

Appendix 11

WRES SUMMARY COMPARISON 2018, 2019 and 2020

| INDICATOR | 31st March 2018 | | | 31st March 2019 | | | 31st March 2020 | | |
|--|-----------------|--------------|-------------------|-----------------|--------------|-------------------|-----------------|--------------|--------------------|
| 1) Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce | WHITE | BME | ETHNICITY UNKNOWN | WHITE | BME | ETHNICITY UNKNOWN | WHITE | BME | ETHNICITY UNKNOWN/ |
| 1a) Non Clinical workforce | | | | | | | | | |
| Band 1 | | 100.0% | | | | | | | |
| Band 2 | 80.4% | 5.9% | 13.7% | 81.4% | 5.9% | 12.8% | 81.6% | 6.9% | 11.5% |
| Band 3 | 86.6% | 8.5% | 4.9% | 84.6% | 10.6% | 4.8% | 85.3% | 13.8% | 0.9% |
| Band 4 | 81.4% | 7.1% | 11.4% | 80.7% | 10.2% | 9.1% | 91.0% | 6.7% | 2.2% |
| Band 5 | 76.2% | 14.3% | 9.5% | 77.8% | 13.0% | 9.3% | 75.9% | 19.0% | 5.2% |
| Band 6 | 80.0% | 12.5% | 7.5% | 83.3% | 10.4% | 6.3% | 85.5% | 12.7% | 1.8% |
| Band 7 | 94.1% | 2.9% | 2.9% | 87.0% | 8.7% | 4.4% | 84.3% | 13.7% | 2.0% |
| Band 8A | 100.0% | | | 100.0% | | | 93.3% | 6.7% | |
| Band 8B | 100.0% | | | 100.0% | | | 75.0% | 25.0% | |
| Band 8C | 81.8% | 18.2% | | 81.8% | 18.2% | | 84.6% | 15.4% | |
| Band 8D | 100.0% | | | 100.0% | | | 100.0% | | |
| Band 9 | | | | | | | | | |
| VSM | 80.0% | | 20.0% | 100.0% | | | 91.7% | 8.3% | |
| 1b) Clinical workforce | | | | | | | | | |
| <i>of which Non Medical</i> | | | | | | | | | |
| Band 1 | | | | | | | | | |
| Band 2 | 75.0% | | 25.0% | 80.0% | | 20.0% | 79.5% | 6.8% | 13.6% |
| Band 3 | 78.7% | 14.2% | 7.1% | 78.6% | 16.9% | 4.6% | 77.9% | 19.9% | 2.2% |
| Band 4 | 85.8% | 9.3% | 4.9% | 86.0% | 9.0% | 5.0% | 85.3% | 10.4% | 4.3% |
| Band 5 | 80.2% | 14.5% | 5.2% | 83.1% | 13.2% | 3.7% | 84.6% | 13.7% | 1.7% |
| Band 6 | 81.8% | 8.2% | 10.1% | 82.5% | 9.7% | 7.8% | 85.3% | 8.9% | 5.8% |
| Band 7 | 84.9% | 8.8% | 6.3% | 86.0% | 7.0% | 7.0% | 86.3% | 7.9% | 5.8% |
| Band 8A | 88.9% | 4.8% | 6.4% | 87.1% | 7.1% | 5.7% | 91.7% | 5.6% | 2.8% |
| Band 8B | 83.3% | 16.7% | | 84.6% | 15.4% | | 84.6% | 15.4% | |
| Band 8C | 66.7% | 33.3% | | 100.0% | | | 100.0% | | |
| Band 8D | | | | | | | | | |
| Band 9 | 100.0% | | | | | | | | |
| VSM | 100.0% | | | 100.0% | | | 100.0% | | |
| <i>of which Medical & Dental</i> | | | | | | | | | |
| Consultants | 52.9% | 31.4% | 15.7% | 42.3% | 42.3% | 15.4% | 40.5% | 42.9% | 16.7% |
| <i>of which Senior medical manager</i> | | | | | | | | | |
| Non-consultant career grade | 47.8% | 32.6% | 19.6% | 53.2% | 31.9% | 14.9% | 58.7% | 26.1% | 15.2% |
| Trainee grades | 75.0% | 12.5% | 12.5% | 86.7% | 13.3% | | 90.9% | 9.1% | |
| Other | | | | | | | | | |
| Total Workforce | 81.3% | 10.2% | 8.4% | 82.2% | 10.9% | 6.9% | 83.8% | 11.5% | 4.8% |

| INDICATOR | 2017-18 | 2018-19 | 2019-20 |
|--|---------|---------|---------|
| 2) Relative likelihood of White staff being appointed from shortlisting across all posts compared to BME staff | 1.87 | 1.45 | 1.48 |
| 3) Relative likelihood of BME staff entering the formal disciplinary process compared to White staff | 1.77 | 0.95 | 0.81 |
| 4) Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff | 0.92 | 1.01 | 1.14 |

| STAFF SURVEY INDICATORS | 2017-18 | | 2018-19 | | 2019-20 | |
|---|---------|-------|---------|-------|---------|-------|
| | BME | White | BME | White | BME | White |
| 5) % of Staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months | 21.4% | 19.8% | 26% | 18% | 25% | 20% |
| 6) % of Staff experiencing harassment, bullying or abuse from staff in last 12 months | 15.5% | 17.3% | 13% | 10% | 17% | 11% |
| 7) % of Staff believing that Trust provides equal opportunities for career progression or promotion | 88.1% | 92.4% | 83% | 95% | 81% | 92% |
| 8) % of Staff personally experienced discrimination at work from Manager/team leader or other colleagues | 12.2% | 2.5% | 7% | 3% | 7% | 3% |

| INDICATOR | 31st March 2018 | | | 31st March 2019 | | | 31st March 2020 | | |
|---|-----------------|-------|-------------------|-----------------|-------|-------------------|-----------------|-------|-------------------|
| | WHITE | BME | ETHNICITY UNKNOWN | WHITE | BME | ETHNICITY UNKNOWN | WHITE | BME | ETHNICITY UNKNOWN |
| 9) % difference between the organisations Board voting membership and its overall workforce | | | | | | | | | |
| Total Board Members | 100.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 91.7% | 8.3% | 0.0% |
| Voting Board Members | 100.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 91.7% | 8.3% | 0.0% |
| Non voting Board Members | 0.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Executive Board Members | 100.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% |
| Non-Executive Board Members | 100.0% | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 83.3% | 16.7% | 0.0% |
| Total Workforce | 81.3% | 10.2% | 8.4% | 82.2% | 10.9% | 6.9% | 83.8% | 11.5% | 4.8% |