

Workforce Race Equality Standard (WRES)

Results 2023

The WRES data is taken from ESR (April 2022 to March 2023) and the NHS National Staff Survey (2022).

	2023	2022	2021	2020	2019
Relative likelihood of white staff being appointed from shortlisting compared to BME staff	1.37	1.37	1.21	1.62	1.31
Relative likelihood of BME staff entering the formal disciplinary process compared to white staff	1.22	0.73	0.72	0.77	0.93
Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff	0.98	0.58	0.87	1.86	1.06

2022 National Staff Survey	BME	White
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	26.6%	28.7%
Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	26.2%	24.9%
Percentage of staff believing the Trust provides equal opportunities for career progression or promotion	43.1%	60.6%
Percentage of staff personally experiencing discrimination at work from manager/team leader or other colleagues	17.7%	7.0%
Trust Board Representation	BME	White
Total Board Members	1	17