

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.