

## Workforce Race Equality Standard (WRES) Results 2020

The WRES data is taken from ESR (April 2019 to March 2020) and the NHS National Staff Survey (2019).

	2020	2019
The number of BME staff reduces as pay banding increases. This is true for both clinical and non-clinical roles.		
Relative likelihood of white staff being appointed from shortlisting compared to BME staff.	1.62	1.31
Relative likelihood of BME staff entering the formal disciplinary process compared to white staff.	0.77	0.93
Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff	1.86	1.06
	BME	White
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.	27.3%	28.2%
Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.	26.9%	25.8%
Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.	74.2%	86.4%
Percentage of staff personally experienced discrimination at work from manager/team leader or other colleagues.	13.3%	6.4%