

# Workforce Race Equality Standard (WRES)

Progress and key findings for NHS trusts  
from the 2017 data report



## WRES phase two

*Enabling sustainable accountability –  
improving patient care for all*



### **Aim: Close the workforce race inequality gaps across the NHS**

#### **Cross cutting themes:**

Leadership & accountability, engagement, cultural change, outcomes, sustainability

#### ***Enabling People***

- Meaningful engagement
- Understanding narrative
- Focused improvement
- Resource and support

#### ***Embedding Accountability***

- System alignment
- Regulation and scrutiny
- New healthcare architecture

#### ***Evidencing Outcomes***

- Data and intelligence
- Replicable good practice
- Evaluation and sustainability

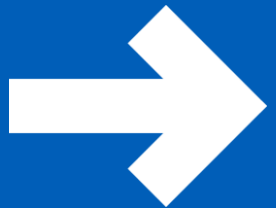
**NHS Constitution values**

# 2017 Data analysis report for NHS trusts



# National trends

Nine indicators

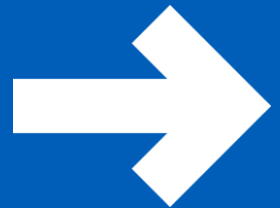


# WRES data: 2016 & 2017 comparison

Indicator Type	WRES Indicator	Metric Description	2016 Score	2017 Score	Direction	
W O R K F O R C E	1	Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce	All	17.70%	16.30%	▼
			8-9 VSM	11.10%	10.40%	▼
	2	Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts	1.57	1.60	▲	
	3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process.	1.56	1.37	▼	
4	Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff	1.1	1.22	▲		
S T A F F E Y	5	KF 25. Percentage of staff experiencing harassment, bullying or a abuse from patients, relatives or the public in last 12 months.	28.8%	28.7%	▼	
	6	KF 26. Percentage of staff experiencing harassment, bullying or a abuse from staff in last 12 months.	26.5%	26.3%	▼	
	7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion.	73.8%	75.5%	▲	
	8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following?b) Manager/team	13.6%	13.8%	▲	
BOARD	9	Percentage of BME Board membership	7.10%	7.00%	▼	

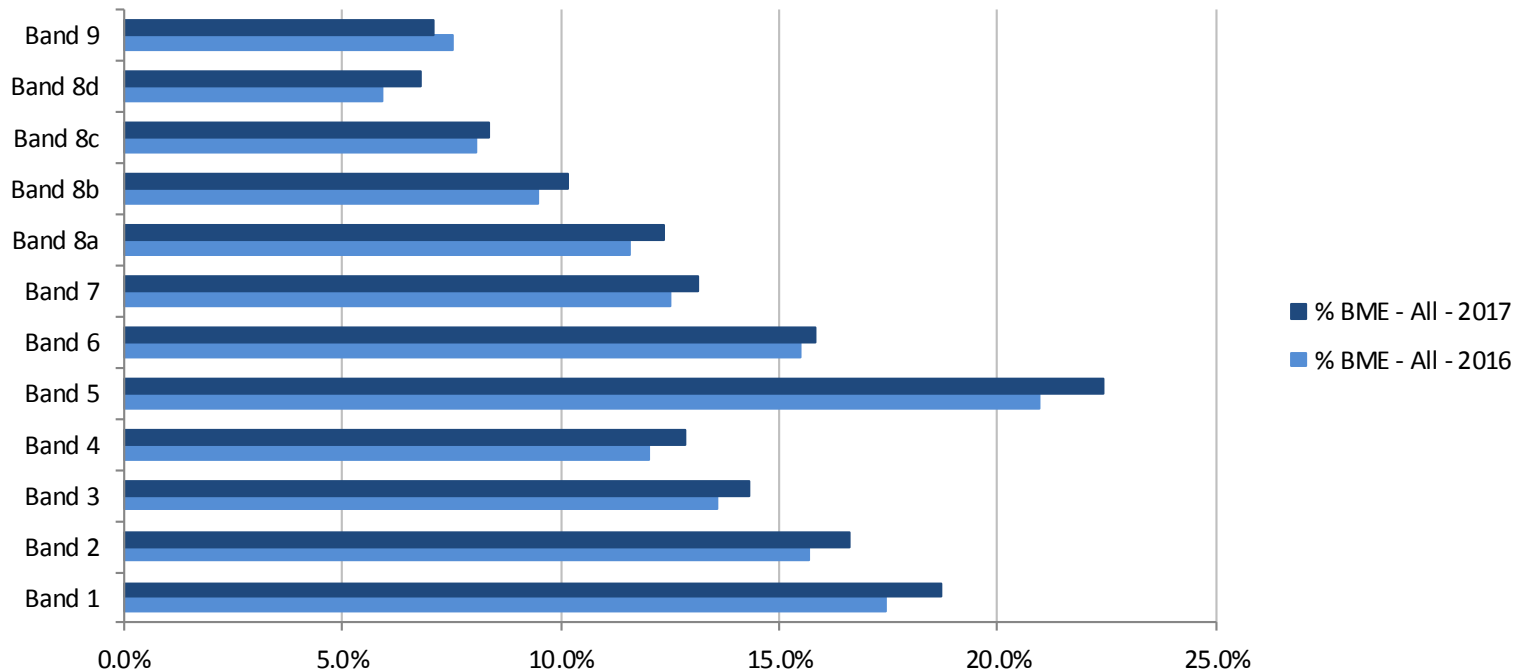
# Indicator 1

BME representation

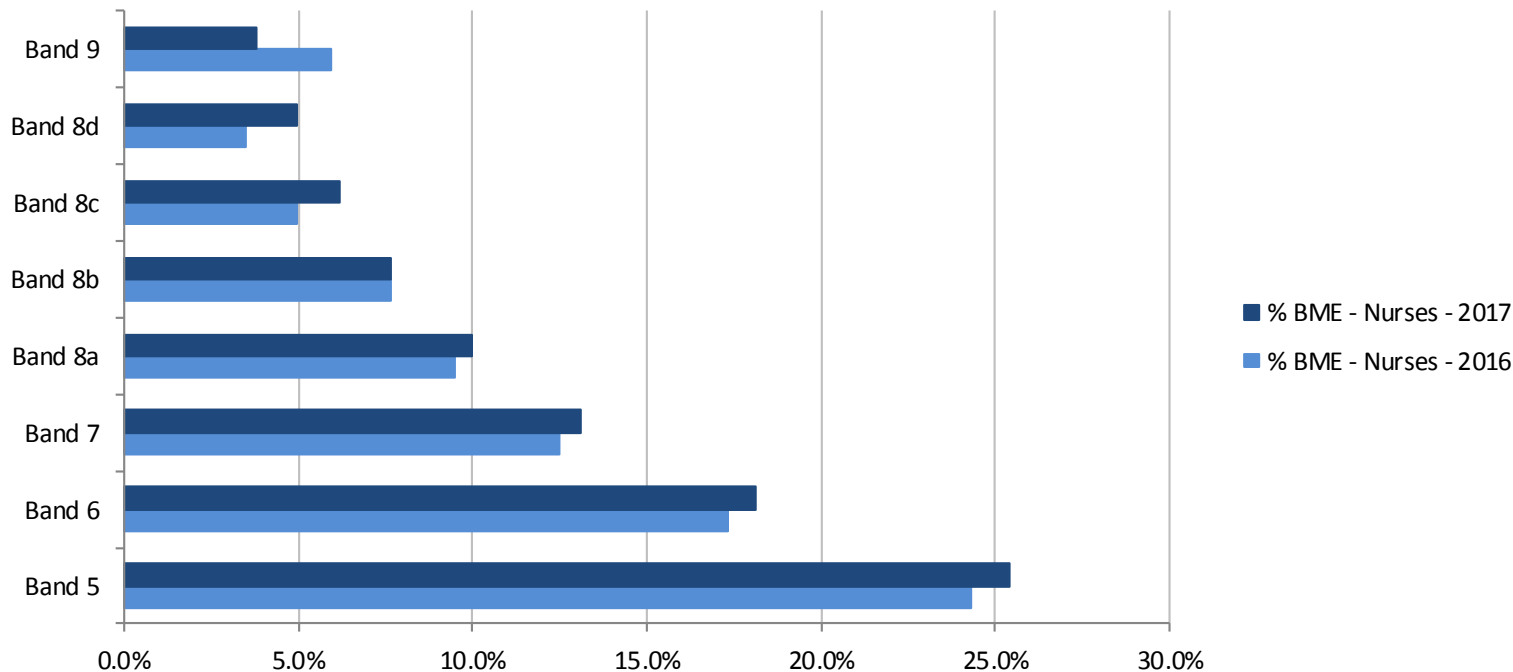


# Proportion of BME staff by AfC

(Data source - National ESR)



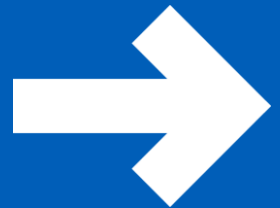
# Proportion of BME nurses, health visitors and midwives by AfC (Data source - National ESR)



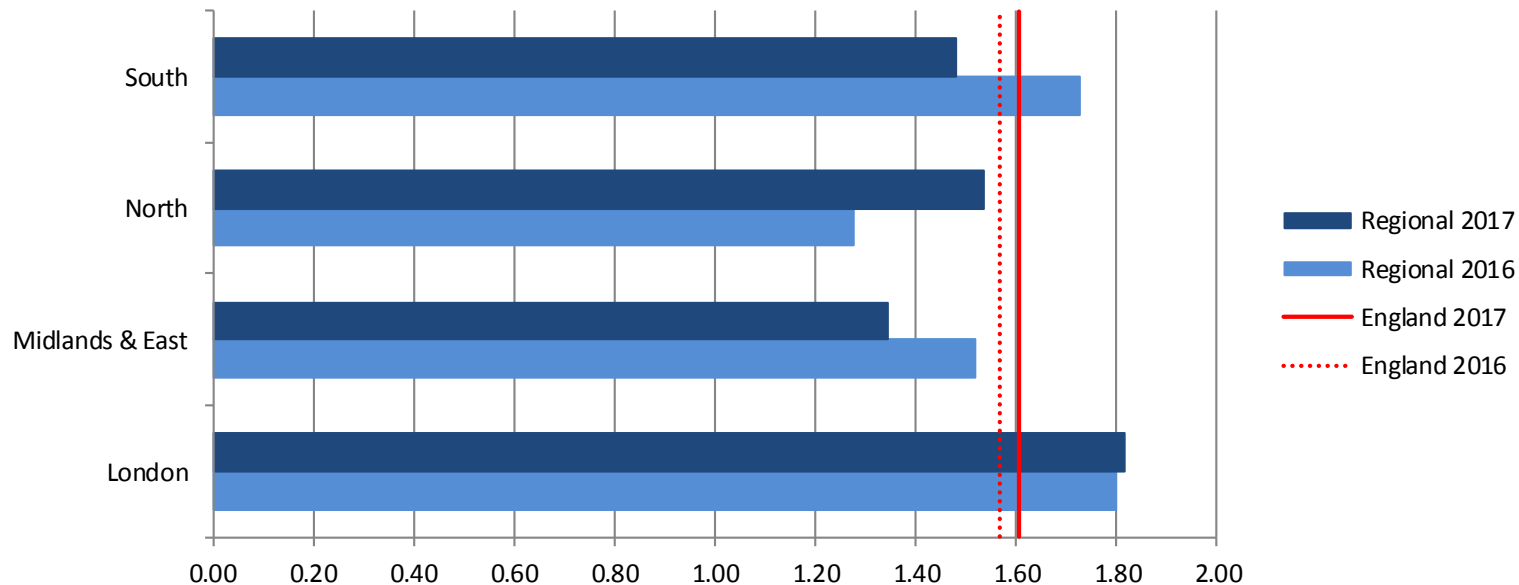


# Indicator 2

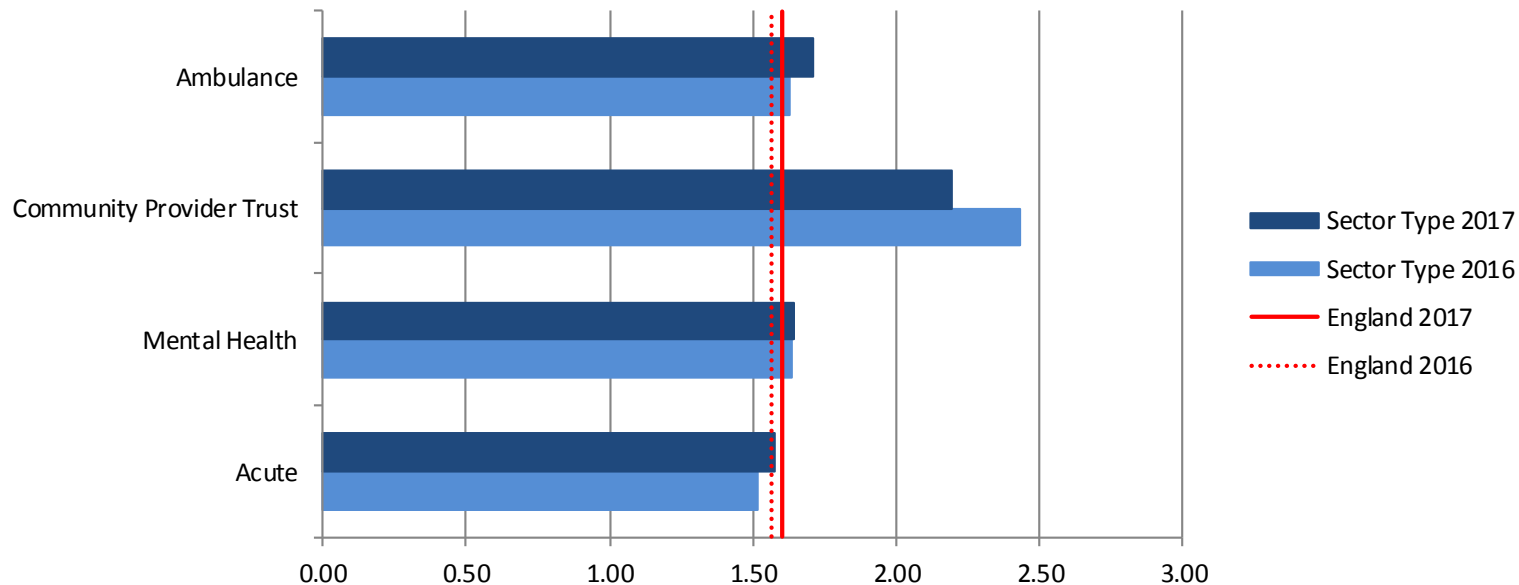
Relative likelihood of white staff being appointed from shortlisting across all posts



# Relative likelihood by region

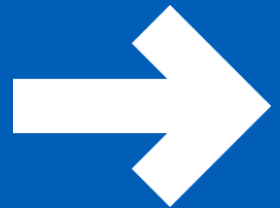


# Relative likelihood by sector type

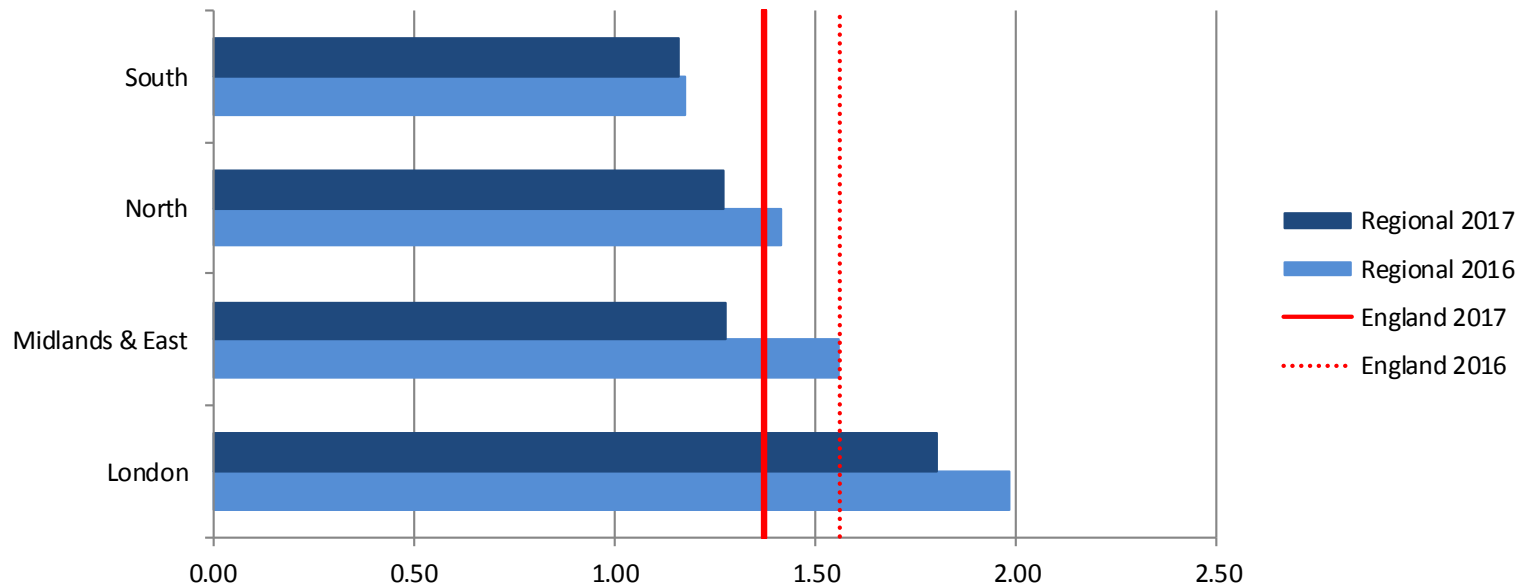


# Indicator 3

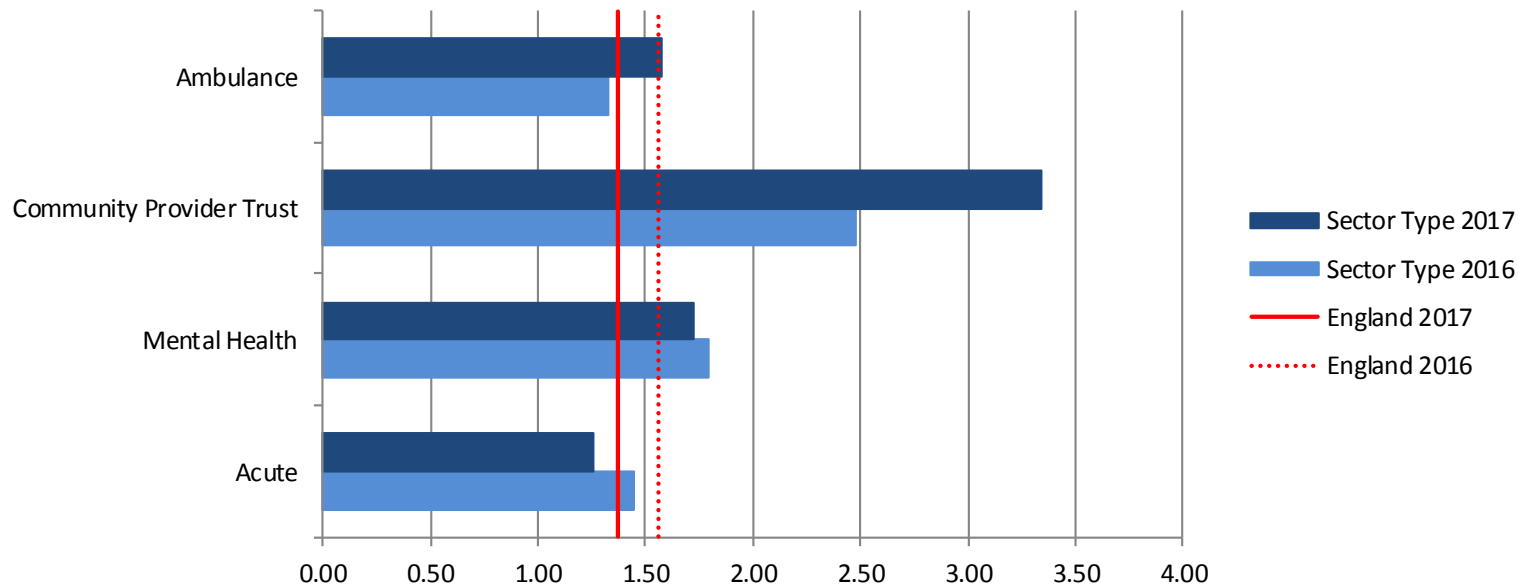
Relative likelihood of BME staff entering the formal disciplinary process compared to white staff



# Relative likelihood by region

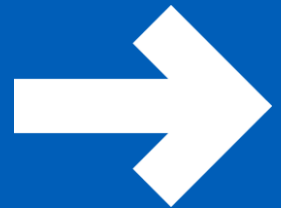


# Relative likelihood by sector type

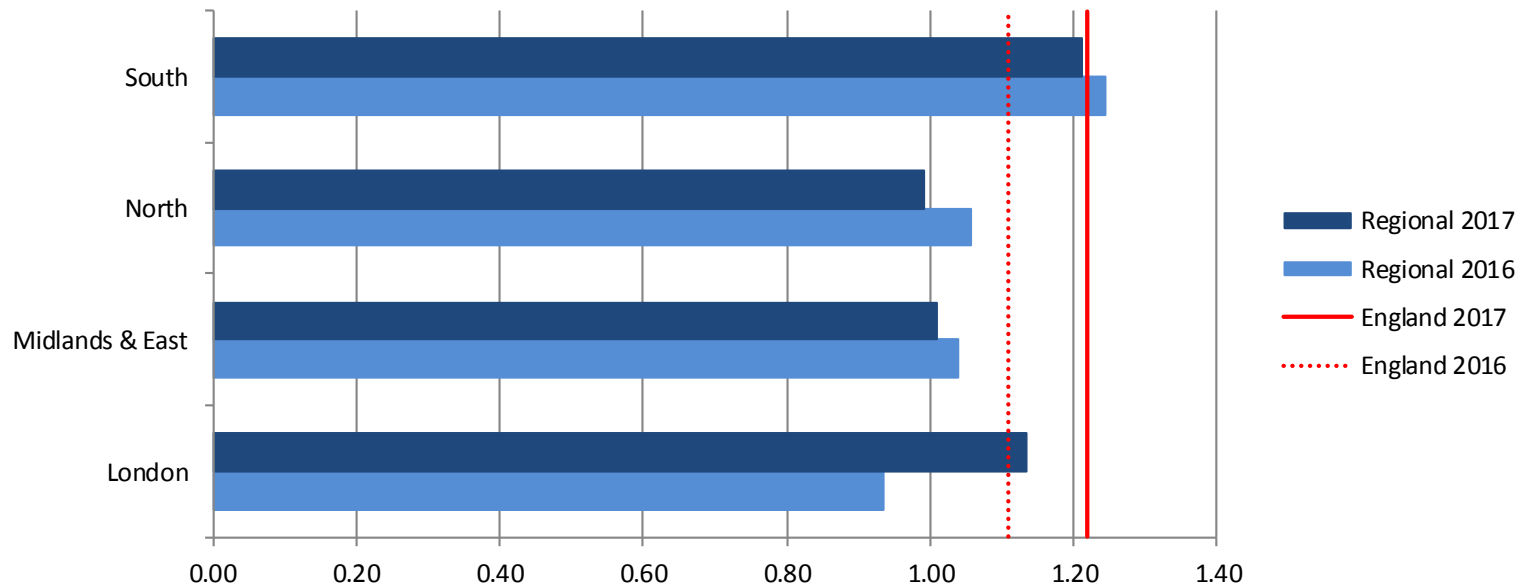


# Indicator 4

Relative likelihood of white staff accessing non – mandatory training and career progression development (CPD)

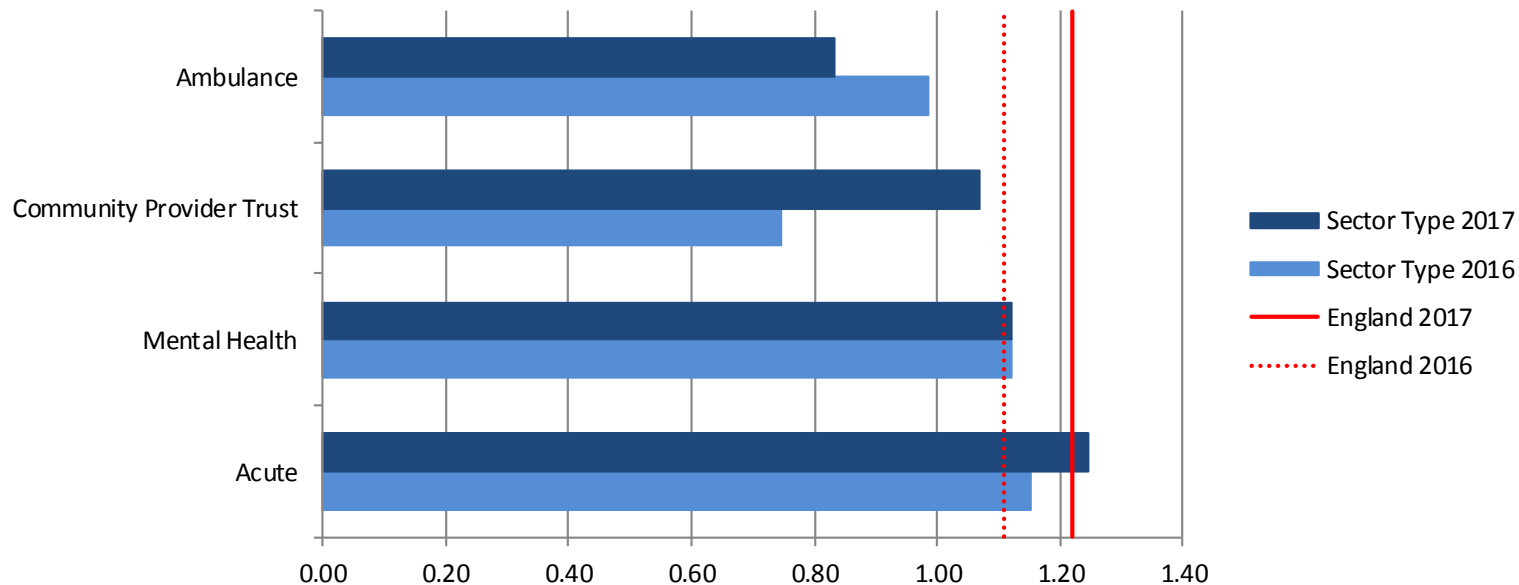


# Relative likelihood by region



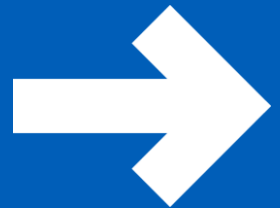


# Relative likelihood by sector type

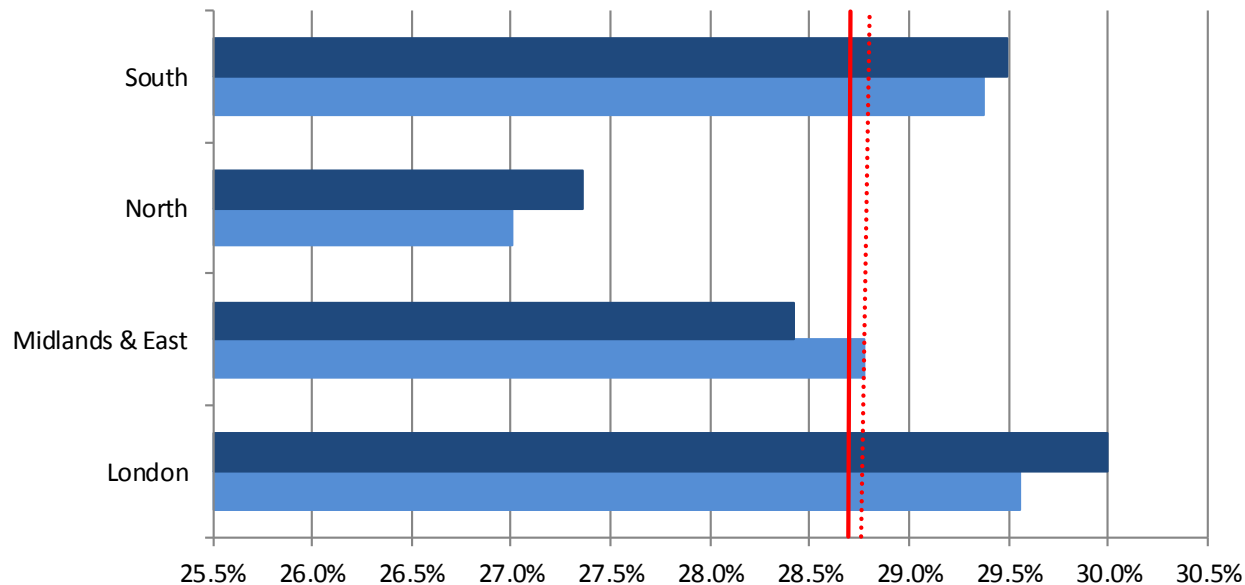


# Indicator 5

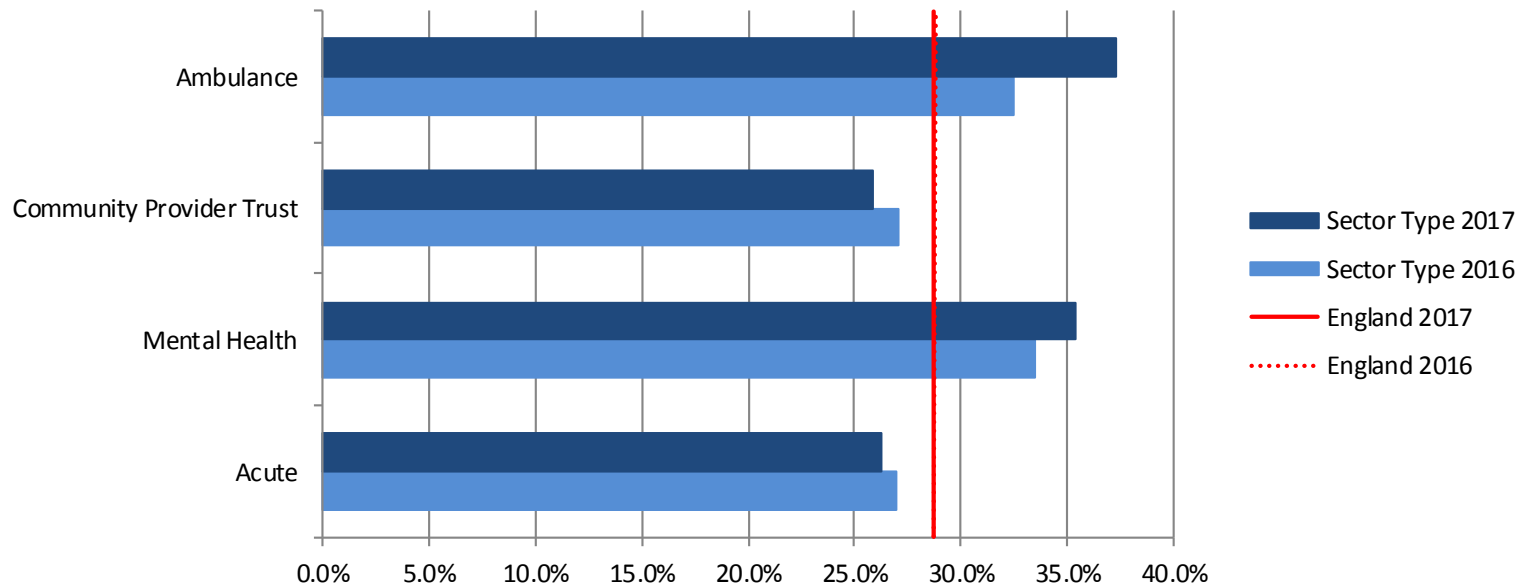
Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



# Percentage by Region

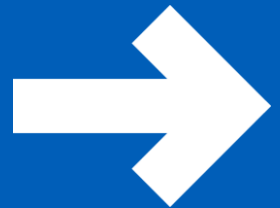


# Percentage by Sector Type

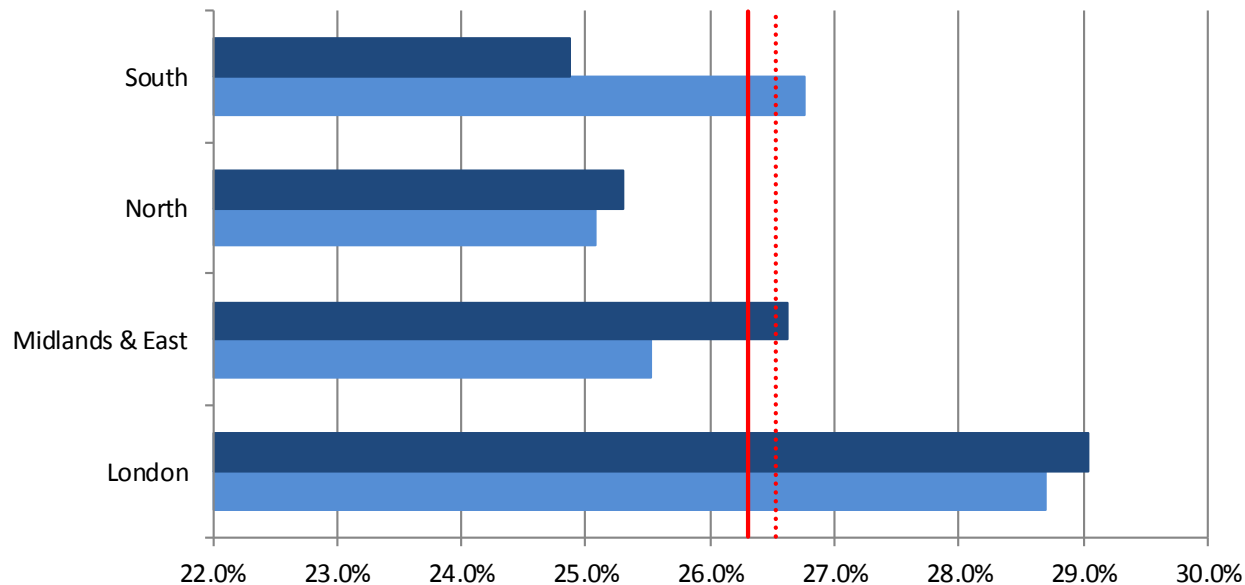


# Indicator 6

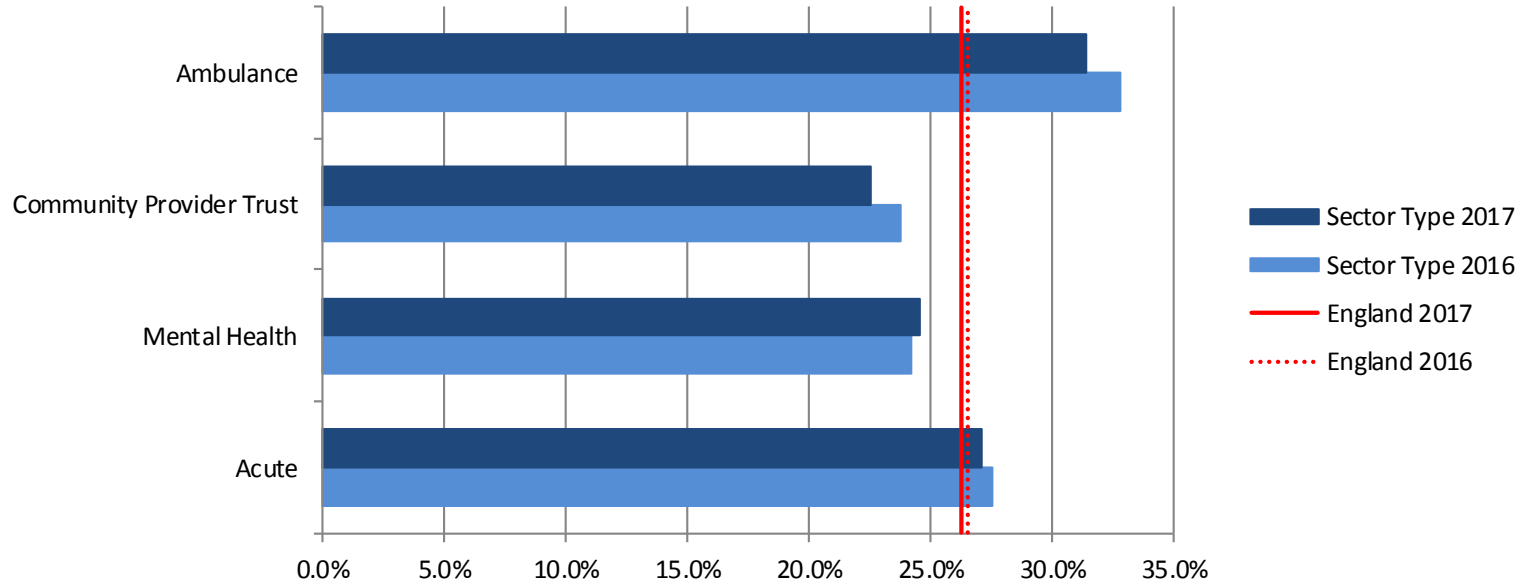
Percentage of BME staff  
experiencing harassment,  
bullying or abuse from staff in  
last 12 months



# Percentage by region



# Percentage by sector type



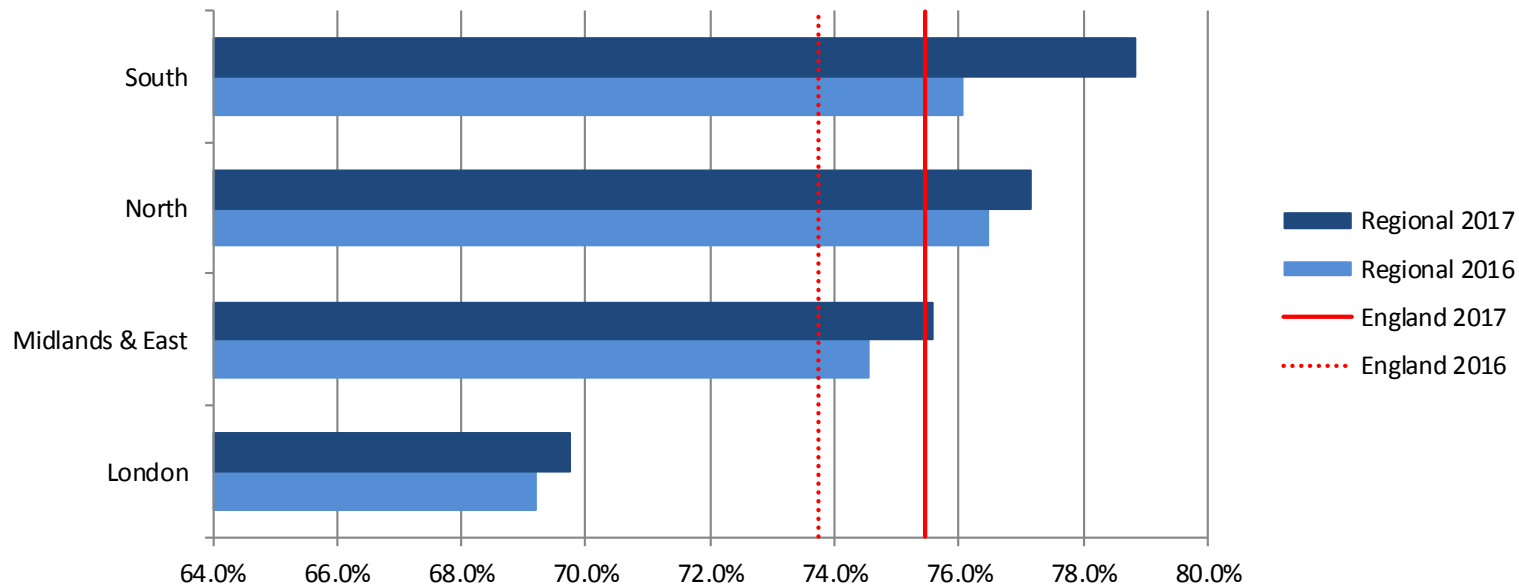
# Indicator 7

Percentage of BME staff  
believing that trust provides  
equal opportunities for career  
progression or promotion

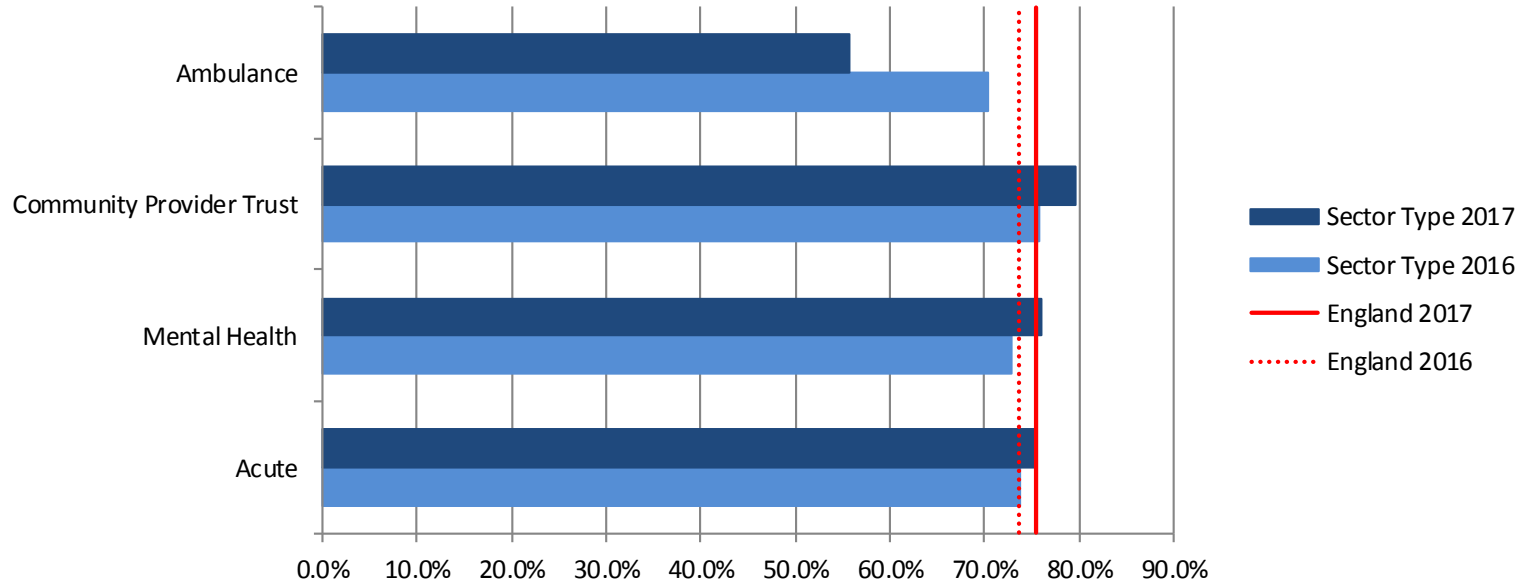




# Percentage by region

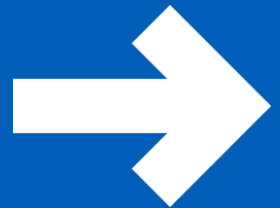


# Percentage by sector type

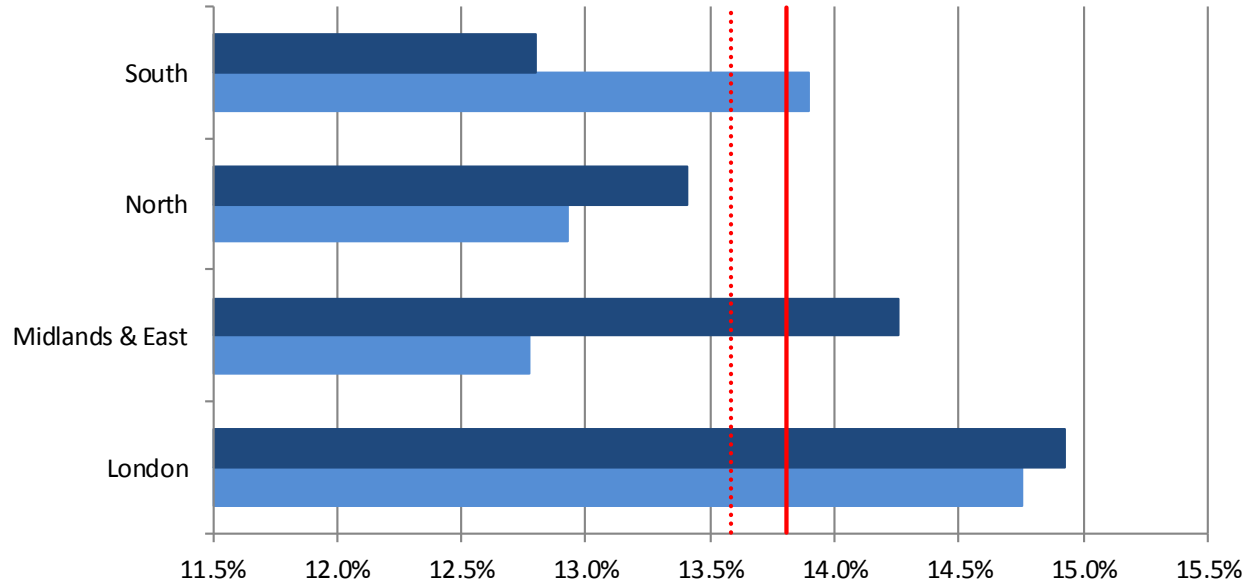


# Indicator 8

Percentage of BME staff  
experiencing discrimination at  
work from manager / team  
leader or other colleagues



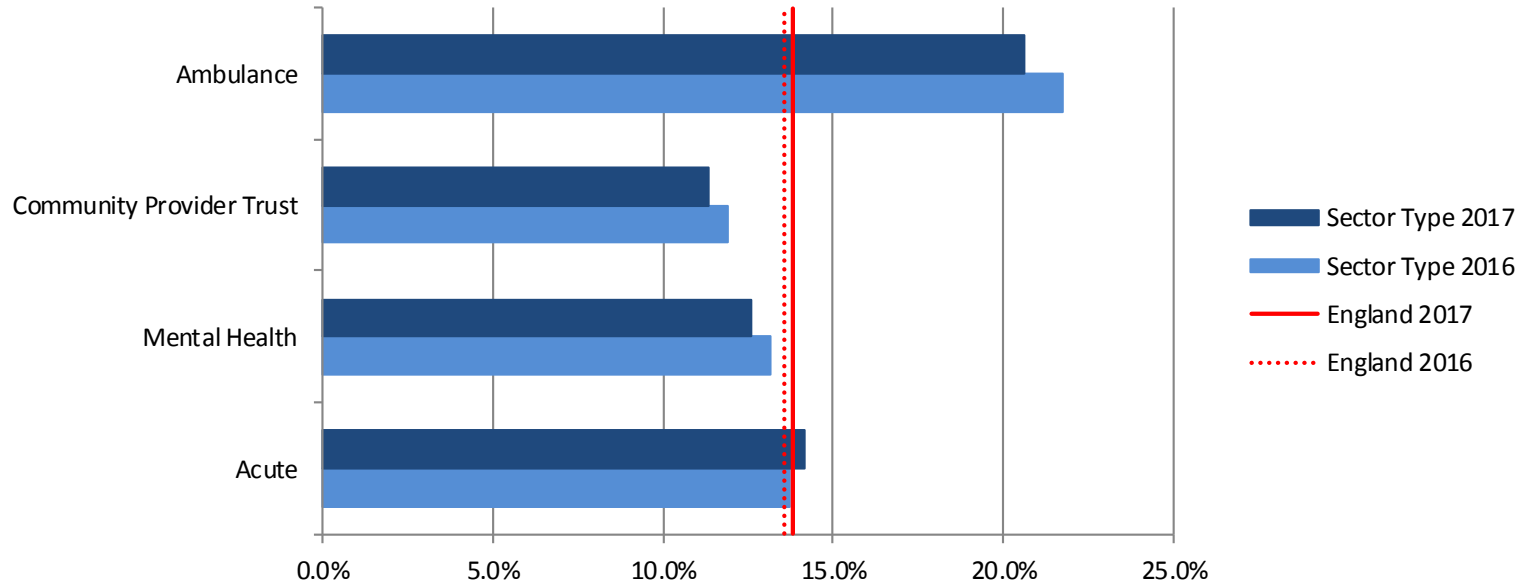
# Percentage by region



- Regional 2017
- Regional 2016
- England 2017
- England 2016

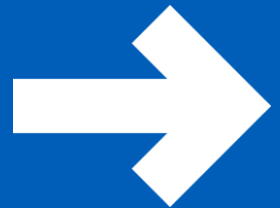


# Percentage by sector type

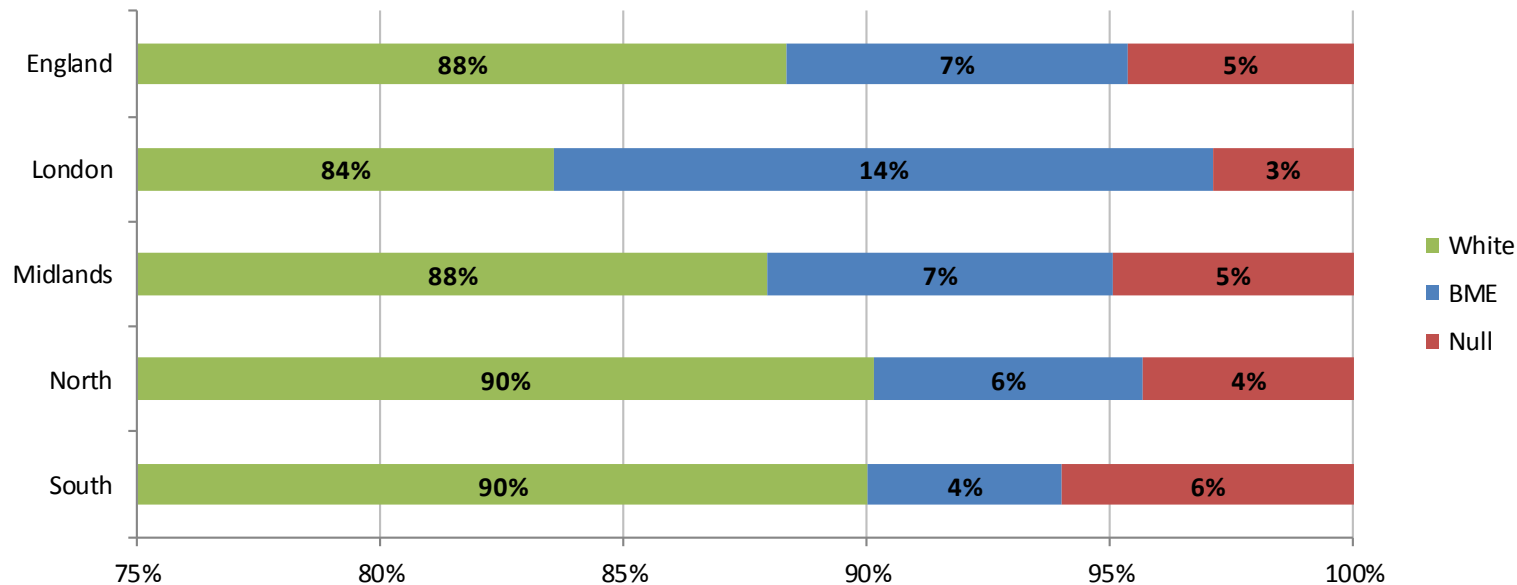


# Indicator 9

## Board Membership by Ethnicity



# Percentage by region



# Percentage by sector type

