Appendix A: Breakdown and Results of WRES Metrics

Key	
Symbol	**Meaning**
▲	An Improvement from WRES 2020 Data
▼	A Decline from WRES 2020 Data
-	No Change from WRES 2020 Data

Metric 1: Black and Minority Ethnicity (BAME) Staff Breakdown by Banding
(% rounded to 2dp)

1a) Non-Clinical Workforce					
	2020	**2020 %**	**2021**	**2021 %**	**BAME Staff**
Band 1	3	0.05%	Band 1 Removed from Grading System		
Band 2	72	1.11%	98	1.05%	▲
Band 3	56	0.87%	119	1.27%	▲
Band 4	30	0.46%	36	0.38%	▲
Band 5	15	0.23%	12	0.13%	▼
Band 6	11	0.17%	15	0.16%	▲
Band 7	5	0.08%	8	0.09%	▲
Band 8a	5	0.08%	8	0.09%	▲
Band 8b	4	0.06%	5	0.05%	▲
Band 8c	2	0.03%	3	0.03%	▲
Band 8d	1	0.02%	1	0.01%	-
Band 9	0	-	0	-	-
VSM	0	-	2	0.02%	▲

1b) Clinical Workforce (of which non-medical)					
	2020	**2020 %**	**2021**	**2021%**	**BAME Staff**
Band 1	0	-	0		
Band 2	416	6.43%	611	6.53%	▲
Band 3	242	3.74%	335	3.58%	▲
Band 4	28	0.43%	133	1.42%	▲
Band 5	263	4.07%	324	3.46%	▲
Band 6	234	3.62%	286	3.06%	▲
Band 7	97	1.50%	115	1.23%	▲
Band 8a	32	0.49%	33	0.35%	▲
Band 8b	14	0.22%	19	0.20%	▲
Band 8c	1	0.02%	5	0.05%	▲
Band 8d	0	-	0	-	-
Band 9	0	-	0	-	-
VSM	1	0.02%	1	0.01%	-
Clinical Workforce (of which Medical and Dental)					
Consultants	64	0.99%	63	0.67%	▼
Of which, Senior Medical Manager	0	-	1	0.01%	▲
Non Consultant, Career Grade	35	0.54%	33	0.35%	▼
Trainee Grades	50	0.77%	48	0.51%	▼
Other	0	-	1	0.01%	▲

Ind No	Type	Description	EPUT 2020 score	EPUT 2021 Score	EPUT Direction 2021	National 2020 Report	EPUT Comp to National
1	Workforce Data	Percentage of staff in each of the National NHS Pay bands (1-9 and VSM including Executive Board members) compared with the percentage of staff in the overall workforce. *Higher = Better*	26%	24.7%	▼	21%	Higher
2		Relative Likelihood of BAME staff being appointed from shortlisting compared to White staff across all posts *Lower = Better*	0.91	1.59	▲	1.61	Lower
3		Relative Likelihood of BAME staff entering formal disciplinary process compared to White staff. *Lower = Better*	2.73	3.40	▲	1.16	Higher
4		Relative Likelihood of BAME staff accessing non-mandatory training and CPD compared to White staff *Lower = Better*	2.10	1.64	▼	1.14	Higher
5	Staff Survey Results 2020	Percentage of BAME staff experiencing harassment, bullying or abuse from patients relatives and public in last 12 months, in comparison to White staff. *Lower = Better*	39%	33%	▼	30%	Higher
6		Percentage of BAME staff experiencing harassment, bullying or abuse from staff in last 12 months, in comparison to White staff. *Lower = Better*	25%	27%	▲	28%	Lower
7		Percentage of BAME staff believing the Trust provides equal opportunities for career progression & promotion, in comparison to White staff. *Higher = Better*	74%	67%	▼	71%	Lower
8		In last 12 months have you personally experienced discrimination at work from Manager or Team? (In comparison to White staff) *Lower = Better*	13%	18%	▲	15%	Higher
9	Board Membership	Difference between BAME Board membership & overall workforce *Lower = Better*	19.3%	0.3%	▼	7%	Lower

METRIC 9 - PERCENTAGE DIFFERENCE BETWEEN THE ORGANISATION'S BOARD MEMBERSHIP AND ITS OVERALL WORKFORCE (Lower Figure / closer to zero is better)

Executive Membership includes members that sit on the BOD e.g. Executive Medical Director or Executive Finance Director. EPUT's BAME staff account for 24.7% of the overall workforce and this current WRES report shows one member (14.3%) of the Executive Board as being from a BAME background.

Board membership includes all voting members of the board irrespective of whether they are executive or non-executive. EPUT's BAME staff account for 24.7% of the overall workforce and this this current WRES report shows four members (25%) of the Board as being from a BAME background. **The difference between these two scores is 0.3%**