

**Appendix C: BAME Staff Appointment Trajectory Chart and Ambition Modelling**

	Fig 1. Trajectory of Black, Asian and Minority Ethnicity Staff being appointed into Band 8a+ Roles									2028	
	2019			2020			2021			Ambition	Appt's required
	Ambition	Actual	Diff.	Ambition	Needed	Diff.	Ambition	Actual	Diff.		
<b>Band 8a</b>	36	29	-7	37	37	0	39	41	+2	51	+ 10
<b>Band 8b</b>	16	13	-3	16	18	+2	17	24	+7	21	0
<b>Band 8c</b>	6	5	-1	7	3	-4	7	8	+1	13	+ 5
<b>Band 8d</b>	2	2	0	2	1	-1	3	1	-2	4	+ 3
<b>Band 9</b>	0	0	0	0	0	0	0	0	0	1	0
<b>VSM</b>	1	1	0	1	1	0	1	3	+2	3	0

**How do we calculate our WRES Ambition Modelling goals?**

These Model Employer figures are based on the 2019 Trajectory Goals (attached at bottom of appendix) set by NHS Improvement. Our ambition goals are based on the 10 Year Plan proposed by NHS England to ensure that these bandings have equitable representation by 2028.

**How are we performing?**

The above table shows how far away we are from achieving the overall 2028 goals in the next 6 years and the figures are optimistic provided the Trust continues its programme of increasing the proportion of ethnic minority staff in the workforce overall and then uses strong career progression and recruitment processes to achieve representation at senior level.

