

## 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/
<b>1a) Non Clinical workforce</b>									
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%	
<b>1b) Clinical workforce</b>									
<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 &amp; 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									
<b>Total Workforce</b>	<b>81.3%</b>	<b>10.2%</b>	<b>8.4%</b>	<b>82.2%</b>	<b>10.9%</b>	<b>6.9%</b>	<b>83.8%</b>	<b>11.5%</b>	<b>4.8%</b>

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									
<b>Total Board Members</b>	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	91.7%	8.3%	0.0%
<b>Voting Board Members</b>	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	91.7%	8.3%	0.0%
<b>Non voting Board Members</b>	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Executive Board Members</b>	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%
<b>Non-Executive Board Members</b>	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	83.3%	16.7%	0.0%
<b>Total Workforce</b>	81.3%	10.2%	8.4%	82.2%	10.9%	6.9%	83.8%	11.5%	4.8%