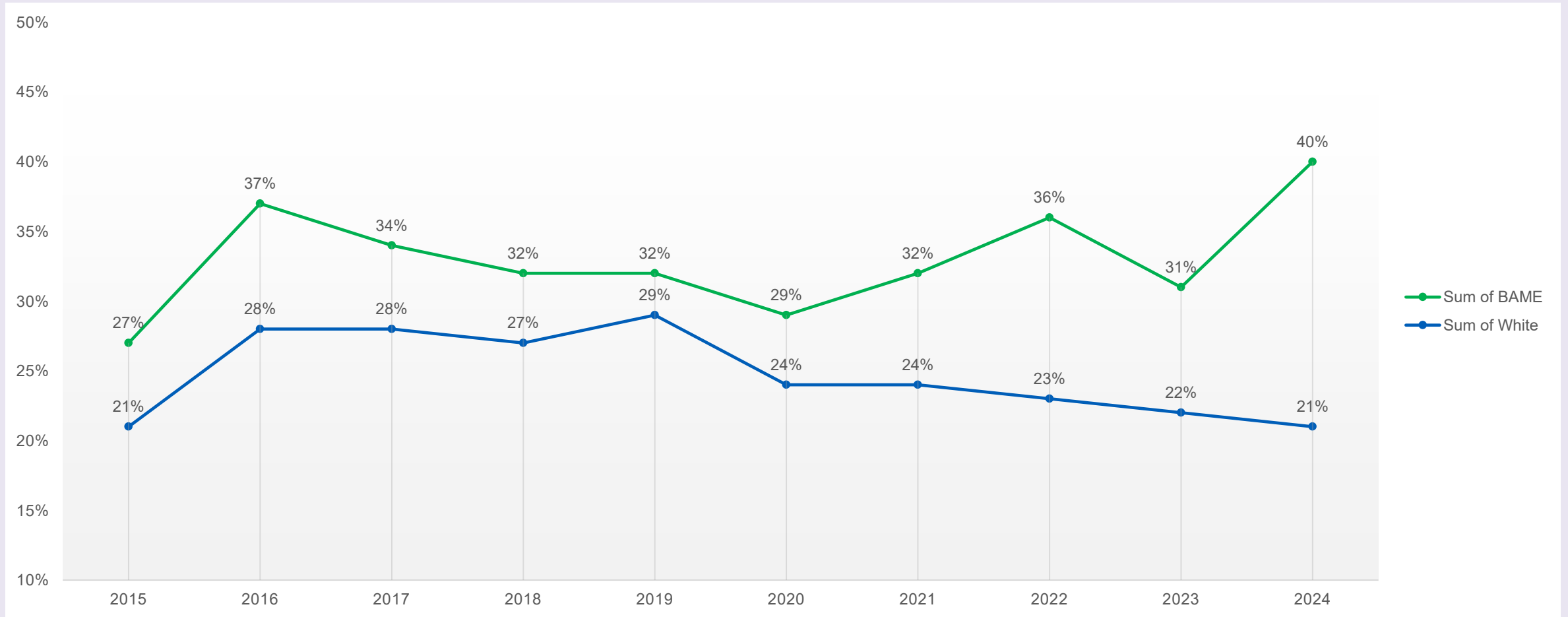
The purple line indicates a likelihood of 1 which would mean there is no difference in the likelihood.

Indicator 4 – Likelihood of white staff reporting they have access to non-mandatory training/CPD compared to BAME staff



The purple line indicates a likelihood of 1 which would mean there is no difference in the likelihood.

Indicator 5 - % of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

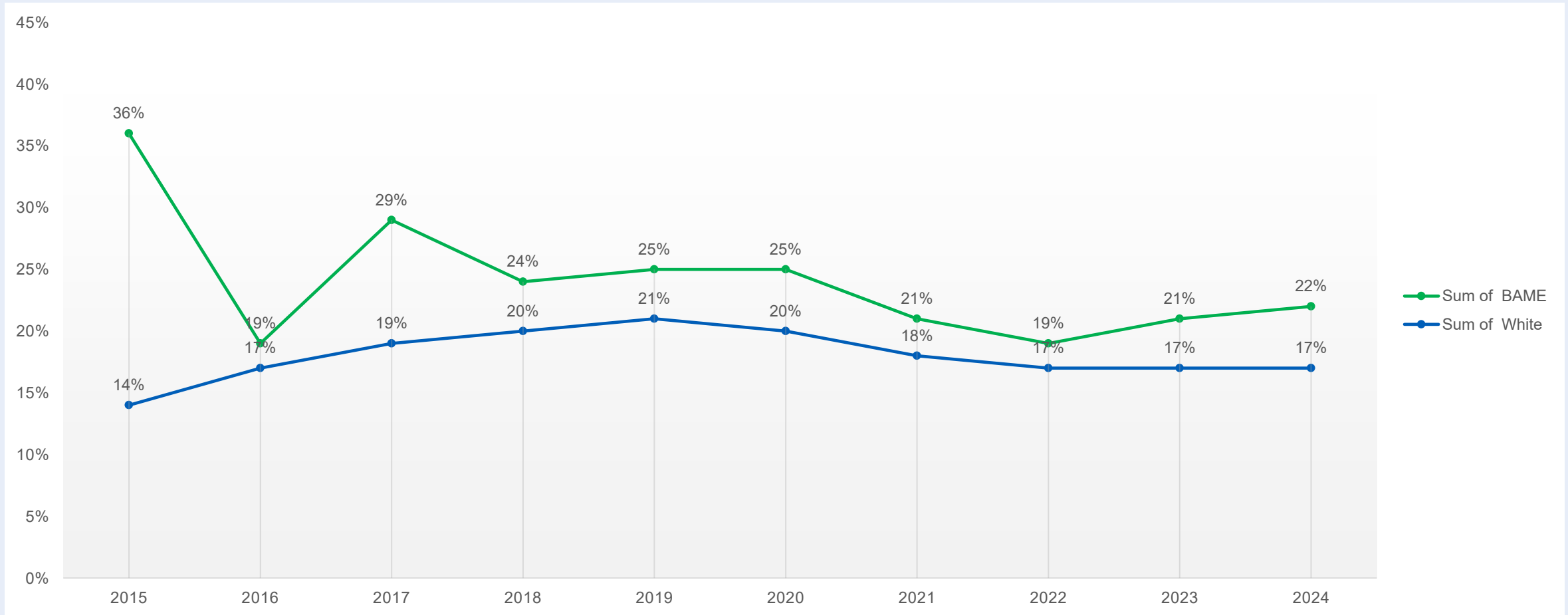


Staff Survey response rates: BAME 278, White 3206

Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =

White staff 21%, BAME staff 32%

Indicator 6 - % of staff experiencing harassment, bullying or abuse from staff in the last 12 months

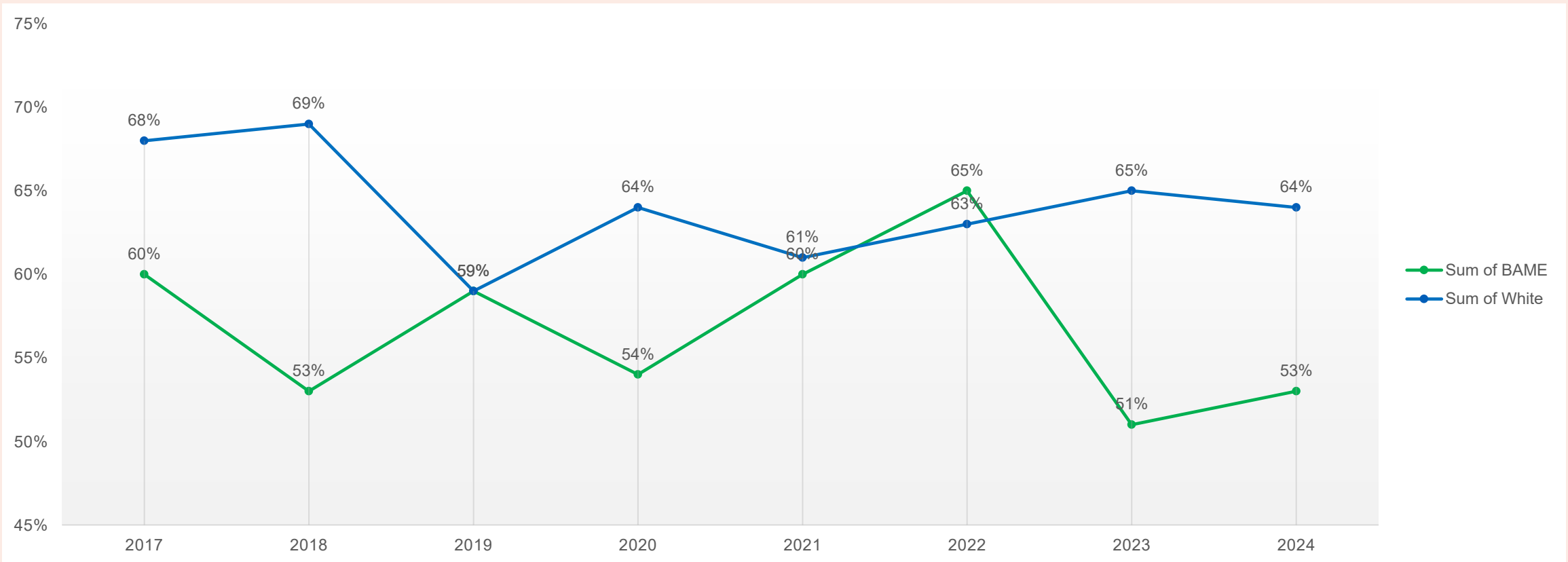


Staff Survey response rates: BAME 277, White 3210

Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =

White staff 16%, BAME staff 21%

Indicator 7 - % of staff the believe the Trust acts fairly with regards to career progression and promotion

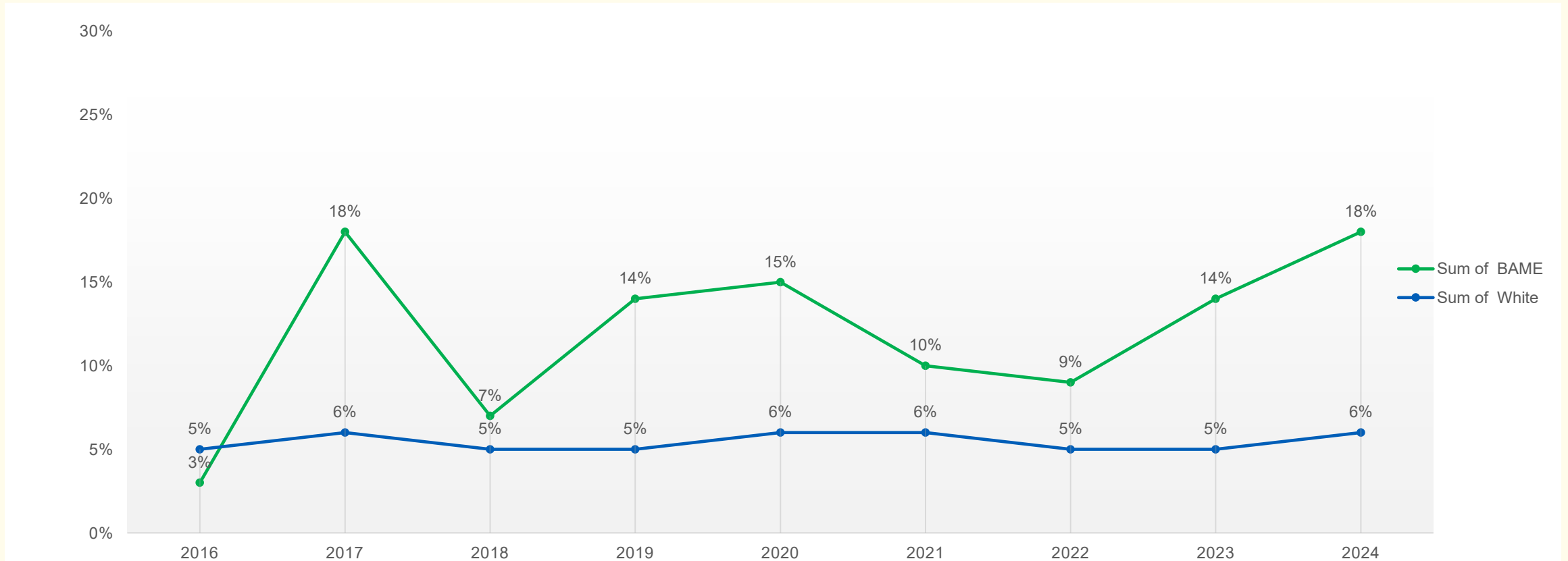


Staff Survey response rates: BAME 278, White 3197

Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =

White staff 61%, BAME staff 51%

Indicator 8 - % have personally experienced discrimination at work from manager/team leader or other colleagues In the last 12 months



Staff Survey response rates: BAME 276, White 3173

Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =

White staff 6%, BAME staff 13%

Indicator 9 - Board ethnicity diversity

5% Board are BAME

Percentage difference between organisations boards membership and its overall workforce is

-4.3%

Percentage difference between organisations boards voting membership and its overall workforce is

-2%

Percentage difference between organisations board executive membership and its overall workforce is

-0.6%