WRES AND WDES DATA 2022

Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.

	WHITE	BME	ETHNICITY UNKNOWN/NULL
Non Clinical workforce	**Verified figures**	**Verified figures**	**Verified figures**
Under Band 1	12	1	0
Band 1	1	0	0
Band 2	224	4	3
Band 3	434	10	4
Band 4	317	6	4
Band 5	160	9	2
Band 6	119	2	3
Band 7	79	1	1
Band 8A	38	0	0
Band 8B	35	1	0
Band 8C	2	0	0
Band 8D	2	0	0
Band 9	1	0	0
VSM	4	0	0

WRES and WDES Data 2022

Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce

Clinical workforce	WHITE	BME	ETHNICITY UNKNOWN/NULL
	Verified figures	Verified figures	Verified figures
Under Band 1	0	0	0
Band 1	1	0	0
Band 2	18	2	0
Band 3	1540	158	12
Band 4	324	14	2
Band 5	597	78	6
Band 6	1450	67	19
Band 7	767	27	10
Band 8A	242	13	7
Band 8B	105	4	0
Band 8C	67	3	1
Band 8D	19	1	0
Band 9	2	0	0
VSM	1	0	0
Consultants	110	87	0
of which Senior medical manager	1	1	0
Non-consultant career grade	46	58	0
Trainee grades	10	8	0
Other	9	3	12

WRES and WDES Data 2022

Relative likelihood of staff being appointed from shortlisting across all posts

	WHITE	BME	ETHNICITY UNKNOWN/NULL
	Verified figures	Verified figures	Verified figures
Number of shortlisted applicants	5828	3115	143
Number appointed from shortlisting	648	139	140
Relative likelihood of appointment from shortlisting	11.12%	4.46%	97.90%
Relative likelihood of White staff being appointed from shortlisting compared to BME staff	2.49		

Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation

	WHITE	BME	ETHNICITY UNKNOWN/NULL
Number of staff in workforce	6736	557	86
Number of staff entering the formal disciplinary process	36	8	0
Likelihood of staff entering the formal disciplinary process	0.53%	2.69%	0.00%
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff			

WRES and WDES Data 2022

Relative likelihood of staff accessing non-mandatory training and CPD

	WHITE	BME	ETHNICITY UNKNOWN/NULL
Number of staff in workforce			
Number of staff accessing non-mandatory training and CPD:			
Likelihood of staff accessing non-mandatory training and CPD			
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff			

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

	WHITE	BME
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months	29.4%	44.6%
Total Responses	2955	175

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

	WHITE	BME
Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	15.5%	24.1%
Total Responses	2952	174

WRES and WDES Data 2022

Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion

	WHITE	BME
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	67.3%	54.3%
Total Responses	2930	173

Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months

	WHITE	BME
Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months	5.1%	14.4%
Total Responses	2943	174

WRES and WDES Data 2022

Percentage difference between the organisations' Board voting membership and its overall workforce

	White	BAME	Unknown
Total Board Members	13	1	0
Voting Board Members	13	1	0
Exec	5	1	0
NED	8	0	0

Trust Board BAME 7.14%

Trust Workforce BAME 7.5%

WRES and WDES Data 2022

	Disabled	% Disabled	Non-disabled	% Non-disabled	Unknown/Null	% Unknown/Null	Total
1a) Non Clinical Staff							
Under Band 1	1	7.7%	12	92.3%	0	0.0%	13
Bands 1	0	0.0%	1	100.0%	0	0.0%	1
Bands 2	14	6.1%	189	81.8%	28	12.1%	231
Bands 3	32	7.1%	365	81.5%	51	11.4%	448
Bands 4	32	9.8%	270	82.6%	25	7.6%	327
Bands 5	17	9.9%	139	81.3%	15	8.8%	171
Bands 6	2	1.7%	101	84.2%	17	14.2%	120
Bands 7	3	3.7%	69	85.2%	9	11.1%	81
Bands 8a	4	10.5%	30	78.9%	4	10.5%	38
Bands 8b	0	0.0%	30	83.3%	6	16.7%	36
Bands 8c	0	0.0%	2	100.0%	0	0.0%	2
Bands 8d	0	0.0%	2	100.0%	0	0.0%	2
Bands 9	0	0.0%	1	100.0%	0	0.0%	1
VSM	0	0.0%	4	100.0%	0	0.0%	4
Other (e.g. Bank or Agency) Please specify in notes.	2	3.6%	42	75.0%	12	21.4%	56
Cluster 1: AfC Bands <1 to 4	79	7.7%	837	82.1%	104	10.2%	1020
Cluster 2: AfC bands 5 to 7	22	5.9%	309	83.1%	41	11.0%	372
Cluster 3: AfC bands 8a and 8b	4	5.4%	60	81.1%	10	13.5%	74
Cluster 4: AfC bands 8c to VSM	0	0.0%	9	100.0%	0	0.0%	9
Total Non-Clinical	107	7.0%	1257	82.1%	167	10.9%	1531

	Disabled	% Disabled	Non-disabled	% Non-disabled	Unknown/Null	% Unknown/Null	Total
1b) Clinical Staff							
Under Band 1	0		0		0		0
Bands 1	1	100.00%	0	0.00%	0	0.00%	1
Bands 2	5	25.00%	14	70.00%	1	5.00%	20
Bands 3	108	6.32%	1297	75.85%	305	17.84%	1710
Bands 4	31	9.12%	273	80.29%	36	10.59%	340
Bands 5	50	7.34%	510	74.89%	121	17.77%	681
Bands 6	120	7.81%	1243	80.92%	173	11.26%	1536
Bands 7	44	5.47%	674	83.83%	86	10.70%	804
Bands 8a	18	6.87%	226	86.26%	18	6.87%	262
Bands 8b	2	1.83%	96	88.07%	11	10.09%	109
Bands 8c	2	2.82%	59	83.10%	10	14.08%	71
Bands 8d	4	20.00%	15	75.00%	1	5.00%	20
Bands 9	0	0.00%	2	100.00%	0	0.00%	2
VSM	0	0.00%	1	100.00%	0	0.00%	1
Other (e.g. Bank or Agency) Please specify in notes.	23	3.5%	460	70.1%	173	26.4%	656
Cluster 1: AfC Bands <1 to 4	145	7.0%	1584	76.5%	342	16.5%	2071
Cluster 2: AfC bands 5 to 7	214	7.1%	2427	80.3%	380	12.6%	3021
Cluster 3: AfC bands 8a and 8b	20	5.4%	322	86.8%	29	7.8%	371
Cluster 4: AfC bands 8c to VSM	6	6.4%	77	81.9%	11	11.7%	94
Total Clinical	408	6.6%	4870	78.4%	935	15.0%	6213
Medical & Dental Staff, Consultants	10	5.08%	136	69.04%	51	25.89%	197
Medical & Dental Staff, Non-Consultants career grade	7	7.87%	64	71.91%	18	20.22%	89
Medical & Dental Staff, trainee grades	0	0.00%	20	86.96%	3	13.04%	23
Total Medical and Dental	17	5.50%	220	71.20%	72	23.30%	309
Number of staff in workforce	532	6.61%	6347	78.82%	1174	14.58%	8053

WRES and WDES Data 2022

Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.

	Disabled	Non-disabled
Number of shortlisted applicants	895	10756
Number appointed from shortlisting	65	711
Likelihood of shortlisting/appointed	0.072	0.066
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	0.91	

Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

	Disabled	Non-disabled
Total Number of Staff	532	6347
Average number of staff entering the formal capability process over the last 2 years. (i.e. Total divided by 2.)	0.5	3.5
Likelihood of staff entering the formal capability process	0.00094	0.00055
Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	1.70	

WRES and WDES Data 2022

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

	Disabled	Non-disabled
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months	34.0%	28.8%
Total Number of Responses	1004	2127

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

	Disabled	Non-disabled
Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months	11.6%	4.9%
Total Number of Responses	999	2112

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

	Disabled	Non-disabled
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	15.2%	11.1%
Total Number of Responses	995	2099

WRES and WDES Data 2022

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

	Disabled	Non-disabled
Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	66.1%	67.7%
Total Number of Responses	392	643

Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion

	Disabled	Non-disabled
Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	61.6%	68.9%
Total Number of Responses	999	2106

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

	Disabled	Non-disabled
Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	18.0%	13.5%
Total Number of Responses	645	951

WRES and WDES Data 2022

Percentage of staff satisfied with the extent to which their organisation values their work

	Disabled	Non-disabled
Percentage of staff satisfied with the extent to which their organisation values their work	45.5%	51.1%
Total Number of Responses	1009	2121

Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work

	Disabled
Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	81.3%
Total Number of Responses	615

Staff engagement score (0-10)

	Disabled	Non-disabled
Staff engagement score (0-10)	6.8	7.2
Total Number of Responses	1008	2131

WRES and WDES Data 2022

Percentage difference between the organisation's Board voting membership and its organisation's overall workforce

	Non-Disabled	Disabled	Unknown
Total Board Members	14		0
Voting Board Members	13	1	0
Exec	6	0	0
NED	7	1	0

WRES and WDES Data 2022