

# Regional Summary – East of England

- Across all nine indicators and throughout all provider organisations across the East of England, the WRES data for 2020 is highly variable.
- No particular indicator stood out as scoring particularly highly or poorly among a provider organisations.
- However, at STP/ICS-level, some indicators *did* stand out insofar as the majority of provider organisations within a certain STP/ICS scored similarly.
- The following slides provide narrative on the WRES data in provider organisations in the East of England at both region and STP/ICS level.

# Terminology

- ‘Rank’/‘ranking’<sup>1</sup>: how well a provider organisation has scored in relation to a particular WRES indicator. The lower the rank, the better a provider organisation has performed. The higher the rank, the worse a provider organisation has performed.
- ‘Upper quartile’: where an organisation's ranking under a particular WRES indicator falls into the ‘upper’ (better) range of ranks.
- ‘Mid quartile’: where an organisation’s ranking under a particular WRES indicator falls into the ‘middle’ range of ranks.
- ‘Lower quartile’: where an organisation’s ranking under a particular WRES indicator falls into the ‘lower’ (worse) range of ranks.

<sup>1</sup>Assuming the lowest possible rank equals the totality of participating NHS provider organisations in England (222 NHS and subcontracted organisations)

# Indicator 1: Percentage of staff by ethnicity in pay bands which cover all non-medical staff and very senior managers (VSM)



| Organisation                                | Latest CQC Rating   | Rank: Band 1-6          | Rank: Band 7+ | Rank: All AfC Bands |              |
|---|---|-------------------------|---------------|---------------------|--------------|
| Bedfordshire, Luton & Milton Keynes ICS     | Bedford Hospital NHS Trust                                      | Inspected But Not Rated | 134           | 154                 | 161          |
|   | Milton Keynes University Hospital NHS Foundation Trust          | Good                    | 143           | 74                  | 102          |
|   | Luton And Dunstable University Hospital NHS Foundation Trust    | Good                    | 65            | 132                 | 105          |
| Cambridgeshire & Peterborough STP           | Royal Papworth Hospital NHS Foundation Trust                    | Outstanding             | 73            | 217                 | 213          |
|   | Cambridge University Hospitals NHS Foundation Trust             | Good                    | 147           | 173                 | 175          |
|   | North West Anglia NHS Foundation Trust                          | Requires Improvement    | 157           | 111                 | 133          |
|   | Cambridgeshire And Peterborough NHS Foundation Trust            | Good                    | 13            | 174                 | 80           |
|   | Cambridgeshire Community Services NHS Trust                     | Outstanding             | 70            | 66                  | 59           |
| Hertfordshire & West Essex ICS              | Hertfordshire Partnership University NHS Foundation Trust       | Outstanding             | 144           | 126                 | 140          |
|   | West Hertfordshire Hospitals NHS Trust                          | Requires Improvement    | 121           | 82                  | 99           |
|   | East And North Hertfordshire NHS Trust                          | Requires Improvement    | 34            | 137                 | 82           |
|   | The Princess Alexandra Hospital NHS Trust                       | Requires Improvement    | 12            | 162                 | 73           |
|   | Hertfordshire Community NHS Trust                               | Good                    | 47            | 21                  | 17           |
| Mid & South Essex Health & Care Partnership | Mid Essex Hospital Services NHS Trust                           | Requires Improvement    | 158           | 77                  | 112          |
|   | Essex Partnership University NHS Foundation Trust               | Good                    | 79            | 96                  | 93           |
|   | Southend University Hospital NHS Foundation Trust               | Good                    | 41            | 102                 | 64           |
|   | Basildon And Thurrock University Hospitals NHS Foundation Trust | Good                    | 7             | 95                  | 38           |
| Norfolk & Waveney Health & Care Partnership | James Paget University Hospitals NHS Foundation Trust           | Good                    | 181           | 135                 | 169          |
|   | The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust | Inadequate              | 173           | 133                 | 165          |
|   | Norfolk Community Health And Care NHS Trust                     | Outstanding             | 125           | 150                 | 158          |
|   | Norfolk And Norwich University Hospitals NHS Foundation Trust   | Requires Improvement    | 107           | 166                 | 159          |
|   | Norfolk And Suffolk NHS Foundation Trust                        | Requires Improvement    | 151           | 48                  | 86           |
| Suffolk & North East Essex ICS              | West Suffolk NHS Foundation Trust                               | Requires Improvement    | 194           | 90                  | 145          |
|   | East Suffolk And North Essex NHS Foundation Trust               | Requires Improvement    | 159           | 108                 | 131          |
| Ambulance                                   | East Of England Ambulance Service NHS Trust                     | Requires Improvement    | 146           | 56                  | 88           |
| <b>Regional Mean Rank</b>                   |   |                         | <b>107</b>    | <b>115</b>          | <b>114</b>   |
| <b>Regional Standard Deviation</b>          |   |                         | <b>56.71</b>  | <b>45.37</b>        | <b>46.70</b> |

# Indicator 2: Relative likelihood of white applicants being appointed from shortlisting compared to that of BME applicants



|   | Organisation  | Latest CQC Rating       | Rank         |
|---|---|-------------------------|--------------|
| Bedfordshire, Luton & Milton Keynes ICS     | Bedford Hospital NHS Trust                                      | Inspected But Not Rated | 3            |
|   | Milton Keynes University Hospital NHS Foundation Trust          | Good                    | 195          |
|   | Luton And Dunstable University Hospital NHS Foundation Trust    | Good                    | 4            |
| Cambridgeshire & Peterborough STP           | Royal Papworth Hospital NHS Foundation Trust                    | Outstanding             | 40           |
|   | Cambridge University Hospitals NHS Foundation Trust             | Good                    | 25           |
|   | North West Anglia NHS Foundation Trust                          | Requires Improvement    | 78           |
|   | Cambridgeshire And Peterborough NHS Foundation Trust            | Good                    | 192          |
|   | Cambridgeshire Community Services NHS Trust                     | Outstanding             | 115          |
| Hertfordshire & West Essex ICS              | Hertfordshire Partnership University NHS Foundation Trust       | Outstanding             | 59           |
|   | West Hertfordshire Hospitals NHS Trust                          | Requires Improvement    | 164          |
|   | East And North Hertfordshire NHS Trust                          | Requires Improvement    | 137          |
|   | The Princess Alexandra Hospital NHS Trust                       | Requires Improvement    | 61           |
|   | Hertfordshire Community NHS Trust                               | Good                    | 107          |
| Mid & South Essex Health & Care Partnership | Mid Essex Hospital Services NHS Trust                           | Requires Improvement    | 27           |
|   | Essex Partnership University NHS Foundation Trust               | Good                    | 21           |
|   | Southend University Hospital NHS Foundation Trust               | Good                    | 116          |
|   | Basildon And Thurrock University Hospitals NHS Foundation Trust | Good                    | 23           |
| Norfolk & Waveney Health & Care Partnership | James Paget University Hospitals NHS Foundation Trust           | Good                    | 104          |
|   | The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust | Inadequate              | 83           |
|   | Norfolk Community Health And Care NHS Trust                     | Outstanding             | 43           |
|   | Norfolk And Norwich University Hospitals NHS Foundation Trust   | Requires Improvement    | 127          |
|   | Norfolk And Suffolk NHS Foundation Trust                        | Requires Improvement    | 141          |
| Suffolk & North East Essex ICS              | West Suffolk NHS Foundation Trust                               | Requires Improvement    | 20           |
|   | East Suffolk And North Essex NHS Foundation Trust               | Requires Improvement    | 38           |
| Ambulance                                   | East Of England Ambulance Service NHS Trust                     | Requires Improvement    | 93           |
| <b>Regional Mean Rank</b>                   |   |                         | <b>81</b>    |
| <b>Regional Standard Deviation</b>          |   |                         | <b>56.36</b> |

# Indicator 3: Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process



|   | Organisation  | Latest CQC Rating       | Rank  |
|---|---|-------------------------|-------|
| Bedfordshire, Luton & Milton Keynes ICS     | Bedford Hospital NHS Trust                                      | Inspected But Not Rated | 37    |
|   | Milton Keynes University Hospital NHS Foundation Trust          | Good                    | 85    |
|   | Luton And Dunstable University Hospital NHS Foundation Trust    | Good                    | 52    |
| Cambridgeshire & Peterborough STP           | Royal Papworth Hospital NHS Foundation Trust                    | Outstanding             | 98    |
|   | Cambridge University Hospitals NHS Foundation Trust             | Good                    | 136   |
|   | North West Anglia NHS Foundation Trust                          | Requires Improvement    | 64    |
|   | Cambridgeshire And Peterborough NHS Foundation Trust            | Good                    | 208   |
|   | Cambridgeshire Community Services NHS Trust                     | Outstanding             | 61    |
| Hertfordshire & West Essex ICS              | Hertfordshire Partnership University NHS Foundation Trust       | Outstanding             | 91    |
|   | West Hertfordshire Hospitals NHS Trust                          | Requires Improvement    | 89    |
|   | East And North Hertfordshire NHS Trust                          | Requires Improvement    | 130   |
|   | The Princess Alexandra Hospital NHS Trust                       | Requires Improvement    | 166   |
|   | Hertfordshire Community NHS Trust                               | Good                    | 207   |
| Mid & South Essex Health & Care Partnership | Mid Essex Hospital Services NHS Trust                           | Requires Improvement    | -     |
|   | Essex Partnership University NHS Foundation Trust               | Good                    | 203   |
|   | Southend University Hospital NHS Foundation Trust               | Good                    | -     |
|   | Basildon And Thurrock University Hospitals NHS Foundation Trust | Good                    | -     |
| Norfolk & Waveney Health & Care Partnership | James Paget University Hospitals NHS Foundation Trust           | Good                    | 62    |
|   | The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust | Inadequate              | 22    |
|   | Norfolk Community Health And Care NHS Trust                     | Outstanding             | 213   |
|   | Norfolk And Norwich University Hospitals NHS Foundation Trust   | Requires Improvement    | 99    |
|   | Norfolk And Suffolk NHS Foundation Trust                        | Requires Improvement    | 193   |
| Suffolk & North East Essex ICS              | West Suffolk NHS Foundation Trust                               | Requires Improvement    | 21    |
|   | East Suffolk And North Essex NHS Foundation Trust               | Requires Improvement    | 92    |
| Ambulance                                   | East Of England Ambulance Service NHS Trust                     | Requires Improvement    | 197   |
| Regional Mean Rank                          |   |                         | 101   |
| Regional Standard Deviation                 |   |                         | 70.55 |

# Indicator 4: Relative likelihood of white staff accessing non mandatory training and CPD compared to BME staff



| Organisation                                | Latest CQC Rating   | Rank                    |              |
|---|---|-------------------------|--------------|
| Bedfordshire, Luton & Milton Keynes ICS     | Bedford Hospital NHS Trust                                      | Inspected But Not Rated | 4            |
|   | Milton Keynes University Hospital NHS Foundation Trust          | Good                    | 172          |
|   | Luton And Dunstable University Hospital NHS Foundation Trust    | Good                    | 72           |
| Cambridgeshire & Peterborough STP           | Royal Papworth Hospital NHS Foundation Trust                    | Outstanding             | 46           |
|   | Cambridge University Hospitals NHS Foundation Trust             | Good                    | 84           |
|   | North West Anglia NHS Foundation Trust                          | Requires Improvement    | 26           |
|   | Cambridgeshire And Peterborough NHS Foundation Trust            | Good                    | 44           |
|   | Cambridgeshire Community Services NHS Trust                     | Outstanding             | 157          |
| Hertfordshire & West Essex ICS              | Hertfordshire Partnership University NHS Foundation Trust       | Outstanding             | 151          |
|   | West Hertfordshire Hospitals NHS Trust                          | Requires Improvement    | 184          |
|   | East And North Hertfordshire NHS Trust                          | Requires Improvement    | 186          |
|   | The Princess Alexandra Hospital NHS Trust                       | Requires Improvement    | 74           |
|   | Hertfordshire Community NHS Trust                               | Good                    | 69           |
| Mid & South Essex Health & Care Partnership | Mid Essex Hospital Services NHS Trust                           | Requires Improvement    | 100          |
|   | Essex Partnership University NHS Foundation Trust               | Good                    | 202          |
|   | Southend University Hospital NHS Foundation Trust               | Good                    | 35           |
|   | Basildon And Thurrock University Hospitals NHS Foundation Trust | Good                    | 114          |
| Norfolk & Waveney Health & Care Partnership | James Paget University Hospitals NHS Foundation Trust           | Good                    | 20           |
|   | The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust | Inadequate              | 111          |
|   | Norfolk Community Health And Care NHS Trust                     | Outstanding             | 36           |
|   | Norfolk And Norwich University Hospitals NHS Foundation Trust   | Requires Improvement    | 195          |
|   | Norfolk And Suffolk NHS Foundation Trust                        | Requires Improvement    | 41           |
| Suffolk & North East Essex ICS              | West Suffolk NHS Foundation Trust                               | Requires Improvement    | 59           |
|   | East Suffolk And North Essex NHS Foundation Trust               | Requires Improvement    | 0            |
| Ambulance                                   | East Of England Ambulance Service NHS Trust                     | Requires Improvement    | 130          |
| <b>Regional Mean Rank</b>                   |   |                         | <b>92</b>    |
| <b>Regional Standard Deviation</b>          |   |                         | <b>62.62</b> |

# Indicator 5: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



| Organisation                                | Latest CQC Rating   | Rank: BME Staff Only    | Rank: BME Staff Versus White Staff |              |
|---|---|-------------------------|------------------------------------|--------------|
| Bedfordshire, Luton & Milton Keynes ICS     | Bedford Hospital NHS Trust                                      | Inspected But Not Rated | 49                                 | 18           |
|   | Milton Keynes University Hospital NHS Foundation Trust          | Good                    | 110                                | 66           |
|   | Luton And Dunstable University Hospital NHS Foundation Trust    | Good                    | 158                                | 78           |
| Cambridgeshire & Peterborough STP           | Royal Papworth Hospital NHS Foundation Trust                    | Outstanding             | 19                                 | 107          |
|   | Cambridge University Hospitals NHS Foundation Trust             | Good                    | 72                                 | 85           |
|   | North West Anglia NHS Foundation Trust                          | Requires Improvement    | 117                                | 129          |
|   | Cambridgeshire And Peterborough NHS Foundation Trust            | Good                    | 105                                | 167          |
|   | Cambridgeshire Community Services NHS Trust                     | Outstanding             | 34                                 | 128          |
| Hertfordshire & West Essex ICS              | Hertfordshire Partnership University NHS Foundation Trust       | Outstanding             | 176                                | 197          |
|   | West Hertfordshire Hospitals NHS Trust                          | Requires Improvement    | 162                                | 159          |
|   | East And North Hertfordshire NHS Trust                          | Requires Improvement    | 107                                | 63           |
|   | The Princess Alexandra Hospital NHS Trust                       | Requires Improvement    | 82                                 | 92           |
|   | Hertfordshire Community NHS Trust                               | Good                    | 11                                 | 26           |
| Mid & South Essex Health & Care Partnership | Mid Essex Hospital Services NHS Trust                           | Requires Improvement    | 136                                | 108          |
|   | Essex Partnership University NHS Foundation Trust               | Good                    | 198                                | 200          |
|   | Southend University Hospital NHS Foundation Trust               | Good                    | 157                                | 131          |
|   | Basildon And Thurrock University Hospitals NHS Foundation Trust | Good                    | 144                                | 82           |
| Norfolk & Waveney Health & Care Partnership | James Paget University Hospitals NHS Foundation Trust           | Good                    | 215                                | 181          |
|   | The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust | Inadequate              | 160                                | 162          |
|   | Norfolk Community Health And Care NHS Trust                     | Outstanding             | 145                                | 160          |
|   | Norfolk And Norwich University Hospitals NHS Foundation Trust   | Requires Improvement    | 121                                | 62           |
|   | Norfolk And Suffolk NHS Foundation Trust                        | Requires Improvement    | 222                                | 217          |
| Suffolk & North East Essex ICS              | West Suffolk NHS Foundation Trust                               | Requires Improvement    | 79                                 | 125          |
|   | East Suffolk And North Essex NHS Foundation Trust               | Requires Improvement    | 154                                | 154          |
| Ambulance                                   | East Of England Ambulance Service NHS Trust                     | Requires Improvement    | 225                                | 52           |
| <b>Regional Mean Rank</b>                   |   |                         | <b>126</b>                         | <b>118</b>   |
| <b>Regional Standard Deviation</b>          |   |                         | <b>59.30</b>                       | <b>53.97</b> |

# Indicator 6: Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



| Organisation                                |   | Latest CQC Rating       | Rank: BME Staff Only | Rank: BME Staff Versus White Staff |
|---|---|-------------------------|----------------------|------------------------------------|
| Bedfordshire, Luton & Milton Keynes ICS     | Bedford Hospital NHS Trust                                      | Inspected But Not Rated | 51                   | 11                                 |
|   | Milton Keynes University Hospital NHS Foundation Trust          | Good                    | 125                  | 158                                |
|   | Luton And Dunstable University Hospital NHS Foundation Trust    | Good                    | 20                   | 12                                 |
| Cambridgeshire & Peterborough STP           | Royal Papworth Hospital NHS Foundation Trust                    | Outstanding             | 212                  | 185                                |
|   | Cambridge University Hospitals NHS Foundation Trust             | Good                    | 126                  | 65                                 |
|   | North West Anglia NHS Foundation Trust                          | Requires Improvement    | 133                  | 29                                 |
|   | Cambridgeshire And Peterborough NHS Foundation Trust            | Good                    | 55                   | 36                                 |
|   | Cambridgeshire Community Services NHS Trust                     | Outstanding             | 14                   | 135                                |
| Hertfordshire & West Essex ICS              | Hertfordshire Partnership University NHS Foundation Trust       | Outstanding             | 66                   | 144                                |
|   | West Hertfordshire Hospitals NHS Trust                          | Requires Improvement    | 109                  | 61                                 |
|   | East And North Hertfordshire NHS Trust                          | Requires Improvement    | 181                  | 89                                 |
|   | The Princess Alexandra Hospital NHS Trust                       | Requires Improvement    | 180                  | 69                                 |
|   | Hertfordshire Community NHS Trust                               | Good                    | 43                   | 205                                |
| Mid & South Essex Health & Care Partnership | Mid Essex Hospital Services NHS Trust                           | Requires Improvement    | 201                  | 203                                |
|   | Essex Partnership University NHS Foundation Trust               | Good                    | 84                   | 62                                 |
|   | Southend University Hospital NHS Foundation Trust               | Good                    | 102                  | 37                                 |
|   | Basildon And Thurrock University Hospitals NHS Foundation Trust | Good                    | 115                  | 49                                 |
| Norfolk & Waveney Health & Care Partnership | James Paget University Hospitals NHS Foundation Trust           | Good                    | 179                  | 96                                 |
|   | The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust | Inadequate              | 222                  | 200                                |
|   | Norfolk Community Health And Care NHS Trust                     | Outstanding             | 208                  | 217                                |
|   | Norfolk And Norwich University Hospitals NHS Foundation Trust   | Requires Improvement    | 211                  | 208                                |
|   | Norfolk And Suffolk NHS Foundation Trust                        | Requires Improvement    | 192                  | 151                                |
| Suffolk & North East Essex ICS              | West Suffolk NHS Foundation Trust                               | Requires Improvement    | 29                   | 44                                 |
|   | East Suffolk And North Essex NHS Foundation Trust               | Requires Improvement    | 195                  | 170                                |
| Ambulance                                   | East Of England Ambulance Service NHS Trust                     | Requires Improvement    | 162                  | 18                                 |
| <b>Regional Mean Rank</b>                   |   |                         | <b>129</b>           | <b>106</b>                         |
| <b>Regional Standard Deviation</b>          |   |                         | <b>67.03</b>         | <b>70.37</b>                       |

# Indicator 7: Percentage believing that trust provides equal opportunities for career progression or promotion



| Organisation                                |   | Latest CQC Rating       | Rank: BME Staff Only | Rank: BME Staff Compared To White Staff |
|---|---|-------------------------|----------------------|---|
| Bedfordshire, Luton & Milton Keynes ICS     | Bedford Hospital NHS Trust                                      | Inspected But Not Rated | 89                   | 54                                      |
|   | Milton Keynes University Hospital NHS Foundation Trust          | Good                    | 117                  | 152                                     |
|   | Luton And Dunstable University Hospital NHS Foundation Trust    | Good                    | 62                   | 96                                      |
| Cambridgeshire & Peterborough STP           | Royal Papworth Hospital NHS Foundation Trust                    | Outstanding             | 221                  | 220                                     |
|   | Cambridge University Hospitals NHS Foundation Trust             | Good                    | 78                   | 85                                      |
|   | North West Anglia NHS Foundation Trust                          | Requires Improvement    | 123                  | 118                                     |
|   | Cambridgeshire And Peterborough NHS Foundation Trust            | Good                    | 182                  | 200                                     |
|   | Cambridgeshire Community Services NHS Trust                     | Outstanding             | 38                   | 90                                      |
| Hertfordshire & West Essex ICS              | Hertfordshire Partnership University NHS Foundation Trust       | Outstanding             | 63                   | 108                                     |
|   | West Hertfordshire Hospitals NHS Trust                          | Requires Improvement    | 122                  | 123                                     |
|   | East And North Hertfordshire NHS Trust                          | Requires Improvement    | 76                   | 42                                      |
|   | The Princess Alexandra Hospital NHS Trust                       | Requires Improvement    | 126                  | 120                                     |
|   | Hertfordshire Community NHS Trust                               | Good                    | 110                  | 176                                     |
| Mid & South Essex Health & Care Partnership | Mid Essex Hospital Services NHS Trust                           | Requires Improvement    | 88                   | 67                                      |
|   | Essex Partnership University NHS Foundation Trust               | Good                    | 104                  | 64                                      |
|   | Southend University Hospital NHS Foundation Trust               | Good                    | 73                   | 63                                      |
|   | Basildon And Thurrock University Hospitals NHS Foundation Trust | Good                    | 105                  | 25                                      |
| Norfolk & Waveney Health & Care Partnership | James Paget University Hospitals NHS Foundation Trust           | Good                    | 77                   | 43                                      |
|   | The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust | Inadequate              | 141                  | 74                                      |
|   | Norfolk Community Health And Care NHS Trust                     | Outstanding             | 34                   | 104                                     |
|   | Norfolk And Norwich University Hospitals NHS Foundation Trust   | Requires Improvement    | 99                   | 127                                     |
|   | Norfolk And Suffolk NHS Foundation Trust                        | Requires Improvement    | 209                  | 204                                     |
| Suffolk & North East Essex ICS              | West Suffolk NHS Foundation Trust                               | Requires Improvement    | 13                   | 18                                      |
|   | East Suffolk And North Essex NHS Foundation Trust               | Requires Improvement    | 94                   | 51                                      |
| Ambulance                                   | East Of England Ambulance Service NHS Trust                     | Requires Improvement    | 223                  | 98                                      |
| Regional Mean Rank                          |   |                         | 107                  | 101                                     |
| Regional Standard Deviation                 |   |                         | 53.76                | 54.40                                   |

# Indicator 8: In the last 12 months have you personally experienced discrimination at work?



| Organisation                                | Latest CQC Rating   | Rank: BME Staff Only    | Rank: BME Staff Compared To White Staff |
|---|---|-------------------------|---|
| Bedfordshire, Luton & Milton Keynes ICS     | Bedford Hospital NHS Trust                                      | Inspected But Not Rated | 27                                      |
|   | Milton Keynes University Hospital NHS Foundation Trust          | Good                    | 92                                      |
|   | Luton And Dunstable University Hospital NHS Foundation Trust    | Good                    | 39                                      |
| Cambridgeshire & Peterborough STP           | Royal Papworth Hospital NHS Foundation Trust                    | Outstanding             | 220                                     |
|   | Cambridge University Hospitals NHS Foundation Trust             | Good                    | 129                                     |
|   | North West Anglia NHS Foundation Trust                          | Requires Improvement    | 149                                     |
|   | Cambridgeshire And Peterborough NHS Foundation Trust            | Good                    | 186                                     |
|   | Cambridgeshire Community Services NHS Trust                     | Outstanding             | 10                                      |
| Hertfordshire & West Essex ICS              | Hertfordshire Partnership University NHS Foundation Trust       | Outstanding             | 105                                     |
|   | West Hertfordshire Hospitals NHS Trust                          | Requires Improvement    | 107                                     |
|   | East And North Hertfordshire NHS Trust                          | Requires Improvement    | 163                                     |
|   | The Princess Alexandra Hospital NHS Trust                       | Requires Improvement    | 120                                     |
|   | Hertfordshire Community NHS Trust                               | Good                    | 15                                      |
| Mid & South Essex Health & Care Partnership | Mid Essex Hospital Services NHS Trust                           | Requires Improvement    | 136                                     |
|   | Essex Partnership University NHS Foundation Trust               | Good                    | 93                                      |
|   | Southend University Hospital NHS Foundation Trust               | Good                    | 40                                      |
|   | Basildon And Thurrock University Hospitals NHS Foundation Trust | Good                    | 106                                     |
| Norfolk & Waveney Health & Care Partnership | James Paget University Hospitals NHS Foundation Trust           | Good                    | 137                                     |
|   | The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust | Inadequate              | 196                                     |
|   | Norfolk Community Health And Care NHS Trust                     | Outstanding             | 63                                      |
|   | Norfolk And Norwich University Hospitals NHS Foundation Trust   | Requires Improvement    | 222                                     |
|   | Norfolk And Suffolk NHS Foundation Trust                        | Requires Improvement    | 224                                     |
| Suffolk & North East Essex ICS              | West Suffolk NHS Foundation Trust                               | Requires Improvement    | 57                                      |
|   | East Suffolk And North Essex NHS Foundation Trust               | Requires Improvement    | 176                                     |
| Ambulance                                   | East Of England Ambulance Service NHS Trust                     | Requires Improvement    | 225                                     |
| <b>Regional Mean Rank</b>                   |   |                         | <b>121</b>                              |
| <b>Regional Standard Deviation</b>          |   |                         | <b>67.18</b>                            |
|   |   |                         | <b>62.67</b>                            |

# Indicator 9: BME representation on boards



| Organisation                                | Latest CQC Rating   | Rank: BME Representation on Voting Boards | Rank: BME Representation On Voting Boards Compared To White Staff (Non-Voting) | Rank: BME Representation On Voting Boards Compared To White Staff |              |
|---|---|---|--|---|--------------|
| Bedfordshire, Luton & Milton Keynes ICS     | Bedford Hospital NHS Trust                                      | Inspected But Not Rated                   | 150  | 209   | 206          |
|   | Milton Keynes University Hospital NHS Foundation Trust          | Good                                      | 109  | 195   | 188          |
|   | Luton And Dunstable University Hospital NHS Foundation Trust    | Good                                      | 137  | 216   | 216          |
| Cambridgeshire & Peterborough STP           | Royal Papworth Hospital NHS Foundation Trust                    | Outstanding                               | 62   | 107   | 92           |
|   | Cambridge University Hospitals NHS Foundation Trust             | Good                                      | 141  | 174   | 170          |
|   | North West Anglia NHS Foundation Trust                          | Requires Improvement                      | 111  | 158   | 154          |
|   | Cambridgeshire And Peterborough NHS Foundation Trust            | Good                                      | 154  | 153   | 146          |
|   | Cambridgeshire Community Services NHS Trust                     | Outstanding                               | 93   | 61  | 66           |
| Hertfordshire & West Essex ICS              | Hertfordshire Partnership University NHS Foundation Trust       | Outstanding                               | 130  | 202   | 199          |
|   | West Hertfordshire Hospitals NHS Trust                          | Requires Improvement                      | 78   | 200   | 200          |
|   | East And North Hertfordshire NHS Trust                          | Requires Improvement                      | 159  | 208   | 203          |
|   | The Princess Alexandra Hospital NHS Trust                       | Requires Improvement                      | 100  | 169   | 182          |
|   | Hertfordshire Community NHS Trust                               | Good                                      | 168  | 79  | 142          |
| Mid & South Essex Health & Care Partnership | Mid Essex Hospital Services NHS Trust                           | Requires Improvement                      | 179  | 131   | 168          |
|   | Essex Partnership University NHS Foundation Trust               | Good                                      | 129  | 177   | 174          |
|   | Southend University Hospital NHS Foundation Trust               | Good                                      | 200  | 172   | 184          |
|   | Basildon And Thurrock University Hospitals NHS Foundation Trust | Good                                      | 149  | 193   | 202          |
| Norfolk & Waveney Health & Care Partnership | James Paget University Hospitals NHS Foundation Trust           | Good                                      | 171  | 156   | 150          |
|   | The Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust | Inadequate                                | 125  | 161   | 152          |
|   | Norfolk Community Health And Care NHS Trust                     | Outstanding                               | 81   | 30  | 31           |
|   | Norfolk And Norwich University Hospitals NHS Foundation Trust   | Requires Improvement                      | 181  | 138   | 131          |
|   | Norfolk And Suffolk NHS Foundation Trust                        | Requires Improvement                      | 110  | 44  | 49           |
| Suffolk & North East Essex ICS              | West Suffolk NHS Foundation Trust                               | Requires Improvement                      | 215  | 145   | 139          |
|   | East Suffolk And North Essex NHS Foundation Trust               | Requires Improvement                      | 162  | 147   | 163          |
| Ambulance                                   | East Of England Ambulance Service NHS Trust                     | Requires Improvement                      | 76   | 21  | 24           |
| <b>Regional Mean Rank</b>                   |   |   | <b>135</b>   | <b>146</b>  | <b>149</b>   |
| <b>Regional Standard Deviation</b>          |   |   | <b>39.59</b>   | <b>56.52</b>  | <b>54.49</b> |