









Workforce Race Equality Standard (WRES) Comparison Data for April 2016–17

WRES Indicator	2015-16				2016-17				Summary position	Compared to previous year
<p>1. Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by:</p> <ul style="list-style-type: none"> • Non-Clinical staff • Clinical staff - of which <ul style="list-style-type: none"> - Non-Medical staff - Medical and Dental staff 		BME	Unspec	White		BME	Unspec	White	<p>There is an increase in the numbers of BME staff in both non - clinical and clinical roles.</p> <p>BME representation in senior positions (band 8a and above) remains an area of focus</p> <p>9% Senior Manager in 2016 and increased to 12% in 2017</p>	
	Non Clinical Staff Total	25.52	2.35	72.13	Non Clinical Staff Total	30.16	1.54	68.30		
	Clinical Staff Total	28.78	4.13	67.09	Clinical Staff Total	30.69	2.27	67.04		
	Non-Medical	23.88	3.57	72.55	Non-Medical	25.70	1.70	72.60		
	Medical	49.44	6.51	44.04	Medical	51.19	4.61	44.20		
	All Staff Total	24.32	3.24	72.44	All Staff Total	30.53	2.04	67.43		
<p>2. Relative likelihood of staff being appointed from shortlisting across all posts</p> <p><i>Note: This refers to both externally and internally advertised posts</i></p>	<u>White</u> Shortlisted 50%	<u>BME</u> Shortlisted 43%	<u>White</u> Shortlisted 47%	<u>BME</u> Shortlisted 51%	<p>The shortlisting to appointment data for BME staff is showing an improved position for 2016-17.</p> <p>Work underway in recording internal promotion/movement</p>					
	<u>Appointed</u> 69%	<u>Appointed</u> 31%	<u>Appointed</u> 59%	<u>Appointed</u> 32%						
<p>3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation</p> <p>Note: This indicator will be based on data from a two year rolling average of the current year and the previous year</p>	<u>White</u> 68%	<u>BME</u> 28%	<u>White</u> 54%	<u>BME</u> 38%	<p>Nationally BME staff are over represented in formal disciplinary cases. UHL is showing a deteriorating position.</p>					
	4 unspecified		3 unspecified							

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	White	BME	White	BME		
4. Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff	<u>White</u> 65%	<u>BME</u> 30%	<u>White</u> 62%	<u>BME</u> 19%	Attendance for all training by BME staff is under-representative at 19%. Attendance at Leadership courses for BME staff is 32% which demonstrates an improving position. <i>The undisclosed rate for UHL based training is 21% making accurate trend analysis difficult.</i>	
5. National Staff Survey Key Finding - Percentage of staff experiencing harassment, bullying or abuse from patients in last 12 months	<u>White</u> 33.5%	<u>BME</u> 30.23%	<u>White</u> 22%	<u>BME</u> 21%	2017 data shows a reduction for both White and BME staff. The trend however, shows that White staff report a marginally higher rate of harassment from patients than BME staff.	
6. National Staff Survey Key Finding - Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White 28.22%	BME 28.57%	White 23.05%	BME 24.18%	2017 shows a reduction from the previous year however the trend remains the same in that BME staff experience slightly more harassment than white staff.	

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	White	BME	White	BME		
7. National Staff Survey Key Finding - Percentage believing that Trust provides equal opportunities for career progression or promotion	White 93.44%	BME 85.19%	White 86%	BME 76%	A higher % of White staff believe that they have equal opportunity for career progression at UHL than BME staff. The data for 2017 is showing deterioration in the level of satisfaction across BME respondents	
8. National Staff Survey Key Finding- In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues	White 8.59%	BME 19%	White 5.3%	BME 10.23%	Although showing an upward trend BME staff are twice as likely to experience discrimination than White staff.	
9. Percentage difference between the organisations' Board membership and its overall workforce disaggregated: • By voting membership of the Board • By Executive membership of the Board Note: this is an amended version of the previous definition of Indicator 9	White 86% (Board) 83% 100%	BME 28% (general workforce) 14% (Board) 17% 0%	White 86% (Board) 83% 100%	BME 30% (general Workforce) 14% (Board) 17% 0%	No change from the previous year	