

WRES Indicator	Metric description
1	The percentage of staff in each of the AfC Bands1-9 and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce

Clinical staff – BME representation

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	VSM
2024	0%	4.8%	19%	10.5%	17.1%	9.9%	8.4%	5%	22.2%	0%	33.3%	0%
2023	0%	11.1%	15%	11.4%	13.4%	9.9%	7.0%	7.2%	15.4%	6.7%	0%	0%
2022	0%	18.8%	14.6%	11.3%	10.5%	9.8%	5.2%	8.7%	13.3%	7.7%	0%	0%
2021	0%	28.6%	14.3%	7.4%	10.8%	8.7%	4.9%	4.9%	5.9%	8.3%	0%	0%
2020	50%	13.3%	14.2%	8.7%	10.8%	8.1%	3.2%	4.4%	0%	10%	0%	0%
2019	50%	7.7%	12.2%	7.9%	10.7%	7.3%	3.5%	3.9%	0%	0%	0%	0%

	Medical & Dental Consultant	Medical & Dental Non-Consultant Career Grade	Medical & Dental Trainee Grades	KQ00	MQ00	NQ00	WQ00	CQ00
2024	25% (8)	25% (8)	0%	50% (1)	0%	0%	14.3% (1)	0%
2023	29.6% (8)	21.4% (3)	11.1% (1)	50% (1)	0%	18.9% (7)	14.3% (1)	0%
2022	36.7% (11)	30.8% (4)	0%	0%	0%	6.7% (1)	14.3% (1)	0%
2021	36.4% (12)	33.3% (5)	0%	0%	0%	37.5% (3)	0%	0%
2020	31.3% (5)	14.3% (1)	0%	0%	0%	0%	0%	50% (1)
2019	43.8% (14)	35.3% (6)	0%	0%	0%	0%	0%	50% (1)

WRES Indicator	Metric description
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Non-Clinical staff – BME representation

	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	VSM
2024	0%	4.8%	19%	10.5%	17.1%	9.9%	8.4%	5%	22.2%	0%	33.3%	0%
2023	0%	16.1%	17.5%	20.7%	19.8%	12.9%	14.1%	7.1%	4.3%	0%	0%	0%
2022	50%	22%	16%	19.3%	14.6%	15.7%	12.9%	5.5%	4.8%	0%	0%	0%
2021	40.9%	20.2%	15.7%	22.1%	14.4%	11.1%	14%	0%	7.1%	0%	0%	0%
2020	38.5%	20.3%	14.7%	20.3%	10.1%	11.1%	11.5%	0%	5.9%	0%	0%	0%
2019	38.5%	15.5%	15.5%	17.1%	10.9%	8.6%	9%	0%	5.9%	0%	0%	0%

WRES Indicator	Metric description	31.3.19 score	31.3.20 score	31.3.21 score	31.3.22 score	31.3.23 score	31.3.24 score
2	Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts.	0.16	0.35	0.84	0.24	0.96	0.6

WRES Indicator	Metric description	31.3.19 score	31.3.20 score	31.3.21 score	31.3.22 score	31.3.23 score	31.3.24 score
3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process.	1.34	0	1.32	0.01	0.5	0

WRES Indicator	Metric description	31.3.19 score	31.3.20 score	31.3.21 score	31.3.22 score	31.3.23 score	31.3.24 score
4	Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff.	1.31	1	1.12	0.84	1.52	1.65

WRES Indicator	Metric description
5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months <i>*White staff percentage in brackets.</i>

	2018	2019	2020	2021	2022	2023
Organisation	22.4% (25.7%)	21% (26.5%)	21% (24%)	23.8% (26.4%)	16.3% (23.9%)	17.7% (18.8%)
Adult Business Unit					24.5% (32.0%)	26.1% (25.8%)
Children's Business Unit					14.7% (21.5%)	8.6% (15.8%)
Corporate Business Unit					7.4% (8.7%)	3.0% (2.3%)
Executive Business Unit					- (5.3%)	- (0%)
Operations Business Unit					8.7% (19.2%)	2.6% (13.8%)
Specialist Business Unit					22.2% (28.0%)	25.9% (22.9%)

WRES Indicator	Metric description
6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months <i>*White staff percentage in brackets.</i>

	2018	2019	2020	2021	2022	2023
Organisation	21.2% (16.7%)	24.1% (16.7%)	24.8% (16.4%)	19.3% (16%)	12.9% (12.8%)	15.2% (11.7%)
Adult Business Unit					10.4% (12.6%)	20.0% (12.9%)
Children's Business Unit					15.2% (10.1%)	5.7% (9.0%)
Corporate Business Unit					22.2% (14.5%)	15.2% (7.9%)
Executive Business Unit					- (5.3%)	- (0%)
Operations Business Unit					4.3% (13.6%)	5.3% (10.9%)
Specialist Business Unit					17.4% (15.0%)	18.5% (14.9%)

WRES Indicator	Metric description
7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion. * <i>White staff percentage in brackets.</i>

	2018	2019	2020	2021	2022	2023
Organisation	41% (65.4%)	39.9% (64%)	40.5% (66.3%)	45.6% (65.9%)	49.8% (62.9%)	50.4% (66.7%)
Adult Business Unit					52.1% (64.5%)	60.5% (65.7%)
Children's Business Unit					44.1% (57.0%)	42.9% (69.2%)
Corporate Business Unit					48.1% 56.7%)	45.5% (61.9%)
Executive Business Unit					- (68.4%)	- (75.0%)
Operations Business Unit					54.3% (69.9%)	39.5% (67.7%)
Specialist Business Unit					45.7% (65.9%)	46.3% (67.0%)

WRES Indicator	Metric description
8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team *White staff percentage in brackets.

	2018	2019	2020	2021	2022	2023
Organisation	16.9% (3.9%)	17.9% (4.3%)	15.3% (4.3%)	13.7% (4.3%)	12.1% (4.2%)	11.3% (2.7%)
Adult Business Unit					12.8% (4.0%)	14.2% (2.8%)
Children's Business Unit					25.0% (3.7%)	5.7% (1.7%)
Corporate Business Unit					7.4% (5.8%)	9.4% (2.3%)
Executive Business Unit					- (5.3%)	- (0%)
Operations Business Unit					2.2% (4.2%)	10.5% (3.0%)
Specialist Business Unit					15.6% (4.3%)	11.1% (3.5%)

WRES Indicator	Metric description	31.3.19 score	31.3.20 score	31.3.21 score	31.3.22 score	31.3.23 score	31.3.24 score
9	Percentage of BME Board membership	0	0	0	8.3%	8.3%	16.7%