

The following is from the 2021/22 WRES Data collection:

Relative Likelihood of Appointment from Shortlisting:

2020/2021	
White	BME
10.08%	5.44%

2021/2022	
White	BME
20.35%	11.27%

Diff 21 to 22	
White	BME
10.27%	5.83%

Higher % Better

*Relative likelihood of White staff being appointed from shortlisting compared to BME Staff - 9 Months data only in 2022:

A figure of "1.81" (2022) indicates relative likelihood of White staff being appointed from shortlisting compared to BME Staff

1.85	
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1.81	
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-0.05	
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* Calc = White % / BME %

Likelihood of staff entering the formal disciplinary process:

2020/2021	
White	BME
1.11%	1.94%

2021/2022	
White	BME
1.48%	0.71%

Diff 21 to 22	
White	BME
0.37%	-1.23%

Lower % Better

*Relative likelihood of BME staff entering the formal disciplinary process:

	1.75
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	0.48
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	-1.27
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* Calc = BME % / White %

Number of staff accessing non-mandatory training and CPD:

2020/2021	
White	BME
49.28%	55.83%

2021/2022	
White	BME
82.61%	78.80%

Diff 21 to 22	
White	BME
33.33%	22.97%

Higher % Better

*Relative likelihood of White Staff accessing non-mandatory training and CPD compared to BME Staff

A figure of "1.05" (2022) indicates relative likelihood of White Staff accessing non-mandatory training and CPD compare to BME staff

0.88	
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1.05	
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0.17	
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* Calc = White % / BME %

The following is from the 2021/22 Staff Survey:

% Staff experiencing harassment, bullying or abuse from patients, relatives or public in last 12 months

2020/2021	
White	BME
10.70%	20.40%

2021/2022	
White	BME
11.70%	15.70%

Diff 21 to 22	
White	BME
1.00%	-4.70%

Lower % Better

% Staff experiencing harassment, bullying or abuse from staff in last 12 months

2020/2021	
White	BME
17.80%	28.20%

2021/2022	
White	BME
17.80%	25.90%

Diff 21 to 22	
White	BME
0.00%	-2.30%

Lower % Better

% of staff believing that the Trust provides equal opportunities for career progression or promotion

2020/2021	
White	BME
66.50%	64.20%

2021/2022	
White	BME
64.90%	59.10%

Diff 21 to 22	
White	BME
-1.60%	-5.10%

Higher % Better

The results for the measure has been calculated differently this year from previous years. In previous years, the percentage was reported as those saying 'yes' as a proportion of all staff excluding those who said 'don't know'. For this year's reporting, the figure reported is the percentage saying 'yes' as a proportion of all those who responded (including 'don't know'). This approach has been applied to the historical data in the 2021 reports.

% of staff personally experienced discrimination at work from Manager/Team leader or colleague

2020/2021	
White	BME
3.80%	6.70%

2021/2022	
White	BME
5.60%	11.80%

Diff 21 to 22	
White	BME
1.80%	5.10%

Lower % Better