

RDaSH WRES Data

Taken at 31 March 2019

WRES Metric	Metric Description	Ethnic Group	2018	2019	Increase / Decrease	Not Declared 2019
Metric 1	Percentage of staff in each of the AFC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff	White non-clinical	844 (25.6%)	880 (25.6%)	↔	31
		BME non-clinical	21 (0.63%)	22 (0.64%)	↑	
		White Clinical	2311 (70%)	2258 (66%)	↓	111
		BME Clinical	115 (3.4%)	127 (3.7%)	↑	
		Total White Staff	3155 (96%)	3138 (91.5%)	↓	
		Total BME Staff	136 (4%)	149 (3.7%)	↓	142
		Total Trust Headcount	3291	3429	↑	
Metric 2	Number of Shortlisted applicants (Headcount)	White	2720	3399	↑	44
		BME	301	387	↑	
		White	359	343	↓	11
		BME	26	40	↑	
		White	0.13	0.10	↓	0.25
		BME	0.08	0.10	↑	
Metric 3	Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts	White	1.53	0.98	↓	0
		White	43 (1.30%)	30 (0.95%)	↓	
		BME	2 (1.47%)	0	↓	
Metric 4	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process.	White	3094 (98%)	3044 (97%)	↓	144
		BME	124 (91.2%)	141 (94.6%)	↑	
		White	21 (0.66%)	25 (0.79%)	↑	
Metric 5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White	29 (21.3%)	31 (20.8%)	↑	
		BME			↑	

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Metric 6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White	16 (0.50%)	17 (0.54%)	↑	
		BME	11 (8.08%)	17 (11.4%)	↑	
Metric 7	KF 21. Percentage believing that Trust provides equal opportunities for career progression or promotion.	White	88 (2.78%)	91 (2.89%)	↑	
		BME	87 (63.9%)	83 (55.7%)	↓	
Metric 8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team	White	6 (0.19%)	5 (0.15%)	↓	
		BME	6 (4.41%)	10 (6.71%)	↑	
Metric 9	Percentage difference between the organisations' Board voting membership and its overall workforce	Total Board Members	10 (0.30%)	12 (0.34%)	↑	3
		White	2	2	↔	
		BME	0.06%	(0.05%)	↔	
		Voting Board Members	8 (0.24%)	11 (0.32%)	↑	3
White	2	2	↔			
	BME	(0.06%)	(0.05%)	↔		

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