

WRES SUMMARY COMPARISON 2019, 2020 and 2021

INDICATOR	31st March 2019			31st March 2020			31st March 2021		
	WHITE	BME	ETHNICITY UNKNOWN	WHITE	BME	ETHNICITY UNKNOWN	WHITE	BME	ETHNICITY UNKNOWN/
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									
1a) Non Clinical workforce									
Band 1									
Band 2	81.4%	5.9%	12.8%	81.6%	6.9%	11.5%	89.4%	5.88%	4.71%
Band 3	84.6%	10.6%	4.8%	85.3%	13.8%	0.9%	83.8%	14.17%	2.08%
Band 4	80.7%	10.2%	9.1%	91.0%	6.7%	2.2%	82.7%	13.46%	3.85%
Band 5	77.8%	13.0%	9.3%	75.9%	19.0%	5.2%	78.6%	17.14%	4.29%
Band 6	83.3%	10.4%	6.3%	85.5%	12.7%	1.8%	74.1%	15.52%	10.34%
Band 7	87.0%	8.7%	4.4%	84.3%	13.7%	2.0%	84.0%	12.00%	4.00%
Band 8A	100.0%			93.3%	6.7%		100.0%		
Band 8B	100.0%			75.0%	25.0%		87.5%	12.50%	
Band 8C	81.8%	18.2%		84.6%	15.4%		81.8%	18.18%	
Band 8D	100.0%			100.0%			100.0%	0.00%	
Band 9									
VSM	100.0%			91.7%	8.3%		93.3%	6.67%	
1b) Clinical workforce									
<i>of which Non Medical</i>									
Band 1									
Band 2	80.0%		20.0%	79.5%	6.8%	13.6%	82.9%	9.76%	7.32%
Band 3	78.6%	16.9%	4.6%	77.9%	19.9%	2.2%	76.4%	16.67%	6.94%
Band 4	86.0%	9.0%	5.0%	85.3%	10.4%	4.3%	76.2%	9.13%	14.66%
Band 5	83.1%	13.2%	3.7%	84.6%	13.7%	1.7%	84.4%	12.72%	2.89%
Band 6	82.5%	9.7%	7.8%	85.3%	8.9%	5.8%	86.8%	9.52%	3.64%
Band 7	86.0%	7.0%	7.0%	86.3%	7.9%	5.8%	86.8%	10.73%	2.52%
Band 8A	87.1%	7.1%	5.7%	91.7%	5.6%	2.8%	89.2%	7.69%	3.08%
Band 8B	84.6%	15.4%		84.6%	15.4%		90.5%	9.52%	
Band 8C	100.0%			100.0%			100.0%		
Band 8D									
Band 9									
VSM	100.0%			100.0%			100.0%		
<i>of which Medical & Dental</i>									
Consultants	42.3%	42.3%	15.4%	40.5%	42.9%	16.7%	51.2%	46.34%	2.44%
<i>of which Senior medical manager</i>									
Non-consultant career grade	53.2%	31.9%	14.9%	58.7%	26.1%	15.2%	64.8%	25.93%	9.26%
Trainee grades	86.7%	13.3%		90.9%	9.1%		41.7%	41.67%	16.67%
Other									
Total Workforce	82.2%	10.9%	6.9%	83.8%	11.5%	4.8%	82.5%	11.95%	5.51%

INDICATOR	2018-19	2019-20	2020-21
2) Relative likelihood of White staff being appointed from shortlisting across all posts compared to BME staff	1.45	1.48	1.75
3) Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	0.95	0.81	0.49
4) Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	1.01	1.14	1.12

STAFF SURVEY INDICATORS	2018-19		2019-20		2020-21	
	BME	White	BME	White	BME	White
5) % of Staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	26%	18%	26%	18%	23%	17%
6) % of Staff experiencing harassment, bullying or abuse from staff in last 12 months	13%	10%	13%	10%	22%	13%
7) % of Staff believing that Trust provides equal opportunities for career progression or promotion	83%	95%	83%	95%	82%	95%
8) % of Staff personally experienced discrimination at work from Manager/team leader or other colleagues	7%	3%	7%	3%	12%	4%

INDICATOR	31st March 2019			31st March 2020			31st March 2021		
	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%	91.7%	8.3%	0.0%	92.3%	7.7%	0.0%
Voting Board Members	100.0%	0.0%	0.0%	91.7%	8.3%	0.0%	92.3%	7.7%	0.0%
Non voting Board Members	100.0%	0.0%	0.0%	0.0%	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%	83.3%	16.7%	0.0%	85.7%	14.3%	0.0%
Total Workforce	82.2%	10.9%	6.9%	83.8%	11.5%	4.8%	82.5%	12.0%	5.5%