|  |  |
| --- | --- |
| **Indicator 1:** Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce | Percentage of BME staff in every pay band is lower than the Trust BME average of 12.35% with the exception of band 1 (Non-clinical) & band 5 (Clinical)  BME Staff in VSM – 4.35 |
| **Indicator 2:** Relative likelihood of staff being appointed from shortlisting across all posts | Relative likelihood of White staff being appointed from shortlisting compared to BME staff: **1.52 times greater** |
| **Indicator 3:** Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation | Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff is **1.76 times greater** |
| **Indicator 4**: Relative likelihood of staff accessing non-mandatory training and CPD. | Nil return |
| **Indicator 5**: KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months | White: 21%  BME: 23.6% |
| **Indicators 6**  KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months | White: 20%  BME: 25.2% |
| **Indicator 7**: KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion | White: 86.6%  BME: 73.5% |
| **Indicator 8**: Q17. In the last 12 months have you personally experienced discrimination at work from any of the following?  b) Manager/team leader or other colleagues | White:4.2%  BME: 18.7%% |
| **Indicator 9** : Percentage difference between the organisations’ Board voting membership and its overall workforce | White: 92.9  BME 7.1 (one staff) |

Workforce Race Equality Standard (WRES)

Background

In July 2014, the NHS Equality and Diversity Council confirmed the introduction of a **Workforce Race Equality Standard (WRES)**. The WRES provides Workforce Indicators and associated metrics, against which NHS organisations must collect and analyse data. This analysis must then inform appropriate action and intervention to address any differences between the relative treatment and experience of White and Black and Minority Ethnic (BME) staff.

Please see table below for the nine WRES indicators as well as 2016/17 data for the Trust

Appendix 1 Total number of staff by ethnicity

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **AFC Pay Band** | **Total Clinical BME staff** | **Total Clinical White staff** | **Total Clinical Unknown** | **Clinical BME staff as % of Payband** | **Total Non- Clinical BME staff** | **Total Non-Clinical White staff** | **Total Non-Clinical Unknown** | **Non-Clinical BME staff as % of Payband** |
| **Ad Hoc** |  | 5 |  | 0.00 | 1 | 6 |  | 8.33 |
| **1** |  | 8 |  | 0.00 | 53 | 204 | 12 | 19.13 |
| **2** | 106 | 549 | 40 | 9.41 | 23 | 393 | 16 | 2.04 |
| **3** | 7 | 165 | 8 | 1.56 | 11 | 251 | 6 | 2.46 |
| **4** | 9 | 147 | 6 | 2.41 | 9 | 199 | 4 | 2.41 |
| **5** | 162 | 769 | 107 | 14.37 | 6 | 83 |  | 0.53 |
| **6** | 52 | 631 | 16 | 6.91 | 4 | 47 | 3 | 0.53 |
| **7** | 13 | 369 | 8 | 3.05 | 2 | 31 | 3 | 0.47 |
| **8a** | 6 | 96 | 1 | 4.26 |  | 38 |  | 0.00 |
| **8b** | 2 | 13 | 1 | 3.92 | 2 | 33 |  | 3.92 |
| **8c** |  | 3 |  | 0.00 |  | 6 |  | 0.00 |
| **8d** |  | 3 |  | 0.00 |  | 7 | 1 | 0.00 |
| **9** |  | 1 |  | 0.00 |  |  |  | 0.00 |
| **VSM** |  | 8 | 2 | 0.00 | 1 | 12 |  | 4.35 |
| **Medical** | 166 | 181 | 15 | 45.86 |  |  |  |  |
| **% BME staff in overall workforce 12.35%** | | | | | | | | |

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