

Workforce Race Equality Standard (WRES)

The WRES data is taken from ESR (April 2018 to March 2019) and the NHS National Staff Survey (2018).

	2019	2018
The number of BME staff reduces as pay banding increases – more so in non-clinical bands		
Relative likelihood of white staff being appointed from shortlisting compared to BME staff	1.20	1.31
Relative likelihood of BME staff entering the formal disciplinary process compared to white staff	1.04	0.93
Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff	1.58	1.06
	BME	White
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	27%	31%
Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	26%	27%
Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	78%	97%
Percentage of staff personally experienced discrimination at work from manager/team leader or other colleague	13%	7%