

WORKFORCE RACE EQUALITY STANDARD DATA 2024

Symbol	Key
▲ ▼	Improvement / Increase
▼ ▲	Decline / Decrease
-	No Change
	Data for Black, Asian and Minority Ethnicity (BME) staff experience at time of reporting.

Workforce Indicators (Data taken from ESR, ER and Recruitment teams, April 2023 – March 2024)		EPUT Progress			National 2023 WRES
		EPUT 2023	EPUT 2024	23 - 24 Diff.	
1	Percentage of staff in each of the AfC Bands 1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce. <i>(full breakdown in Appendix A)</i> <i>Higher % = Improvement</i>	26.4%	29.2%	▲ 2.8%	26.4%
2	Relative likelihood of White staff being appointed from shortlisting compared to BME staff <i>Higher = Worse, "1" being equal likelihood. Figure below 1 means that BME Staff are more likely than White Staff.</i>	0.71	1.24	▲ 0.53	1.59
3	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff. <i>Lower Ratio = Better, with "1" being equal likelihood.</i>	1.86	3.47	▲ 1.61	1.03
4	Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff <i>Lower Ratio = Better, with "1" being equal likelihood. Figure below 1 means that White Staff are less likely than BME Staff.</i>	1.39	1.07	▼ 0.32	1.12

Staff Survey Indicators (data taken from Staff Survey 2023)		EPUT Progress			National Average 2023
		EPUT 2022	EPUT 2023	22 / 23 Diff.	
5	Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months. <i>Lower % = Improvement</i>	White: 27.8%	White 22.5%	▼ 5.3%	White 26.9%
		BME: 33.0%	BME: 34.0%	▲ 1%	BME: 30.5%
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months. <i>Lower % = Improvement</i>	White 21.6%	White 20.3%	▼ 1.3%	White 21.7%
		BME: 26.0%	BME: 21.8%	▼ 4.2%	BME: 27.5%
7	Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion. <i>Higher % = Improvement</i>	White: 61.6%	White: 63.7%	▲ 2.1%	White 59.4%
		BME: 52.7%	BME: 53.3%	▲ 0.6%	BME: 46.7%
8	Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months. <i>Lower % = Improvement</i>	White: 6.7%	White: 6.6%	▼ 0.1%	White 22.5%
		BME: 14.8%	BME: 13.6%	▼ 1.2%	BME: 16.4%

Workforce Indicators (Data taken from April 2023 – March 2024)		EPUT Progress		
		EPUT 2023	EPUT 2024	Difference Gap
9i	Percentage difference between the organisations' Board voting membership and its overall workforce <i>A score of 0 = equality of representation between membership and workforce Minus numbers caused by larger percentage in overall workforce</i>	White (66.7% / 70.6%) -3.9%	White (60% / 68.7%) -8.7%	Larger
		BME (26.7% / 26.4%) 0.3%	BME (33.3% / 29.2%) 4.1%	Larger
9ii	Percentage difference between the organisations' Board Executive membership and its overall workforce <i>A score of 0 = equality of representation between membership and workforce. Minus numbers caused by larger percentage in overall workforce</i>	White (88.9% / 70.6%) 18.3%	White (80% / 68.7%) 11.3%	Smaller
		BME (11.1% / 26.4%) -15.3%	BME (20% / 29.2%) -9.2	Smaller

Summary of Key Figures Taken from WRES DCF	WRES 2023	WRES 2024
Number of white staff in overall workforce	4489	4712
Number of BME staff in overall workforce	1677	2004
Number of staff (ethnicity unknown on ESR)	190	139
Total substantive (permanent) workforce	6356	6855
Number of shortlisted applicants (White)	2603	2921
Number appointed (White)	693	657
Percentage of successful appointments (White)	26.6%	22.5%
Number of shortlisted applicants (BME)	1994	2379
Number appointed (BME)	744	430
Percentage of successful appointments (BME)	37%	18.1%
Number of shortlisted staff (ethnicity unknown on ESR)	186	158
Number appointed (ethnicity unknown in ESR)	116	25
Percentage of successful appointments (ethnicity unknown on ESR)	62%	15.3%
Number of white staff entering formal disciplinary process	19	23
Number of BME staff entering formal disciplinary process	13	34
Number of staff (ethnicity unknown on ESR) entering formal disciplinary process	1	0
Number of white staff accessing non-mandatory training and CPD	543	1023
Number of BME staff accessing non-mandatory training and CPD	146	406
Number of staff (ethnicity unknown on ESR) accessing non-mandatory training and CPD	27	71
White Board Members	12	12
White Executive Board Members	8	8
BME Board Members	4	5
BME Executive Board Members	1	2
(Ethnicity unknown on ESR) Board Members	1	1
(Ethnicity unknown on ESR) Executive Board Members	0	0

Non-Clinical workforce				
NHS Banding (AfC)	2023		2024	
	White	BME	White	BME
Band 1	Band 1 Removed from Grading System (No Staff in Band 1 or Below)			
Band 2	265	56	261	61
Band 3	485	52	522	56
Band 4	346	35	364	43
Band 5	156	15	157	15
Band 6	107	14	105	20
Band 7	72	11	86	15
Band 8a	41	7	44	8
Band 8b	23	5	20	6
Band 8c	14	3	21	5
Band 8d	11	2	11	3
Band 9	5	0	6	0
VSM	24	3	22	2

Clinical Workforce (non-medical)				
NHS Banding (AfC)	2023		2024	
	White	BME	White	BME
Band 1	Band 1 Removed from Grading System (No Staff in Band 1 or Below)			
Band 2	18	3	10	3
Band 3	581	319	582	394
Band 4	378	129	420	86
Band 5	309	298	308	421
Band 6	752	302	784	367
Band 7	526	152	574	178
Band 8a	185	46	202	58
Band 8b	85	25	94	27
Band 8c	28	4	28	3
Band 8d	14	5	14	7
Band 9	2	0	3	0
VSM	2	1	2	1
Clinical Workforce (Medical and Dental)				
Consultants	28	66	29	79
<i>Of which, Senior Medical Manager</i>	0	1	0	1
Non Consultant, Career Grade	12	46	12	56
Trainee Grades	31	74	31	90
Other	7	8	0	0