



INDICATOR 1 - % of Staff in each Pay Band – for Clinical and Non-Clinical Staff March 2022

Reporting period as at March 2022				
BME % for WMAS 10.98%	Clinical Staff		Non-Clinical Staff	
AfC Band	BME	White	BME	White
Band 1	↑ 11.90%	88.10%	↓ 4.55%	95.5%
Band 2	↓ 8.33%	91.67%	↓ 8.33%	91.7%
Band 3	↑ 13.52%	86.48%	↑ 30.07%	69.9%
Band 4	↓ 10.25%	89.75%	↓ 6.36%	93.6%
Band 5	↓ 6.45%	93.55%	↑ 20.16%	79.8%
Band 6	↓ 5.54%	94.46%	↓ 8.57%	91.4%
Band 7	↑ 16.91%	83.09%	↑ 16.18%	83.8%
Band 8a	↓ 8.00%	92.00%	↑ 14.71%	85.3%
Band 8b	↑ 15.38%	84.62%	↑ 12.50%	87.5%
Band 8c	↑ 37.50%	62.50%	↓ 0.00%	100.0%
Band 8d	↑ 100.00%	0.00%	↓ 0.00%	100.0%
Band 9	↓ 0.00%	100.00%	↓ 0.00%	100.0%
VSM	↓ 0.00%	100.00%	↑ 14.29%	85.7%
Medical & Dental	↑ 70.00%	30.00%		
Headcount	525	5205	272	1161
Percentage	9.16%	90.84%	18.98%	81.02%

This data is shown separately for **clinical** and for **non-clinical** staff, in each of the AfC bands, plus staff in the Very Senior Managers [VSM] or Medical and Dental pay frameworks.

Our data shows if the percentage of BME staff in each pay band is more ↑ or less ↓ than the overall percentage for all BME staff in that year. (10.98%)

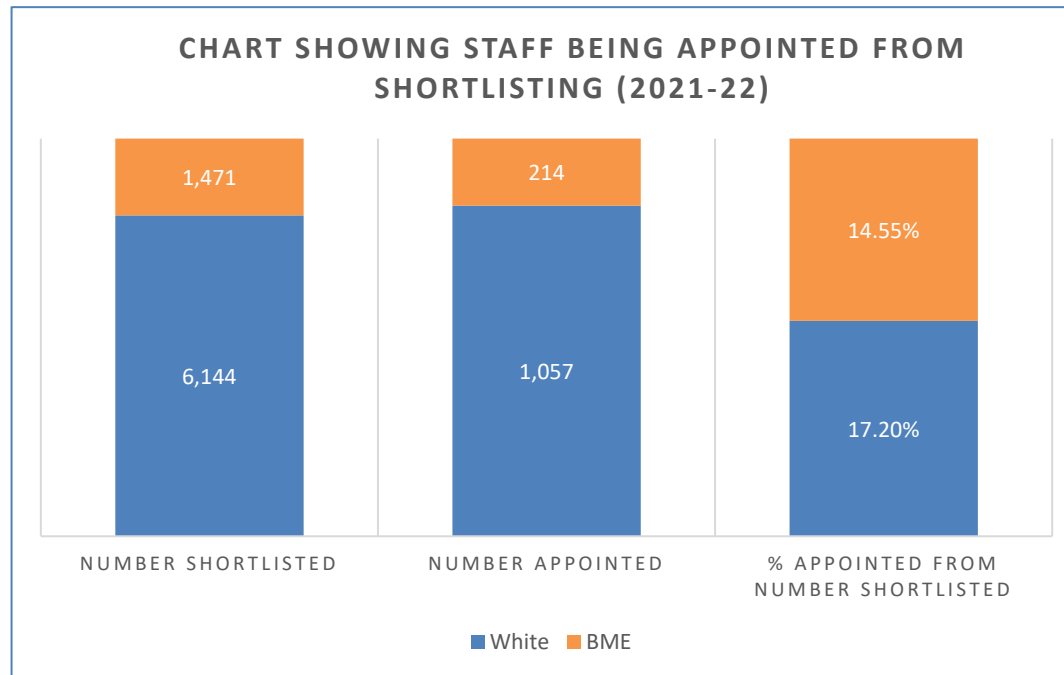
Band 1 signifies all Apprentices within the Trust. In the formal data submission, these are represented in the under band 1 category. Internally we have no AfC Band 1 employees.

WRES guidance for 2022 has excluded bank workers as a new separate survey will be carried out, later this year.

2021 data included bank workers. Therefore a year on year comparison can not be made with 2022. Year on year comparison will be restored in 2023.



INDICATOR 2 - Relative likelihood of staff being appointed from shortlisting across all posts comparing data for White and BME staff

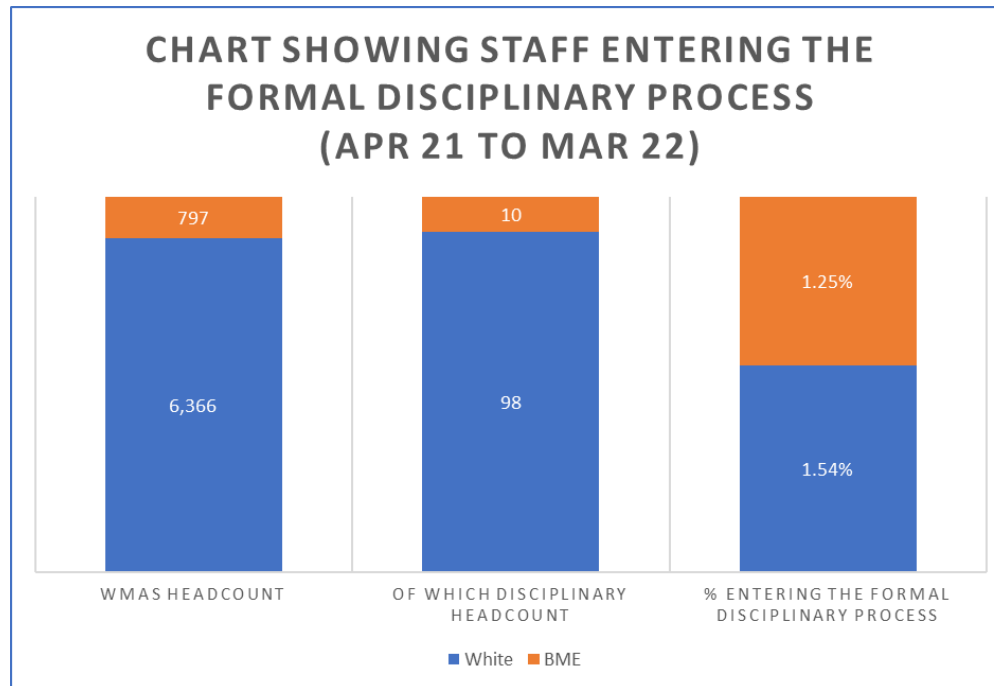


This measure is the relative likelihood of **White** staff being appointed from shortlisting compared to **BME** staff.

A figure above “1” would indicate that white candidates are more likely than BME candidates to be appointed from shortlisting

As of March 2022 this rate is **1.18**. In March 2021 this rate was **1.48**. Whilst it is encouraging to see a reduction, a direct comparison would be imprecise as the data In 2021 included bank staff. National guidance has stated all bank staff should be removed from 2022 submissions and a separated ‘Bank WRES collection will be held later in the year.

INDICATOR 3 - Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation comparing data for White and BME staff

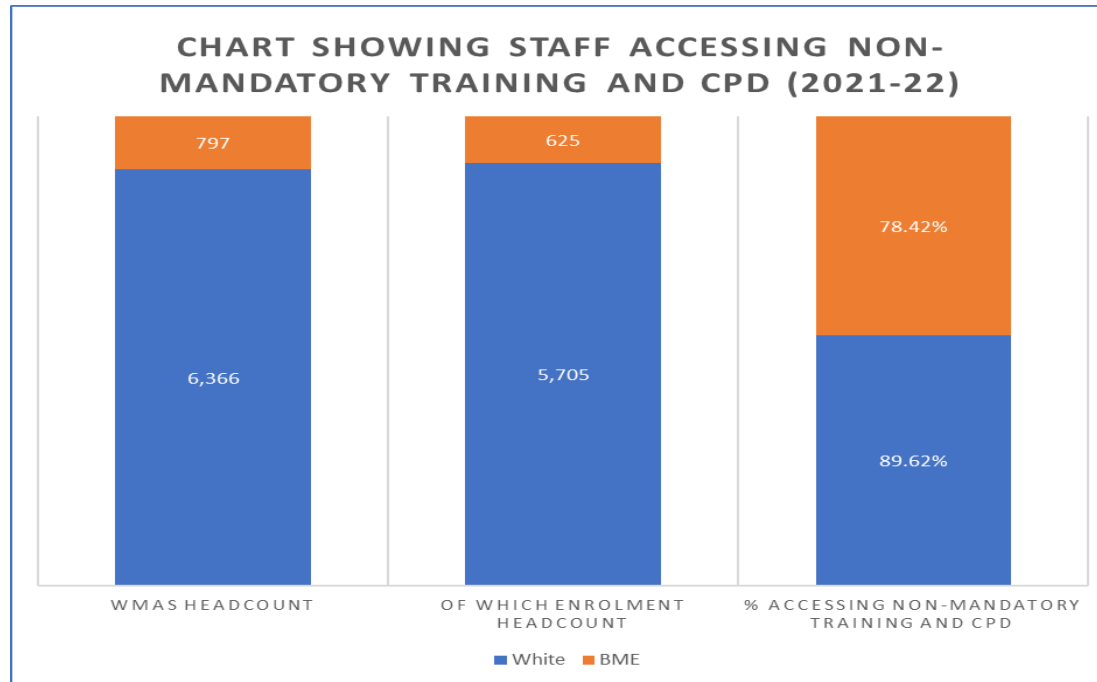


This measure is the relative likelihood of **BME** staff entering the formal disciplinary process compared to **White** staff, as measured by entry into a formal disciplinary investigation

A figure above “1” would indicate that BME staff members are more likely than white staff to enter the formal disciplinary process

Our data at **0.82**, shows that **BME** staff are less likely to be involved in a disciplinary investigations compared to their White colleagues

INDICATOR 4 - Relative likelihood of staff accessing non-mandatory training and CPD comparing data for White and BME staff



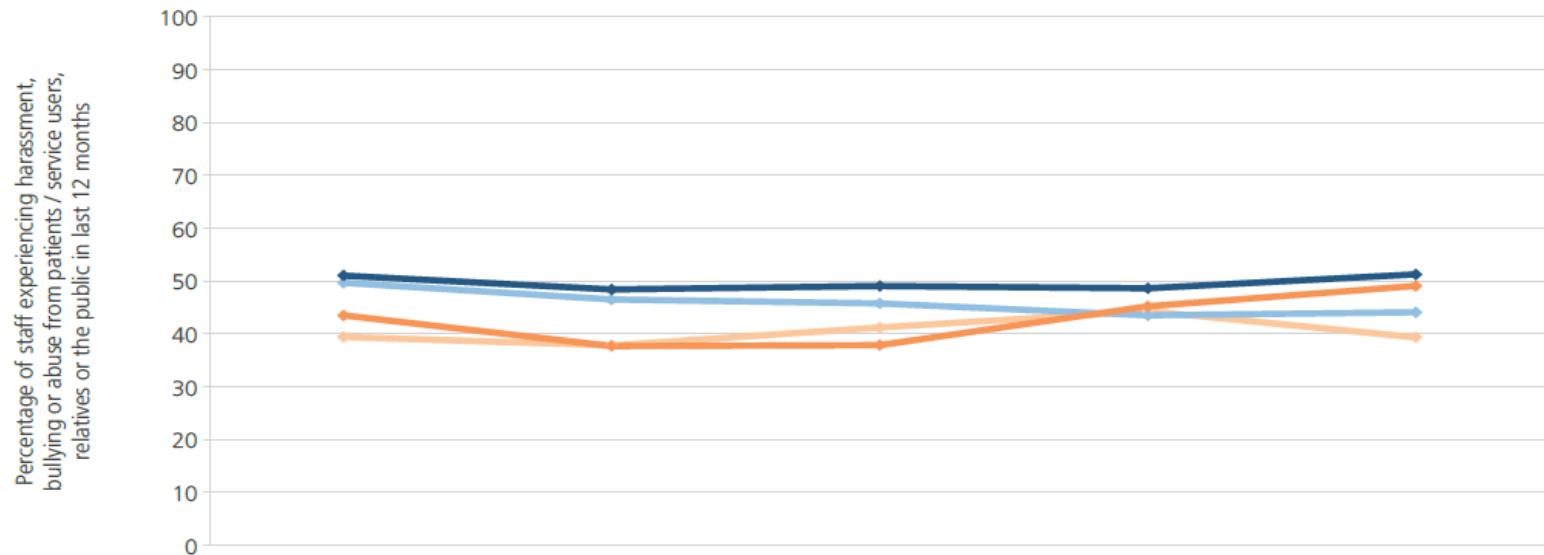
This measure is the relative likelihood of **White** staff accessing non-mandatory training and CPD compared to **BME** staff

A figure below “1” would indicate that white staff members are less likely to access non-mandatory training and CPD than BME staff

Our data shows the relative likelihood of **White** staff accessing this type of training is **1.14**. This means that less **BME** staff are accessing non-mandatory training than their White colleagues



INDICATOR 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months comparing data for White and BME staff



	2017	2018	2019	2020	2021
White: Your org	51.0%	48.4%	49.1%	48.6%	51.3%
BME: Your org	43.5%	37.7%	37.9%	45.2%	49.1%
White: Average	49.7%	46.5%	45.8%	43.5%	44.1%
BME: Average	39.4%	37.8%	41.2%	44.3%	39.4%

White: Responses 2,022
BME: Responses 108

2,666 183
3,030 198
3,127 325
2,539 222

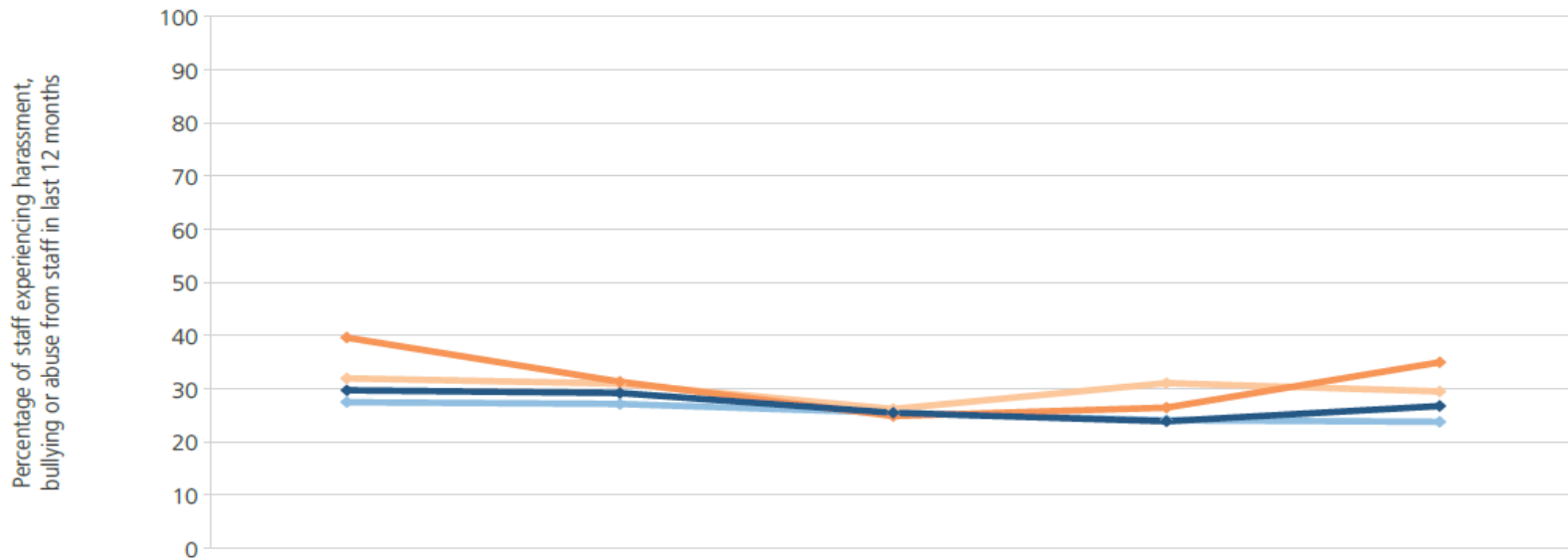
Average calculated as the median for the benchmark group

The data is extracted directly from the NHS staff opinion survey results for 2021 and are used to calculate this percentage

Our survey data reports that **White** colleagues experience a higher % of harassment, bullying and abuse from patients, than our **BME** colleagues.



INDICATOR 6 - Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months comparing data for White and BME staff



	2017	2018	2019	2020	2021
White: Your org	29.7%	29.2%	25.5%	23.9%	26.8%
BME: Your org	39.6%	31.3%	24.9%	26.5%	35.0%
White: Average	27.5%	27.1%	25.5%	24.1%	23.8%
BME: Average	32.0%	31.0%	26.2%	31.1%	29.5%
White: Responses	2,022	2,657	3,025	3,123	2,538
BME: Responses	106	182	197	325	223

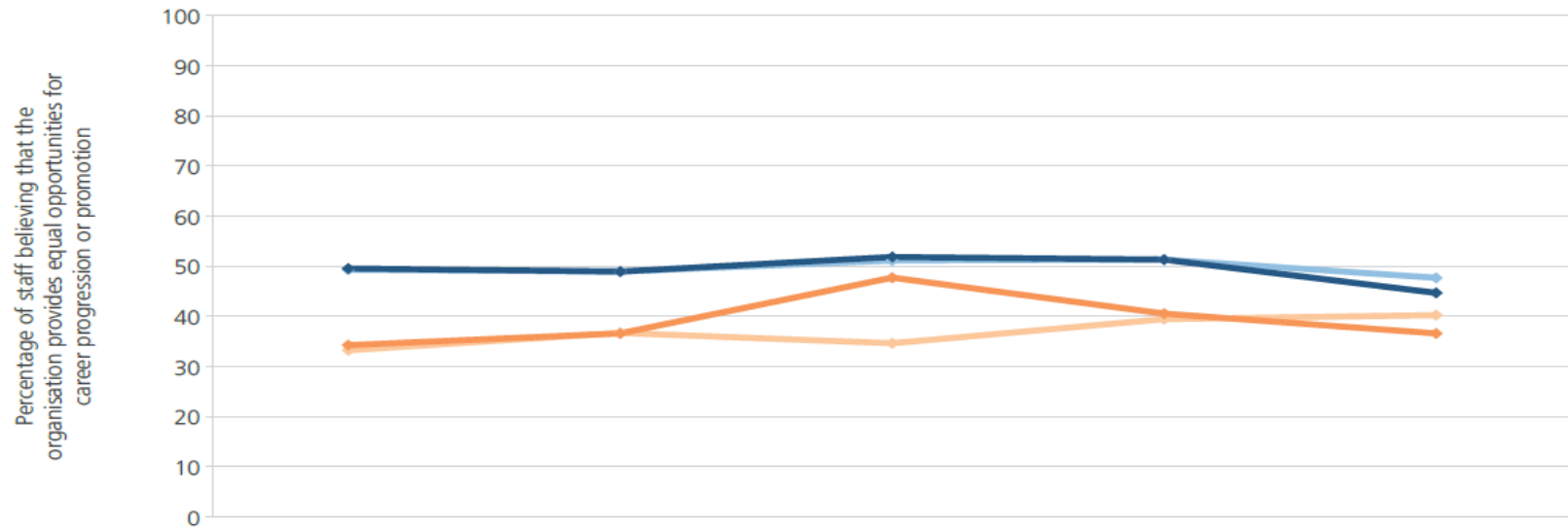
Average calculated as the median for the benchmark group

The staff opinion survey results for 2021 are used to calculate this percentage

There is a slight difference between White and BME percentages compared to 2020, with both seeing an increase, when asked about their experience of this behaviour from their colleagues.



INDICATOR 7 - Percentage of staff believing that trust the provides equal opportunities for career progression or promotion comparing data for White and BME staff



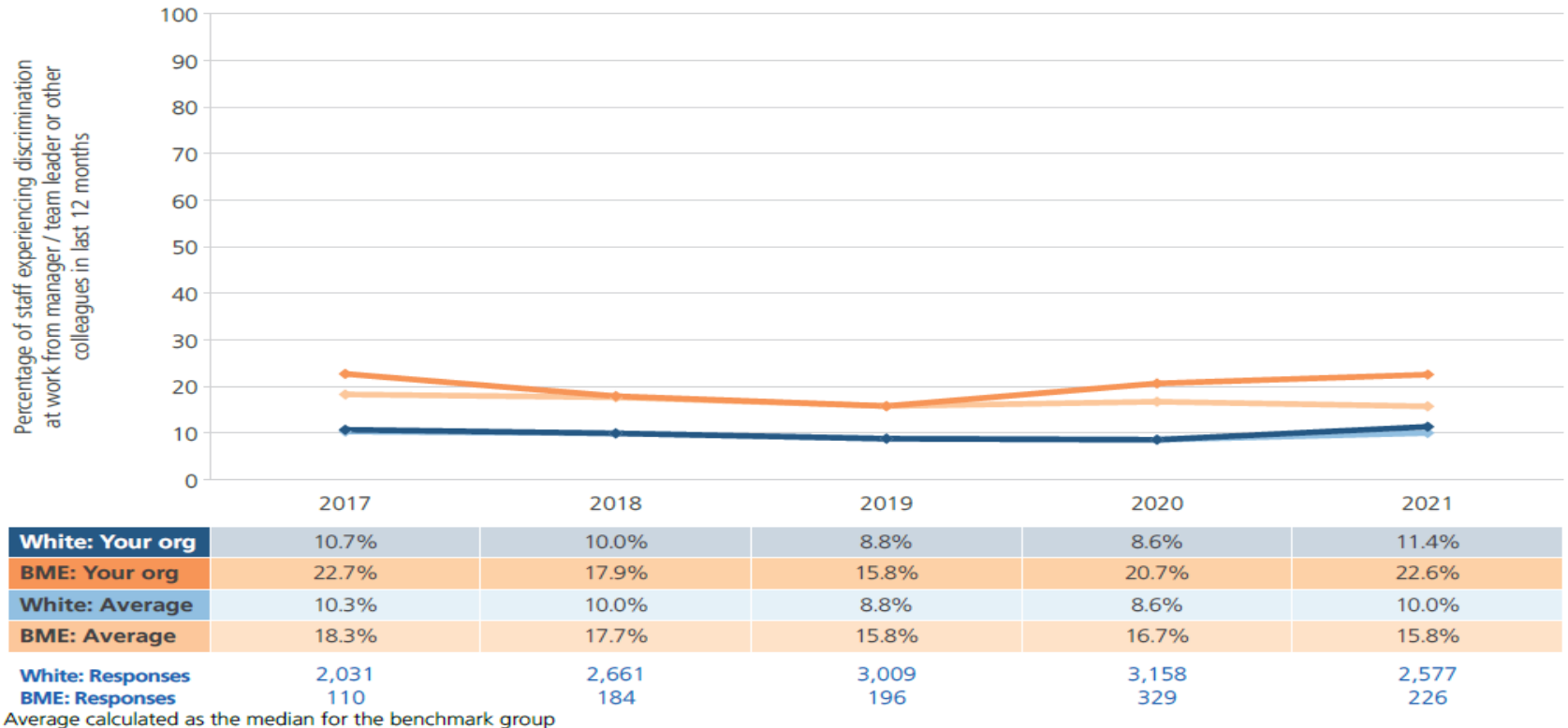
	2017	2018	2019	2020	2021
White: Your org	49.6%	48.9%	51.9%	51.3%	44.7%
BME: Your org	34.3%	36.6%	47.7%	40.5%	36.6%
White: Average	49.3%	48.9%	51.2%	51.3%	47.7%
BME: Average	33.2%	36.7%	34.6%	39.5%	40.2%
White: Responses	2,016	2,660	3,035	3,162	2,580
BME: Responses	108	183	199	328	224

Average calculated as the median for the benchmark group

The staff opinion survey results for 2021 are used to calculate this percentage.

Our data reports that feedback given by staff to this question shows that 36.6% of **BME** staff do believe the Trust provided equal opportunities for career progression or promotion. **White** colleagues, their satisfaction rate was slightly higher at 44.7%.

INDICATOR 8 - In the last 12 months have you personally experienced discrimination at work from Manager/team leader or other colleagues? comparing data for White and BME staff



The staff opinion survey results for 2021 are used to calculate this percentage

Our 2021 staff opinion survey response stated that **22.6%** of **BME** colleagues said they had personally experienced discrimination at work, compared to 11.4.6% **White** colleagues.

INDICATOR 9 - Percentage difference between the organisations' Board voting membership and its overall workforce

% by Ethnicity 2021-22	White	BME
Total Board Members	75.0%	25.0%
Voting Board Members	70.0%	30.0%
Executive Board Members	90.0%	10.0%
Non Executive Board Members	50.0%	50.0%
Overall Workforce	87.3%	10.9%
Difference (Total Board - Total Workforce)	-12.3%	14.1%

Definitions:

Board & Voting membership – membership in this context includes all members of the Board irrespective of whether they are executive or non-executive members.

Executive membership – An executive board member is an employee of the organisation and sits on an organisation's board of directors and advises current organisational management on specific operations, e.g. Medical Director or Finance Director, as opposed to a non-Executive board member who is a member of the board of directors of the organisation who does not form part of the executive management team.