

Workforce Race Equality Standard (WRES)

Results 2024

The WRES data is taken from ESR (April 2023 to March 2024) and the NHS National Staff Survey (2023).

	BME	White	Unknown/Null
Non clinical staff			
Bands 1 – 4	20.1%	69.1%	10.8%
Bands 5 – 7	11.9%	82.4%	5.7%
Bands 8a and 8b	610.7%	80.2%	9.2%
Bands 8c – 9 & VSM	2.5%	82.3%	15.2%
Clinical staff			
Bands 1 – 4	21.3%	55.7%	23.0%
Bands 5 – 7	29.5%	50.2%	20.3%
Bands 8a and 8b	15.9%	76.1%	8.0%
Bands 8c – 9 & VSM	10.0%	86.0%	4.0%
Medical and Dental staff, Consultants	39.0%	57.8%	3.0%
Medical & Dental, Non Consultants career grade	79.6%	16.1%	4.1%
Medical & Dental, Medical and dental trainee grades	60.4%	35.3%	4.2%
Trust Board	11.7%	88.2%	0%
Relative likelihood of white staff being appointed from shortlisting compared to BME staff is 1.9 (where 1.0 is equity)			
Relative likelihood of BME staff entering the formal disciplinary process compared to white staff is 0.78			

2023 National Staff Survey	BME	White
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	26.7%	25.0%
Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	20.5%	21.1%
Percentage of staff believing the Trust provides equal opportunities for career progression or promotion	50.7%	58.8%
Percentage of staff experiencing discrimination at work from manager/team leader or other colleagues in the last 12 months	13.3%	6.5%