

WRES data*Data for 2019/20 as at 31st March 2020*

		2019/20
<u>Total numbers of staff</u>		
Employed within this organisation at the date of the report		1292
Proportion of BME staff employed within this organisation at the date of the report		13.93%
<u>Self reporting</u>		
The proportion of staff who have self reported their ethnicity		96.90%
<u>Workforce Race Equality Indicators</u>		
1	Percentage of staff in each of the AfC Bands 1-9 and VSM compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff	% of BME staff in AfC bands 8-9 & VSM: 17.4%
2	Relative likelihood of staff being appointed from shortlisting across all posts	The relative likelihood of white staff being appointed from shortlisting compared to BME staff is 1.27 (a figure above one means white candidates are more likely to be appointed from shortlisting)
3	Relative likelihood of staff entering the formal disciplinary process , as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year	The relative likelihood of BME staff entering the formal disciplinary process compared to White staff is 2.75 (a figure more than one means BME staff are more likely to enter a formal disciplinary process)
4	Relative likelihood of staff accessing non-mandatory training & CPD	The relative likelihood of white staff accessing trng compared to BME staff is 0.33 (a figure less than one means white staff are less likely to access trng than BME staff)
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	White: 42.8 BME: 30.3
6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	White: 18.9 BME: 15.2
7	Percentage of staff believing that Trust provides equal opportunities for career progression or promotion	White: 74.1 BME: 65.0
8	In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues	White: 10.3 BME: 9.1
9	Percentage difference between (i) the organisations' Board voting membership and its overall workforce (ii) the organisations' Board executive membership and its overall workforce	(i) BME: 0% -13.93% (ii) BME: 0% -13.93%