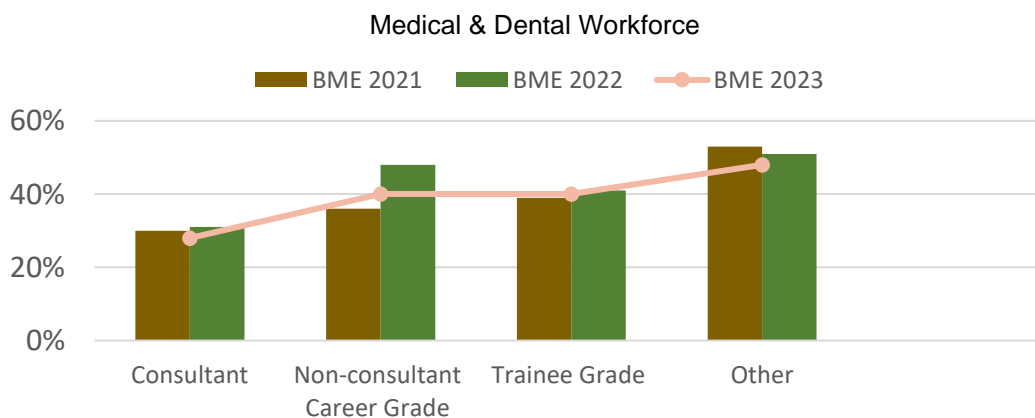
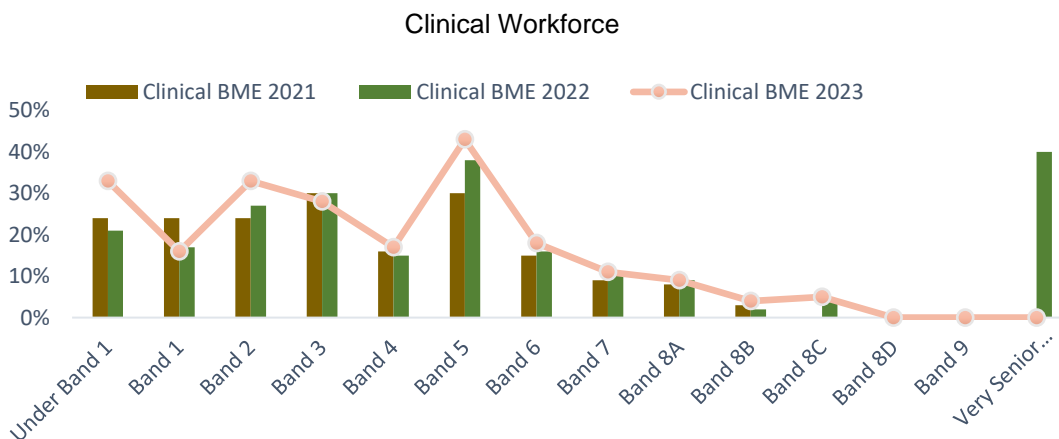
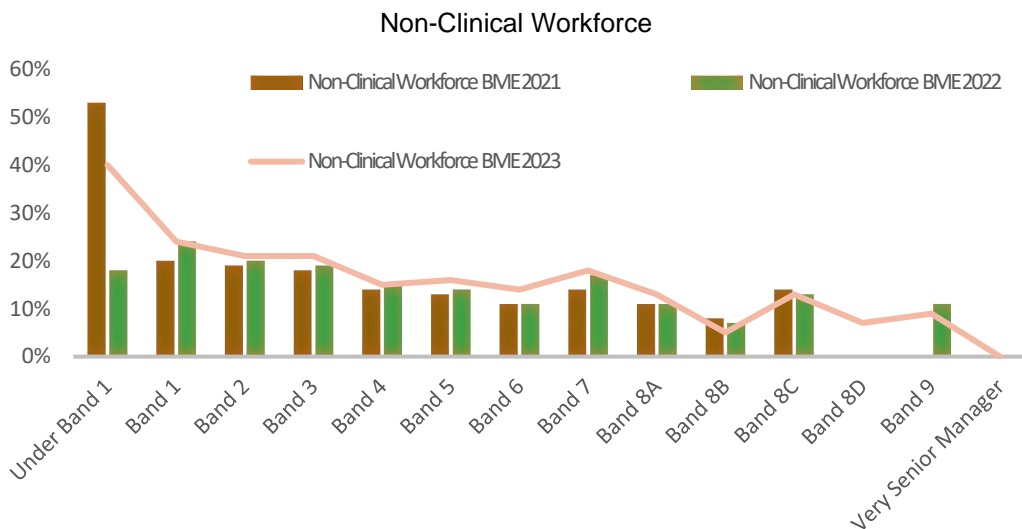


Workforce Race Equality Data 2022/23

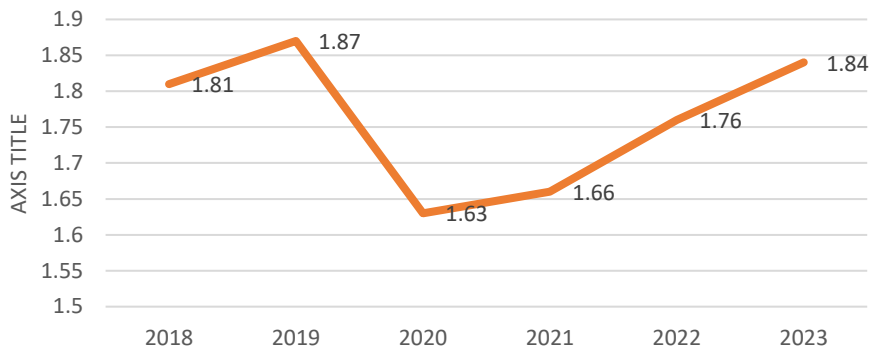
Metric 1 & Metric 9; Representation across the organisation

% of staff in Agenda for Change (AfC) pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. (metric1)
 % difference between the organisation's board voting membership and its organisation's overall workforce (metric 9)



Metric 2; Likelihood of staff being appointed from shortlisting

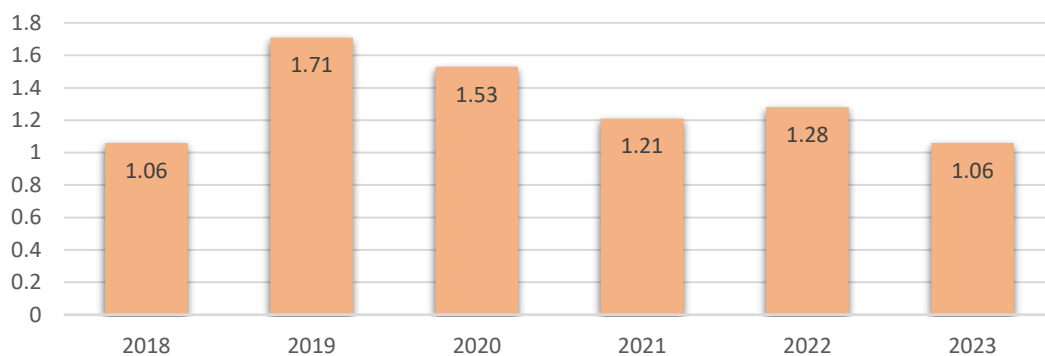
A figure of 1.2 or greater indicates BME applicants having a substantially worse outcome compared to white applicants



Likelihood of white staff being appointed from shortlisted compared to BME staff

Metric 3; Likelihood of staff entering formal capability process

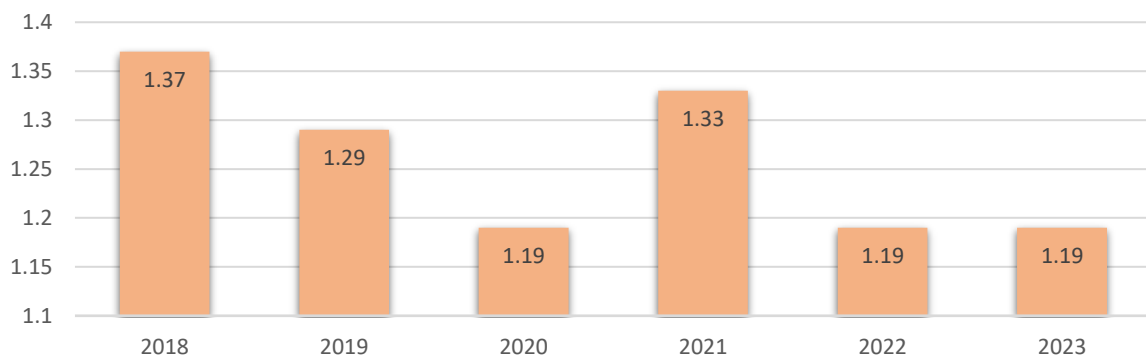
Likelihood of BME staff entering the formal disciplinary process compared to white staff



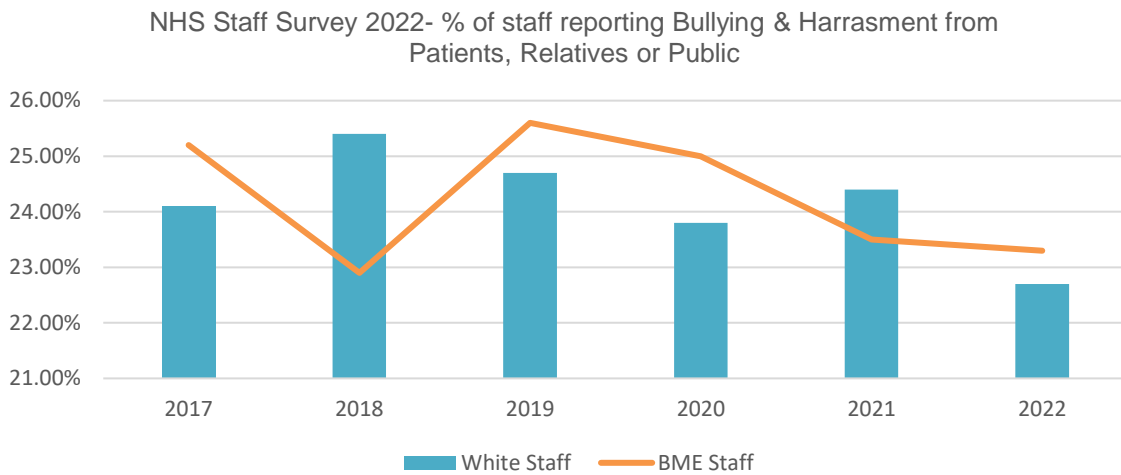
A figure of 1.2 or greater indicates BME having a substantially worse outcome compared to white

Metric 4; Likelihood of staff accessing non-mandatory training and continuous personal development

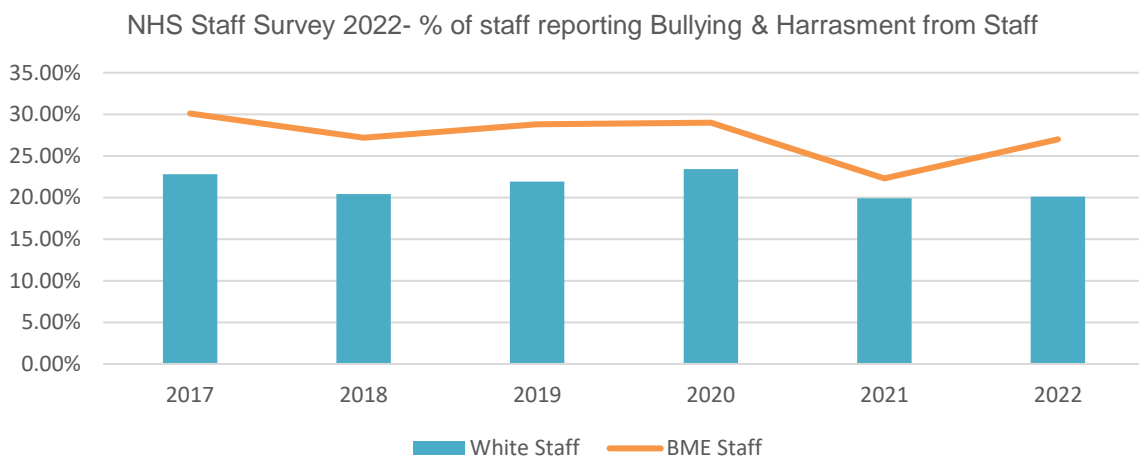
Likelihood of white staff accessing non-mandatory training and continuous personal development to BME staff



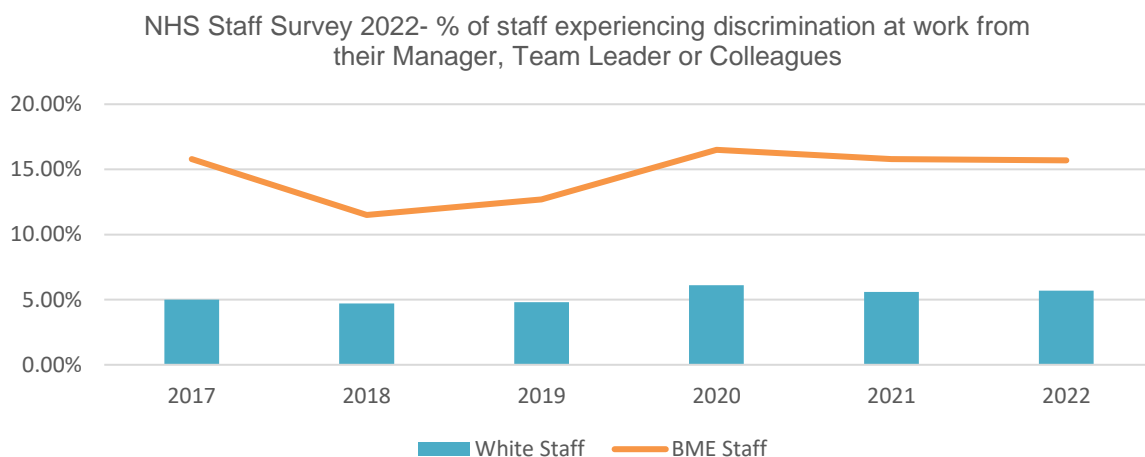
Metric 5; % of staff experiencing harassment, bullying/abuse from patients, relatives/public



Metric 6; % of staff experiencing harassment, bullying/abuse from staff



Metric 8; % of staff experiencing discrimination at work from their manager, team leader or other colleagues



Metric 7; % of staff believing Trust provides equal opportunities for career progression or promotion

