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**Workforce Race Equality Standard**

**(WRES) Report 2025**



**Introduction**

The NHS Workforce Race Equality Standard (WRES) was made available to the NHS from April 2015, following sustained engagement and consultation with key stakeholders including a widespread of NHS organisations across England. The WRES is included in the NHS standard contract, and since July 2015, NHS trusts have been producing and publishing their WRES data on an annual basis.

The main purpose of the WRES is:

* to help local, and national, NHS organisations (and other organisations providing NHS services) to review their data against the nine WRES indicators,
* to produce action plans to close the gaps in workplace experience between white and Black and Ethnic Minority (BME) staff, and,
* to improve BME representation at the Board level of the organisation.

This document reports on Trust’s activity between 1st April 2024 and 31st March 2025 against the WRES, in accordance with the three workforce themes: workforce diversity (indicators 1 – 4), staff experience (indicators 5 – 8) and leadership diversity (indicator 9).

In addition to reporting the metrics required of the WRES, this report also sets out actions that will be undertaken to address the inequalities identified.

**The WRES Indicators**

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**Workforce indicators**

|  |  |
| --- | --- |
| Indicator | Descriptor |
| 1 | Percentage of staff in each of the AfC Bands 1-9 and Very Senior Managers (VSM) (including executive Board members) compared with the percentage of staff in the overall workforce Note: organisations should undertake this calculation separately for non-clinical and for clinical staff |
| 2 | Relative likelihood of staff being appointed from shortlisting across all posts |
| 3 | Relative likelihood of BAME staff entering the formal disciplinary process compared to that of White staff |
| 4 | Relative likelihood of staff accessing non-mandatory training and continuous professional development (CPD). |

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**National NHS Staff Survey indicators**

|  |  |
| --- | --- |
| Indicator | Descriptor |
| 5 | KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months |
| 6 | KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months |
| 7 | KF 21. Percentage believing that the trust (or organisation) provides equal opportunities for career progression or promotion |
| 8 | Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues |

A group of people in a meeting

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**Board representation indicator**

|  |  |
| --- | --- |
| Indicator | Descriptor |
| 9 | Percentage difference between the organisation's Board voting membership and its overall workforce disaggregated:   * By voting membership of the Board * By executive membership of the Board |

**Performance against the WRES indicators**

**Indicator 1: Percentage of staff in each of the AfC Bands 1-9 and Very Senior Managers (VSM) (including executive Board members) compared with the percentage of staff in the overall workforce Note: organisations should undertake this calculation separately for non-clinical and for clinical staff**

**Non-clinical workforce**

|  |  |  |  |
| --- | --- | --- | --- |
| **31st March 2024** | | **31st March 2025** | |
| White | 1457 | White | 1418 |
| BAME | 215 | BAME | 242 |
| Unknown | 23 | Unknown | 21 |
| Total | 1695 | Total | 1681 |

As of March 2025, within the non-clinical workforce, 84.4% of staff were White, and 14.4% of staff were from Black & Minority Ethnic backgrounds (an increase from 1.4% in the previous year).

**Clinical workforce**

|  |  |  |  |
| --- | --- | --- | --- |
| **31st March 2024** | | **31st March 2025** | |
| White | 3051 | White | 2861 |
| BAME | 1383 | BAME | 1261 |
| Unknown | 128 | Unknown | 92 |
| Total | 4562 | Total | 4214 |

As of March 2025, within the clinical workforce, 67.9% of staff are White, and 29.9% are from BAME backgrounds (a decrease of 0.01% on the previous year).

Figure 1 (*overleaf*) shows the proportion of White and BAME staff in each of the AfC pay bands within the non-clinical workforce.

In summary the data shows:

* There has been little movement across the majority of pay bands, with small increases of BAME representation at band 1,2,3, 7, 8A and 8B.

*Figure 1*

The table below shows the changes at each AfC band between 2024 and 2025.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **% movement per band** | | |
| **AfC Band** | **White 2025** | **BAME 2025** | **Unknown 2025** |
| Band 1 | -2% | 2% | 0% |
| Band 2 | -2% | 3% | 0% |
| Band 3 | -3% | 4% | 0% |
| Band 4 | 0% | 0% | 0% |
| Band 5 | 0% | 0% | 0% |
| Band 6 | 2% | -2% | 0% |
| Band 7 | -3% | 2% | 2% |
| Band 8A | 0% | 1% | -1% |
| Band 8B | -2% | 2% | 0% |
| Band 8C | 0% | 0% | 0% |
| Band 8D | 0% | 0% | 0% |
| Band 9 | 0% | 0% | 0% |
| VSM | 0% | 0% | 0% |

Figure 2 (below) shows the proportion of White and BAME staff in each of the AfC pay bands within the clinical workforce.

The table below shows the changes at each AfC band between 2024 and 2025.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **% movement per band** | | |
| **AfC Band** | **White 2025** | **BAME 2025** | **Unknown 2025** |
| Band 1 | 0% | 0% | 0% |
| Band 2 | -8% | 8% | 0% |
| Band 3 | -5% | 5% | -1% |
| Band 4 | 2% | -1% | -1% |
| Band 5 | -2% | 3% | -1% |
| Band 6 | -3% | 3% | 0% |
| Band 7 | -1% | 1% | 0% |
| Band 8A | -1% | 1% | 0% |
| Band 8B | 5% | -1% | -4% |
| Band 8C | 0% | 0% | 0% |
| Band 8D | 0% | 0% | 0% |
| Band 9 | 0% | 0% | 0% |
| VSM | 0% | 0% | 0% |

In summary the data shows:

* There has been little movement across the majority of AfC pay bands in relation to ethnicity. The largest change is across band 2 whereby there is an 8% decrease in white staff and an 8% increase in BAME staff.

Figure 3 below shows the distribution of White and BAME staff over each of the career grades for the medical workforce.

The table below shows the changes between 2024 and 2025:

|  |  |  |
| --- | --- | --- |
|  | % Movement between grades | |
|  | White 2025 | BAME 2025 |
| Medical & Dental Consultant | 1% | -0.7% |
| Medical & Dental Career Grade | -4.2% | 4.2% |
| Medical & Dental Trainee Grades | -3.6% | 4.3% |

There has been little change in the distribution of white staff in Consultant grades, where roughly an even split. There has been a small increase in the proportion of BAME staff in career grade roles, and a similar reduction on the proportion of white staff in these roles. There has been an increase in the proportion of BAME trainees compared to the previous 12 months.

**Indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Relative likelihood in 2024 | Relative likelihood in 2025 | Difference +/- |
| Relative likelihood of White staff being appointed from shortlisting compared to BAME staff. | 1.24 | 1.62 | +0.38 |

Analysis of recruitment data there has been a small increase in the relative likelihood that White staff are appointed from shortlisting compared to BAME staff. A figure of 1.62 shows that White candidates are still slightly more likely to be appointed from a shortlist than BAME candidates.

**Indicator 3: Relative likelihood of BAME staff entering the formal disciplinary process compared to that of White staff**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Relative likelihood in 2024 | Relative likelihood in 2025 | Difference +/- |
| Relative likelihood of BAME staff entering the formal disciplinary process compared to that of White staff. | 1.85 | 0.75 | -1.1 |

The relative likelihood of BAME staff entering the formal disciplinary process compared to that of White staff has decreased significantly in the last 12 months (from 1.85 to 0.75), and now BAME staff are less likely to enter into the formal disciplinary process than White staff, compared to 12 months ago.

**Indicator 4: Relative likelihood of staff accessing non-mandatory training and continuous professional development (CPD)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Relative likelihood in 2024 | Relative likelihood in 2025 | Difference +/- |
| Relative likelihood of staff accessing non-mandatory training and continuous professional development (CPD). | 0.99 | 0.97 | -0.02 |

There has been no significant change in the 2024 and 2025 relative likelihood scores, showing there is no disparity between white staff and BAME staff accessing non-mandatory CPD opportunities.

**Indicators 5-8: The figure below summarise the staff survey data that is used to inform the WRES submission**

|  |  |  |
| --- | --- | --- |
| Measure | 2023 Score | 2024 Score |
| % of BAME staff reported experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months | 23.1% | 26.6% |
| % of BAME staff reported experiencing harassment, bullying or abuse from staff in last 12 months | 21.6% | 26.0% |
| % of BAME staff said they had experienced discrimination at work from either their manager, team leader or other colleagues | 13.5% | 15.3% |
| % of BAME staff believed that the organisation provides equal opportunities for career progression or promotion | 50.6% | 48.4% |

There has been an increase (3.5%) in the proportion of BAME respondents who report bullying or abuse from patients, relatives or the public in the last 12 months.

The proportion of BAME staff reporting harassment or bullying from staff has increased from 21.6% to 26.0%.

There has been an increase in the proportion of BAME respondents who reported that they had experienced discrimination at work from either their manager, team leader or other colleagues, from 13.5% to 15.3%.

The proportion of BAME respondents who believed that that the organisation provides equal opportunities for career progression or promotion has decreased by 2.2% compared to the previous year.

**Indicator 9: Percentage difference between the organisation's Board voting membership and its overall workforce disaggregated.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **White** | **BAME** | **Unknown** |
| Board Membership | 10 | 2 | 1 |
| Of which;  Voting Board Members | 9 | 2 | 1 |
| Non-voting Board Members | 1 | 0 | 0 |
|  |  |  |  |
| Board Membership | 11 | 2 | 1 |
| Of which;  Exec Board Members | 7 | 0 | 0 |
| Non-Exec Board Members | 3 | 2 | 1 |
|  |  |  |  |
| Number of staff in overall workforce | 4479 | 1822 | 130 |
| Overall Workforce % by ethnicity | 69.65% | 28.33% | 2.02% |
|  |  |  |  |
| Total Board members by ethnicity (%) | 76.92% | 15.38% | 7.69% |
|  |  |  |  |
| Difference Board membership to overall workforce | 7% | -13% | 6% |