

# NHS Workforce Race Equality Standard Results 2019



Bradford District Care  
NHS Foundation Trust



## Equal Opportunities

**1 in 5 BAME** staff believe the Trust offers equality of opportunity for career progression and promotion.

## Bullying, Harassment and Abuse

**1 in 4** BAME staff experienced, bullying, harassment or abuse from patients, their relatives or the public;

**1 in 4** experienced it from other staff.

## Representation

**22%** of the workforce, **13%** of staff in bands 8a and above, are from a Black, Asian or Ethnic Minority Background.



BAME staff are almost twice as likely to enter into **formal disciplinary processes** than White Staff, White candidates are 1.71 more likely to be **appointed** after shortlisting.