



METRIC 1- % of Staff in each AfC Pay Band and VSMs March 2022 vs March 2023

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%
Headcount	525	5205	272	1161
Percentage	9.16%	90.84%	18.98%	81.02%

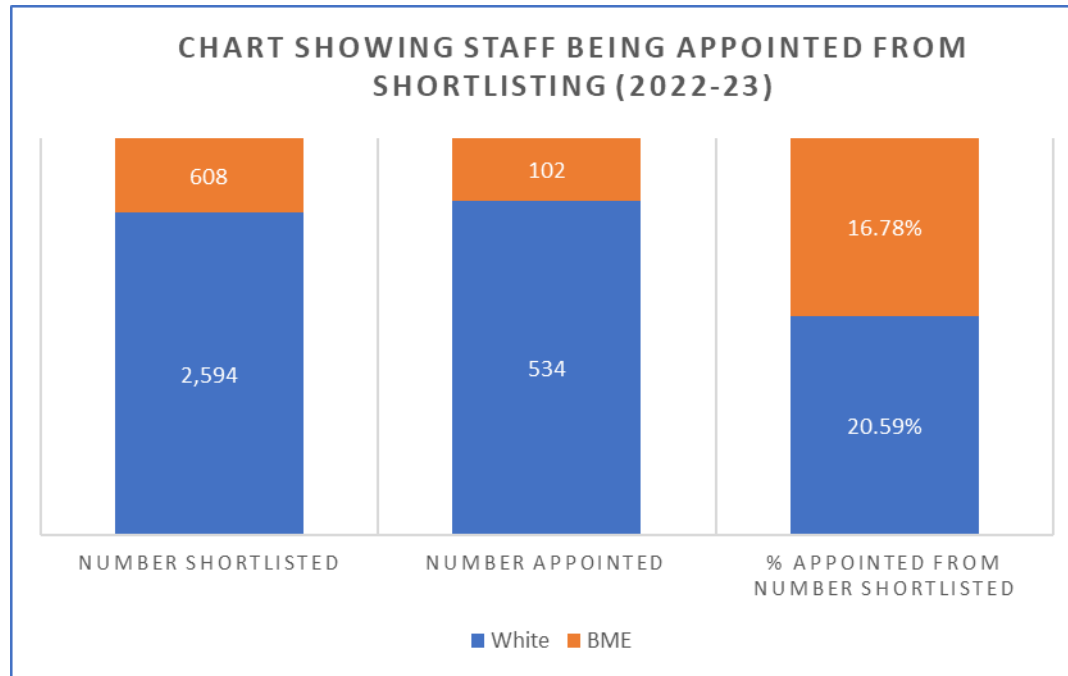
Reporting period as at March 2023				
BME % for WMAS 8.63%	Clinical Staff		Non-Clinical Staff	
AFC Band	BME	White	BME	White
Band 1	↓ 0.0%	100.0%	↓ 0.0%	100.0%
Band 2	↑ 8.4%	91.6%	↑ 9.0%	91.0%
Band 3	↓ 13.1%	86.9%	↓ 18.2%	81.8%
Band 4	↓ 10.1%	89.9%	↑ 8.8%	91.2%
Band 5	↑ 7.1%	92.9%	↑ 9.6%	90.4%
Band 6	↓ 4.2%	95.8%	↓ 7.6%	92.4%
Band 7	↓ 11.6%	88.4%	↑ 18.3%	81.7%
Band 8a	↓ 7.7%	92.3%	↑ 19.5%	80.5%
Band 8b	↓ 13.6%	86.4%	↓ 7.7%	92.3%
Band 8c	↓ 14.3%	85.7%	0.0%	100.0%
Band 8d	↓ 0.0%	100.0%	0.0%	100.0%
Band 9	0.00%	100.0%	0.0%	100.0%
VSM	↑ 25.0%	75.0%	↑ 14.3%	85.7%
Headcount	449	5092	136	991
Percentage	8.10%	91.90%	12.07%	87.93%

The data is shown separately for **clinical** and for **non-clinical** staff, in each of the AfC bands, plus Very Senior Managers [VSM].

Our data compares the percentage of BME staff in each pay band at March 2023 vs March 2022 and indicates if there has been an increase or a decrease of BME colleagues, in each Band, over the past 12 months.

NB. Band 1 signifies all Apprentices within the Trust.
111 TUPE'd in February 2023 reducing our Trust headcount by over 400 colleagues.

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

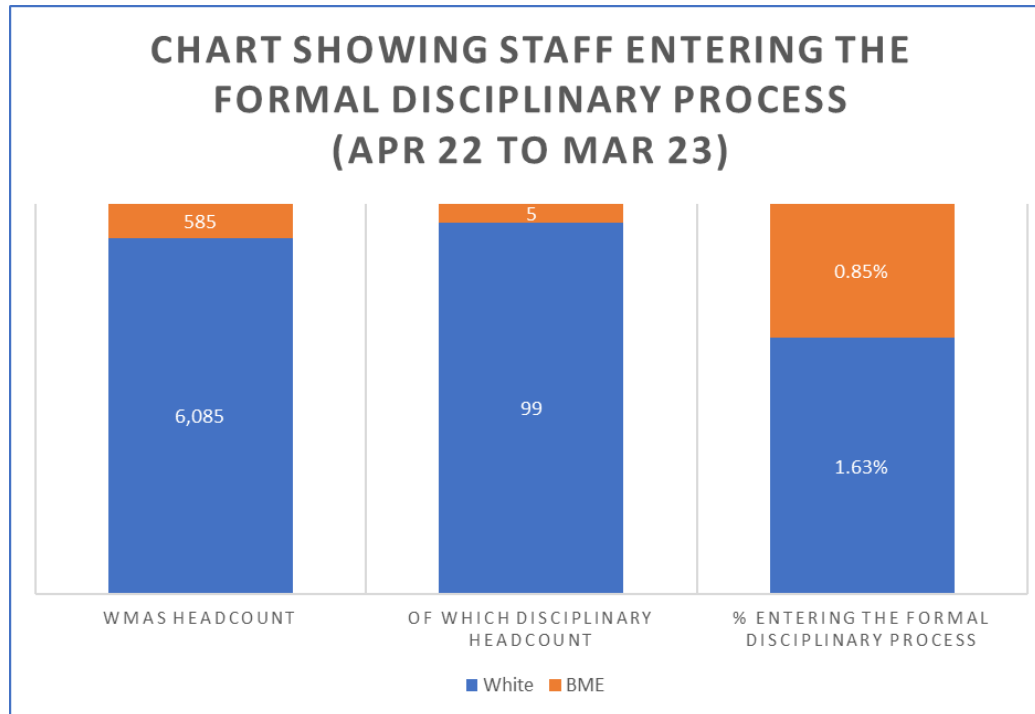


This measure is the relative likelihood of white staff being appointed from shortlisting compared to BME staff.

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

The March 2023 metric ratio is **1.23**. In March 2022 it was **1.18**.

METIRC 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



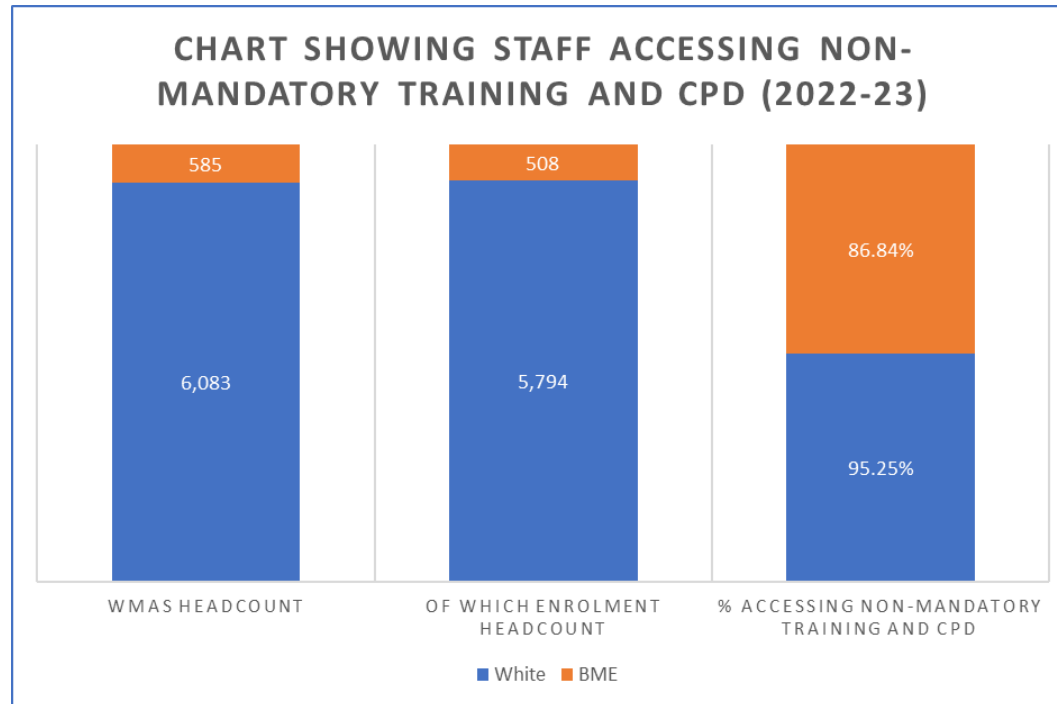
This measure is the relative likelihood of BME staff entering the formal disciplinary process compared to white staff, as measured by entry into a formal disciplinary investigation

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

The metric ratio for 2023 is **0.53** and shows that **BME** staff are less likely to be involved in a disciplinary investigations compared to their white colleagues. In 2022, the metric ratio was **0.82**.



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

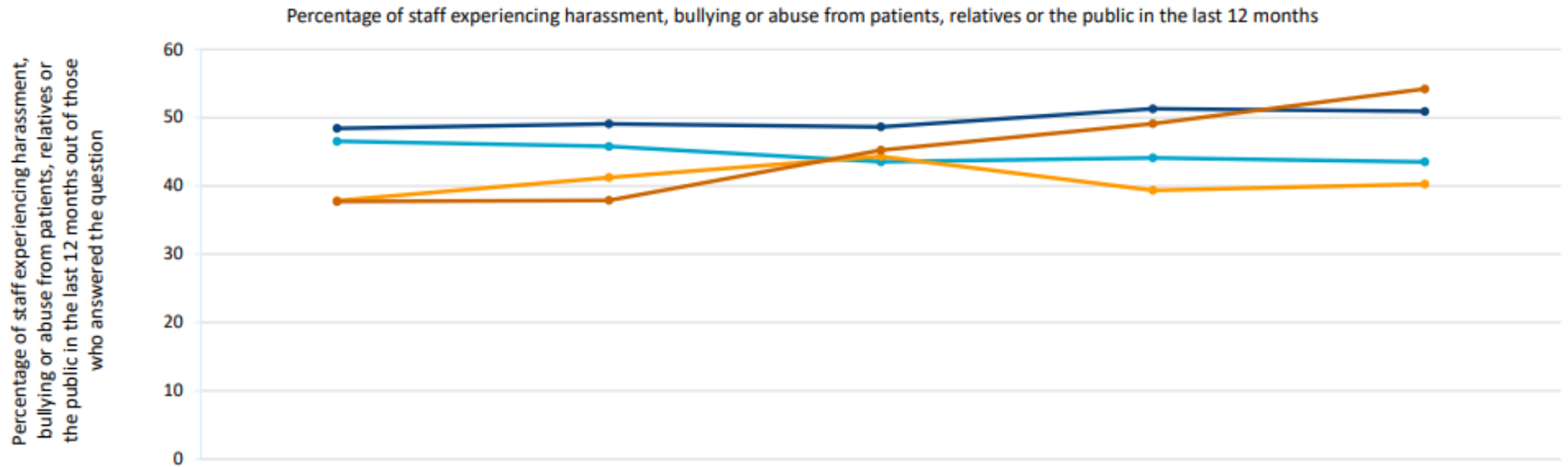


This measure is the relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff

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 **1.10**. This means that less **BME** staff are accessing non-mandatory training than their white colleagues. In March 2022 the metric ratio was **1.14**

METRIC 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

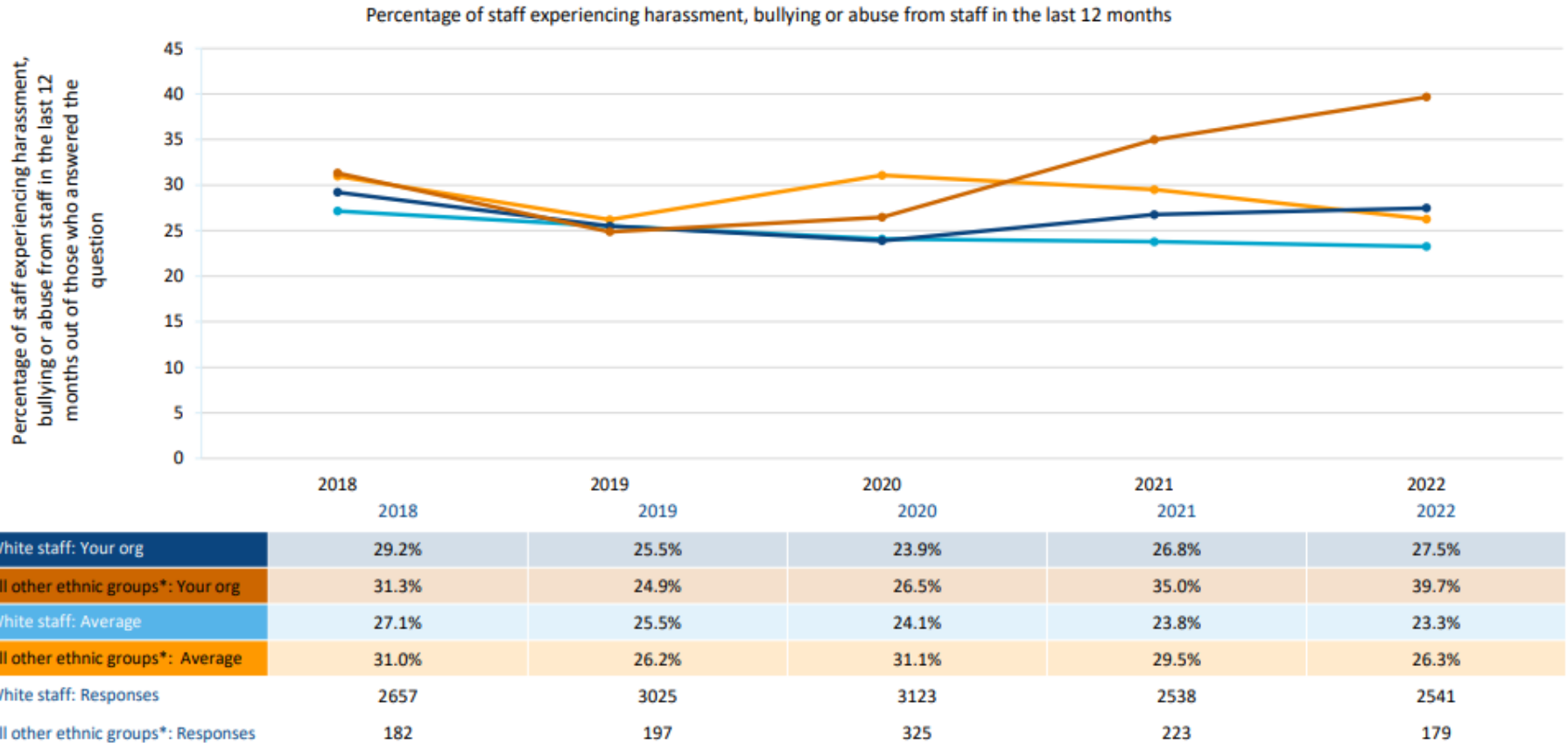


	2018	2019	2020	2021	2022
White staff: Your org	48.4%	49.1%	48.6%	51.3%	50.9%
All other ethnic groups*: Your org	37.7%	37.9%	45.2%	49.1%	54.2%
White staff: Average	46.5%	45.8%	43.5%	44.1%	43.5%
All other ethnic groups*: Average	37.8%	41.2%	44.3%	39.4%	40.3%
White staff: Responses	2666	3030	3127	2539	2546
All other ethnic groups*: Responses	183	198	325	222	179

Data for Metric 5 to Metric 8 is sourced directly from the NHS Staff survey results for 2022.

In 2022, 54.2% of BME colleagues reported experiencing harassment, bullying and abuse from patients. 3.3% higher than white colleagues and 5.10% higher than BME staff reported in 2021.

METRIC 6 - Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months comparing

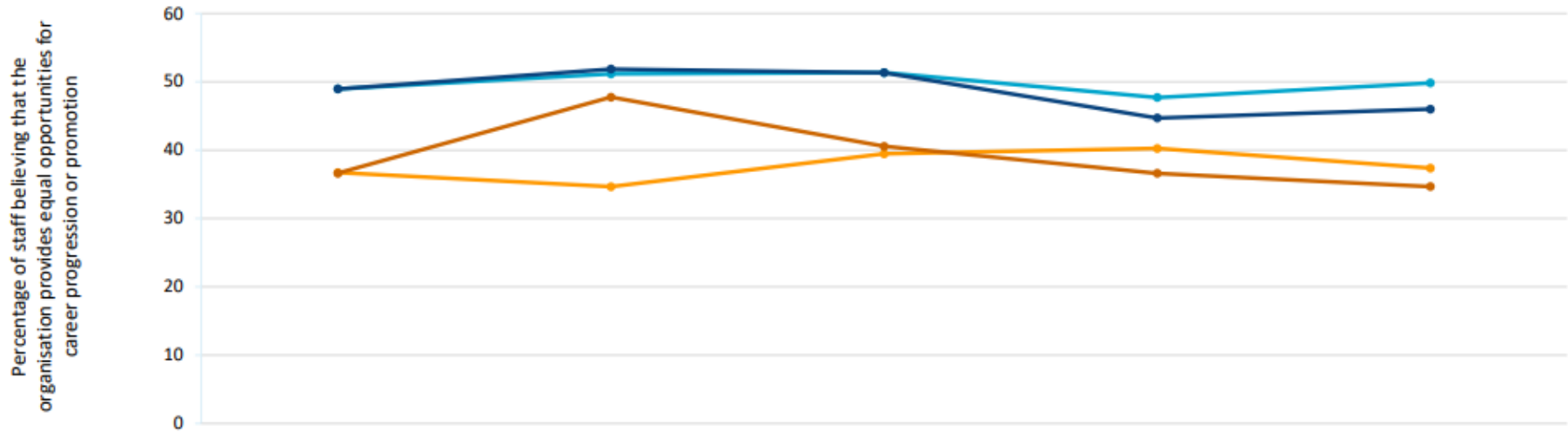


In 2022, 39.7% of BME colleagues reported experiencing harassment, bullying and abuse from staff. 12.2% higher than white colleagues and 4.7% higher than BME staff reported in 2021.



METRIC 7 - Percentage of staff believing that the trust provides equal opportunities for career progression or promotion

Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.



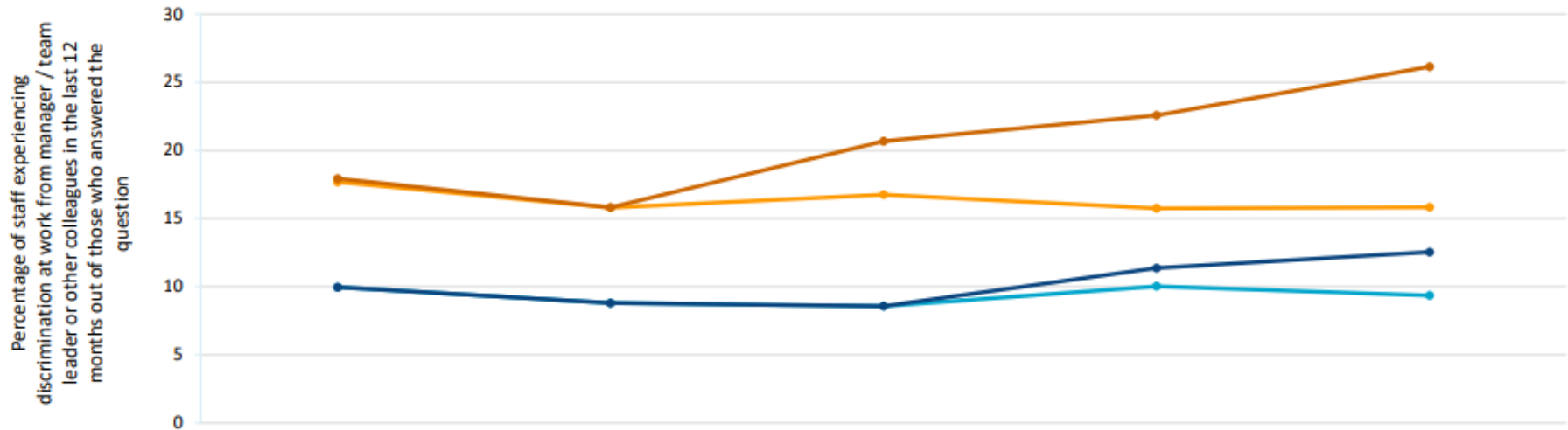
	2018	2019	2020	2021	2022
White staff: Your org	48.9%	51.9%	51.3%	44.7%	46.0%
All other ethnic groups*: Your org	36.6%	47.7%	40.5%	36.6%	34.7%
White staff: Average	48.9%	51.2%	51.3%	47.7%	49.8%
All other ethnic groups*: Average	36.7%	34.6%	39.5%	40.2%	37.4%
White staff: Responses	2660	3035	3162	2580	2542
All other ethnic groups*: Responses	183	199	328	224	176

In 2022, 34.7% of BME colleagues reported believing that trust provides equal opportunities for career progression or promotion. 11.3% lower than white colleagues and 1.90% lower than BME staff reported in 2021.



METRIC 8 - In the last 12 months have you personally experienced discrimination at work from Manager/Team leader or other colleagues?

Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months.



	2018	2019	2020	2021	2022
White staff: Your org	10.0%	8.8%	8.6%	11.4%	12.5%
All other ethnic groups*: Your org	17.9%	15.8%	20.7%	22.6%	26.1%
White staff: Average	10.0%	8.8%	8.6%	10.0%	9.4%
All other ethnic groups*: Average	17.7%	15.8%	16.7%	15.8%	15.8%
White staff: Responses	2661	3009	3158	2577	2536
All other ethnic groups*: Responses	184	196	329	226	176

In 2022, 26.1% of BME colleagues reported personally experiencing discrimination at work from their Manager/Team leader or other colleagues? 13.63% higher than white colleagues and 3.50% lower than BME staff reported in 2021.

INDICATOR 9 - Percentage difference between the organisations' Board voting membership and its overall workforce 2023 vs 2022

% by Ethnicity 2022-23	White	BME
Total Board Members	72.2%	27.8%
Voting Board Members	72.7%	27.3%
Executive Board Members	81.8%	18.2%
Non Executive Board Members	57.1%	42.9%
Overall Workforce	89.7%	8.6%
Difference (Total Board - Total Workforce)	-17.5%	19.2%

% 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.