

## Workforce Race Equality Standard (WRES)

### Results 2021

The WRES data is taken from ESR (April 2020 to March 2021) and the NHS National Staff Survey (2020).

	2021	2020	2019
Relative likelihood of white staff being appointed from shortlisting compared to BME staff	1.21	1.62	1.31
Relative likelihood of BME staff entering the formal disciplinary process compared to white staff	0.72	0.77	0.93
Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff	0.87	1.86	1.06
<b>2020 National Staff Survey</b>	<b>BME</b>	<b>White</b>	
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	28.2%	25.4%	
Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	27.4%	24.4%	
Percentage of staff believing the Trust provides equal opportunities for career progression or promotion	75.1%	87.7%	
Percentage of staff personally experiencing discrimination at work from manager/team leader or other colleagues	16.5%	6.1%	