

EPUT 2021 Workforce Race Equality Standard (WRES) Progress

As we work to improve the experiences of staff from Black, Asian and Minority Ethnicity Staff in EPUT as well as eliminating discrimination, our current WRES report (2020 - 2021) shows us the following:

The total number of Black, Asian and Minority Ethnicity staff in the workforce has **decreased** to 24.7%, compared to 26% in 2020.

EPUT are still **4.7% higher** than the NHS average.



In comparison to their White counterparts, our figures show that Black, Asian and Minority Ethnicity counterparts staff are **less likely** to be appointed from shortlisting across all posts.

EPUT is **performing better** than the NHS average



In comparison to their White counterparts the relative likelihood of Black, Asian and Minority Ethnicity staff entering formal disciplinary processes, compared with White staff has **increased** since 2019 to 2020 and continues to increase.



In comparison to last year, Black, Asian and Minority Ethnicity staff are **more likely** to access non-mandatory training.



In comparison to their White counterparts, **fewer** Black, Asian and Minority Ethnicity staff members are reporting experiences of bullying, harassment or abuse from Patients, their relatives and the public.



-6% improvement on our NHS Staff Survey Scores

In comparison to their White counterparts **more** Black, Asian and Minority Ethnicity staff are reporting experiences of bullying, harassment or abuse from staff **2% increase** on our Staff Survey scores. **1% lower** than the NHS average



In comparison to their White counterparts, **fewer** Black, Asian and Minority Ethnicity staff report that they believe the Trust provides equal opportunities for career progression and promotion.

7% decline on our NHS Staff Survey scores.



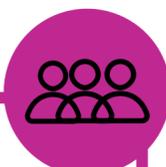
In comparison to their White counterparts **more** Black, Asian and Minority Ethnicity Staff have reported that they have experienced discrimination from their manager or team.

5% increase on our Staff Survey Scores



We have **significantly increased** the representation of Black, Asian and Minority Ethnicity Staff on the **Trust Board**

lowering the difference between the board and overall BAME workforce to 0.3% (from a 19.3% difference in 2020)



See what we are doing to improve these metrics on the intranet, go to: 'Working Here' > 'Equality & Inclusion' > 'WRES' or ask your manager.

