

Workforce Race Equality Standard (WRES) Metrics Comparator Table: 2015/2016 - 2017/2018: Trustwide Data

WRES Indicator	2015/16 ¹	2016/17 ²	2017/18 ³	Notes	Performance
1. Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. (Workforce Data)	9.6%	10.9%	11.6%	Overall the data shows an improvement in the percentages of BME staff in the organisation, with an increase from 10.9% in 2016/17 to 11.6% in 2017/18. This increase is replicated across all areas, including Band 7 and above, with the exception of VSM and Medical.	 INCREASE
2. Relative likelihood of staff being appointed from shortlisting across all posts. (Workforce Data)	1.66	1.49	1.81	<p>The overall likelihood of White staff being appointed from shortlisting compared to BME staff has increased from 2016/17 (1.49x) to 2017/18 (1.81x).</p> <p>The number of BME staff appointed as a percentage of the number of BME people shortlisted has decreased from 8.9% to 7.1%.</p> <p>When this metric is inverted it shows that BME staff were 0.67x as likely to get shortlisted than White staff in 2016/17, decreasing to 0.55x as likely in 2017/18.</p>	 INCREASE  DECREASE  DECREASE
3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. This indicator will be based on data from a two year rolling average of the current year and the previous year. (Workforce Data)	1.0	1.33	0.84	<p>The likelihood of BME staff entering the formal disciplinary process compared to White staff has decreased from 1.33x in 2016/17 to 0.84x in 2017/18.</p> <p>It is noted there has been an decrease in the numbers of BME staff entering the formal disciplinary process and a decrease in the number of staff in the unknown category.</p>	 DECREASE  DECREASE
4. Relative likelihood of staff accessing non-mandatory training and CPD (NMTCPD). (Workforce Data)	1.16	1.06	0.87	<p>The likelihood of White staff accessing non mandatory training and CPD, compared to BME staff has seen an decrease from 2016/17 (1.06x) to 2017/18 (0.87x).</p> <p>Inverted metrics show BME staff were 0.94x as likely to access NMTCPD than White staff in 2016/17, increasing to 1.14x as likely in 2017/18.</p> <p>In 2016/17 49.3% of BME staff accessed non mandatory training & CPD; this increased to 66.7% in 2017/18</p>	 DECREASE  INCREASE  INCREASE

¹ Sample Staff Survey

² Full Staff Survey

³ Full Staff Survey

5. KF25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months. (Annual Staff Survey)	62% BME 32% White	38% BME 30% White	32% BME 28% White	The percentage of BME staff stating they have experienced harassment, bullying or abuse from patients in the last 12 months has seen a reduction from 38% in 2016/17 to 32% in 2017/18.	 DECREASE
6. KF26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months. (Annual Staff Survey)	25% BME 21% White	25% BME 22% White	25% BME 23% White	The percentage of BME staff confirming that they have experienced harassment, bullying or abuse from other staff in the last 12 months is reported at the same level as 2016/17 (25%)	 SAME
7. KF21. Percentage believing that trust provides equal opportunities for career progression or promotion. (Annual Staff Survey)	89% BME 91% White	74% BME 89% White	70% BME 87% White	The percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion has seen a reduction from 74% in 2016/17 to 70% in 2017/18.	 DECREASE
8. Q17b. In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues. (Annual Staff Survey)	19% BME 6% White	11% BME 6% White	15% BME 6% White	The percentage of BME staff personally experiencing discrimination at work from managers or other colleagues has seen increase from 11% in 2016/17 to 15% in 2017/18.	 INCREASE
9. Percentage difference between the organisations' Board voting membership and its overall workforce. (Workforce Data)	6.3% (1/16) -3.3%	6.3% (1/16) -4.7%	7.1% (1/14) -4.5%	Board BME membership has increased slightly over the last year from 6.3% to 7.1%. It should however be noted that this percentage increase is due to reduced numbers in Board numbers overall, as the BME representation remains the same. BME Board membership is lower than the Trust's current BME workforce total of 11.6%.	 SAME