

WRES results over time

Indicator Type	WRES Indicator	Metric Description	2016	2017	2018	2019	2020	2021	2020	2020	Action plan
			Score	Score	Score	Score	Score	Score	Benchmark Trusts	National	
	1	Percentage of BAME staff in VSM		10.4	8.65	12.6	19.48		-	-	Representation in recruitment. Positive Action, Unconscious Bias Training.
	2	Relative likelihood of White applicants being appointed from shortlisting compared to that of BME applicants		0.99	1.15	1.71	2.14	0.97	-	1.61	Representation in recruitment. Positive Action, Unconscious Bias Training.
	3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process.		1.98	2.00	1.98	2.64	2.76	1.41	1.16	Review of Disciplinarys, implementation of reviewed disciplinary policy which
	4	Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff	1.00	1.05	1.04	1.00	1.02	1.05	-	1.14	
S T A F F  S U R V E Y	5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	BME-30%	BME-24.3%	BME-27.7%	BME-29.3%	BME-30.2%	-	BME-28.9%	BME-30.3%	Implementation of the Racial and Other Types of Abuse Policy in Mental Health Review
			White - 27%	White-28.1%	White - 25.2%	White - 26.1%	White - 20.5%	-	White - 25.9%	White- 27.9%	
	6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	BME-23%	BME-24.3%	BME-27.7%	BME-33.09%	BME-25.3%	-	BME-23.4%	BME-28.4%	E-learning, targetted training.
			White-19%	White-19%	White-20.20%	White-19.83%	White-20.50%	-	White - 17.4%	White-23.6%	
	7	Percentage believing that trust provides equal opportunities for career progression or promotion.	BME-70%	BME-65.9%	BME-58.4%	BME-58.5%	BME-63.4%	-	BME-69.2%	BME-71.2%	Launch of Moving Forward +
			White - 93%	White-85.4%	White - 86.7%	White - 87.1%	White - 87.3%	-	White - 87.3%	White-86.9%	
	8	In the last 12 months have you personally experienced discrimination at work?	BME-16%	BME-19.1%	BME-17.8%	BME-16.10%	BME-20.1%	-	BME - 16.7%	BME- 14.5%	Targetted Sharing Perspectives Training, Bullying and Harassment Training and Unconscious Bias Training.
			White - 5%	White-6.7%	White - 5.6%	White - 5.2%	White-5.7%	-	White - 6.2%	White- 6%	
BOARD	9	Percentage of BME Board membership	8.30%	10.30%	18.60%	22.80%	22.00%	23.10%		10%	Continued positive action in recruitment.