

2.0 Workforce Race Equality Standard

2.1 The 2020 column is colour coded according to whether there has been an improvement (green), no change (amber) or worsening (red) of the results since 2019. The 2019 benchmark for comparable Trusts is in the final column along with a colour coded gap to show if our results are above or below the national benchmark (green) above, (red) below and (amber) equal to. The proposed actions follow the table.

WRES Metric	2014 data	2015 data	2016 data	2017 data	2018 data	2019 data	2020 data	Trends and Comments	Benchmark Mental Health, Learning Disability and Community Service
Metric 1 Percentage of BAME staff in bands 8 – 9 VSM (Including Executive Board members and Senior Medical Staff) compared with the BAME staff in the overall workforce.	6.76 % BAME	6.69 % BAME	Metric changed to bands 1-9.	18.7% BAME	18.65 % BAME	22% BAME	21.32% BAME	The % of BME staff in bands 8-9 is 19.48% . 24.27% of the overall workforce are from a BME background meaning that BME staff are under-represented in bands 8, 9 and VSM.	2017 - Nationally, the proportion of BAME staff in Bands 8a - 9 and VSM was 11.1% compared with 17.7% in the workforce as a whole
	19.81 % White	20.61 % White	18.7 % White	10.40% BAME band 8-9 (VSM)	8.65% BAME band 8-9 (VSM)	12.6% (Bands 8-9 (VSM))	19.48% (Bands 8-9 VSM)		

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Metric 2 Relative likelihood of White staff being appointed from shortlisting compared to that of BAME staff being appointed from shortlisting across all posts.	10:1 BAM E 11:1 White	8:1 BAM E 6:1 White	8:1 BAM E 6:1 White	0.99	1.15	1.71	2.14	The difference in likelihood of BAME and White applicants being appointed to a post after the applicant has been shortlisted has increased since 2017 to 2.14 in favour of White applicants.	2018 - 1.45
Metric 3: Relative likelihood of BAME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary	41:1 BAM E 56:1 White	36:1 BAM E 44:1 White	45:1 BAM E 49:1 White	1.98 Previous metric method: 44:1 BAME 88:1 White Last 6 months 138:1	2.00	1.98	2.64	The way that this metric is measured was changed in 2016. BAME staff are just less than twice as likely to enter a formal disciplinary process.	2018 – 1.24

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investigation.				BAME 215:1 White					
Relative likelihood of BAME staff accessing non-mandatory training and CPD as compared to White staff	1:1 BAME 1:1 White	1:1 BAME 1:1 White	1:1 BAME 1:1 White	1.05	1.04	1.00	1.02	The likelihood of BAME staff accessing training compared with White staff is 1.02.	2018 – 1.15
Metric 5 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the past 12 months.	–	31% BAME 25% White	30% BAME 27% White	27.7% BAME 27.97% White	28.7% BAME 28.13% White	30.1% BAME 25.2% White	29.3% BAME 26.1% White	The gap between BAME staff and White staff has reduced over the time period.	2019 BAME 33.5% White 25.4% Gap – 8.1%
		6% difference	3% difference	0.25% difference	0.58%	4.9%	3.2%		

WRES Metric	2014 data	2015 data	2016 data	2017 data	2018 data	2019 data	2020 data	Trends and Comments	Benchmark Mental Health, Learning Disability and Community Service
Metric 6 Percentage of staff experiencing harassment, bullying or abuse from staff in the past 12 months.	21% BAME	23% BAME	24% BAME	24.16% BAME	24.26% BAME	27.7% BAME	33.9% BAME	There has been an increase of 2.8% in the gap between BAME and White staff responses to this question in 2018 which is now above the national average.	2019 24.5% BAME 20.2% White Gap – 4.3%
	17% White	19% White	19% White	20.20% White	19.83% White	20.5% White	22.3% White		
	4% Gap	4% Gap	5% Gap	3.96% Gap	4.4% Gap	7.2% Gap	11.6% Gap		
Metric 7 Percentage believing that Trust provides equal opportunities for career progression and promotion.	70% BAME	78% BAME	68% BAME	66.41% BAME	65.89% BAME	58.4% BAME	58.5% BAME	The gap remains large for this metric and is almost double the benchmark comparator.	2019 71.8% BAME 87.2% White Gap – 15.4%
	93% White	87% White	88% White	84.64% White	85.36% White	86.7% White	87.2% White		
	23% Gap	9% Gap	20% Gap	18.23% Gap	19.47% Gap	28.3% Gap	28.7% Gap		

WRES Metric	2014 data	2015 data	2016 data	2017 data	2018 data	2019 data	2020 data	Trends and Comments	Benchmark Mental Health, Learning Disability and Community Service
Metric 8 In the last 12 months have you personally experienced discrimination at work from any of the following? Manager / Team Leader or other colleagues.	41% BAME	25% BAME	16% BAME	15.85% BAME	20.10% BAME	16.1% BAME	17.8% BAME	The Trust has a higher number of BAME staff reporting discrimination than the benchmark and the gap has increased from 2019.	2019 13.2% BAME 5.5% White Gap – 7.7%
	11% White	9% White	5% White	7.52% White	6.6% White	5.6% White	5.2% White		
	30 % Gap	16% Gap	11% Gap	8% Gap	13.5% Gap	10.5% Gap	12.6% Gap		
Metric 9 Percentage difference between the organisations' Board voting membership and its overall workforce.	6.25% BAME	7.7% BAME	8.3% BAME	-10.3% BAME -10.5% White	-18.6% BAME -0.1% White -18.6%	-22.8%	22.2%	The Board is now 2.07% less representative than the Trust as a whole which is a significant improvement from 2019 and 15.2% more than the benchmark.	2018 7%