

RDaSH WRES Data

Taken at 31 March 2020

WRES Metric	Metric Description	Ethnic Group	2019	2020	Increase / Decrease	Not Declared 2020	
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	882 (25.6%)	907 (26.3%)	↑	27	
		BME non-clinical	23 (0.67%)	27 (0.78%)	↑		
		White Clinical (Non-Medical)	2239 (65%)	2202 (64%)	↓	88	
		BME Clinical (Non-Medical)	94 (2.7%)	120 (4.4%)	↑		
		White Clinical (Medical)	35 (1.0%)	35 (1.0%)	↔	4	
		BME Clinical (Medical)	32 (0.9%)	30 (0.9%)	↔		
		Total White Staff	3156 (91.6%)	3145 (91.3%)	↓	119	
		Total BME Staff	149 (4.3%)	177 (5.1%)	↑		
		Total Trust Headcount	3447	3443			
Metric 2	Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts	Number of Shortlisted applicants (Headcount)	White	3399	3700	↑	44
			BME	387	404	↑	
		Number appointed from shortlisting (Headcount)	White	343	458	↑	10
			BME	40	49	↑	
		Relative likelihood of appointment from shortlisting	White	0.10	0.12	↑	0.23
			BME	0.10	0.12	↑	
		Relative likelihood of White staff being appointed from shortlisting compared to BME staff	White	1.0	1.0	↔	
		Metric 3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process.	White	30 (0.95%)	42 (1.3%)	↑
BME	0			2 (1.1)	↑		

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Metric 4	Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff	White	0.97	0.61	↓	144	
		BME	0.94	0.45	↓		
Metric 5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	White	24.9%	21.0%	↓		
		BME	31.5%	30.6%	↓		
Metric 6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	White	16.7%	17.4%	↑		
		BME	17.0%	17.7%	↑		
Metric 7	KF 21. Percentage believing that Trust provides equal opportunities for career progression or promotion.	White	91.5%	91.3%	↓		
		BME	83.3%	83.8%	↑		
Metric 8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team	White	4.9%	3.7%	↓		
		BME	9.6%	5.1%	↓		
Metric 9	Percentage difference between the organisations' Board voting membership and its overall workforce	Total Board Members	White	-22.8%	-28.8%	↑	4
			BME	+9.2%	+7.4%	↓	
		Voting Board Members	White	-30.1%	-37.5%	↑	4
			BME	+11.2%	+10.2%	↓	

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