

## WRES SUMMARY COMPARISON (2022-2023)

INDICATOR	31st March 2022			31st March 2023			Variance		
	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									
<b>1a) Non Clinical workforce (percentage breakdown shown)</b>									
< Band 1	80.0	20.0		100.0			20	-20	0
Band 1							0	0	0
Band 2	90.9	5.7	3.4	85.4	12.2	2.4	-5.5	6.5	-1
Band 3	66.3	13.2	20.6	80.4	17.6	2.0	14.1	4.4	-18.6
Band 4	81.6	11.4	7.0	82.5	12.5	5.0	0.9	1.1	-2
Band 5	80.6	15.3	4.2	81.9	13.9	4.2	1.3	-1.4	0
Band 6	77.0	14.8	8.2	82.5	10.5	7.0	5.5	-4.3	-1.2
Band 7	74.6	11.3	14.1	83.3	15.0	1.7	8.7	3.7	-12.4
Band 8A	93.5		6.5	100.0			6.5	0	-6.5
Band 8B	85.7	14.3		77.8	22.2		-7.9	7.9	0
Band 8C	75.0	25.0		78.6	21.4		3.6	-3.6	0
Band 8D	100.0			100.0			0	0	0
Band 9	100.0			100.0			0	0	0
VSM	91.7	8.3		100.0			8.3	-8.3	0
<b>1b) Clinical workforce (percentage breakdown shown)</b>									
< Band 1	100.0						-100	0	0
Band 1							0	0	0
Band 2	87.8	9.8	2.4	85.7	8.6	5.7	-2.1	-1.2	3.3
Band 3	76.9	18.1	5.0	77.9	19.5	2.6	1	1.4	-2.4
Band 4	74.8	9.5	15.7	87.0	10.9	2.1	12.2	1.4	-13.6
Band 5	73.0	9.7	17.3	74.9	20.7	4.4	1.9	11	-12.9
Band 6	83.8	9.2	7.0	85.0	11.0	4.0	1.2	1.8	-3
Band 7	86.1	10.6	3.2	87.3	10.2	2.5	1.2	-0.4	-0.7
Band 8A	90.3	8.3	1.4	90.0	8.8	1.3	-0.3	0.5	-0.1
Band 8B	90.5	9.5		80.0	15.0	5.0	-10.5	5.5	5
Band 8C	100.0			100.0			0	0	0
Band 8D	100.0			100.0			0	0	0
Band 9							0	0	0
VSM	100.0			100.0			0	0	0
Consultants	48.9	46.8	4.3	50.0	45.5	4.5	1.1	-1.3	0.2
<i>of which Senior medical manager</i>							0	0	0
Non-consultant career grade	66.7	25.9	7.4	65.4	21.2	13.5	-1.3	-4.7	6.1
Trainee grades	43.8	43.8	12.5	66.7	33.3	0.0	22.9	-10.5	-12.5
<b>Total Workforce</b>	<b>79.6</b>	<b>11.6</b>	<b>8.8</b>	<b>83.2</b>	<b>13.4</b>	<b>3.3</b>	<b>3.6</b>	<b>1.8</b>	<b>-5.5</b>

INDICATOR	2021-22	2022-23	Variance
2) Relative likelihood of White staff being appointed from shortlisting across all posts compared to BME staff	1.55	1.82	0.27
3) Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	0.52	1.77	1.25
4) Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	1.06	1.01	-0.05

STAFF SURVEY INDICATORS	2021-22		2022-23		Variance	
	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%	20%	25%	25%	-1%	5%
6) % of Staff experiencing harassment, bullying or abuse from staff in last 12 months	21%	11%	28%	21%	7%	10%
7) % of Staff believing that Trust provides equal opportunities for career progression or promotion*	49%	68%	38%	68%	-11%	0%
8) % of Staff personally experienced discrimination at work from Manager/team leader or other colleagues	18%	4%	10%	9%	-8%	5%

INDICATOR	31st March 2022			31st March 2023			Variance		
	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>	<b>92.3</b>	<b>7.7</b>		<b>92.9</b>	<b>7.1</b>		<b>0.6</b>	<b>-0.6</b>	
Voting Board Members	91.7	8.3		91.7	8.3				
Non voting Board Members	100.0			100.0					
Executive Board Members	100.0			100.0					
Non-Executive Board Members	85.7	14.3		85.7	14.3				
<b>Total Workforce</b>	<b>79.6</b>	<b>11.6</b>	<b>8.8</b>	<b>83.2</b>	<b>13.4</b>	<b>3.3</b>	<b>3.6</b>	<b>1.8</b>	<b>-5.5</b>