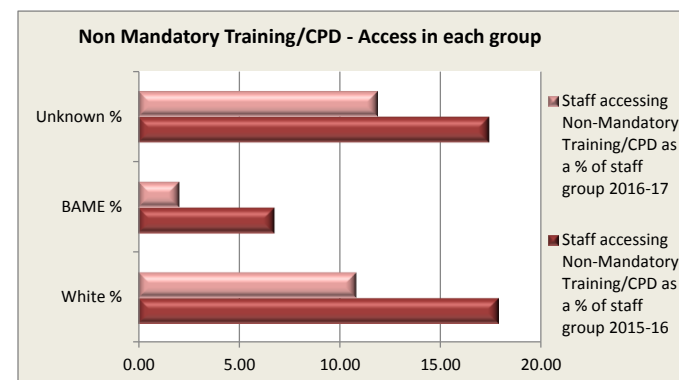
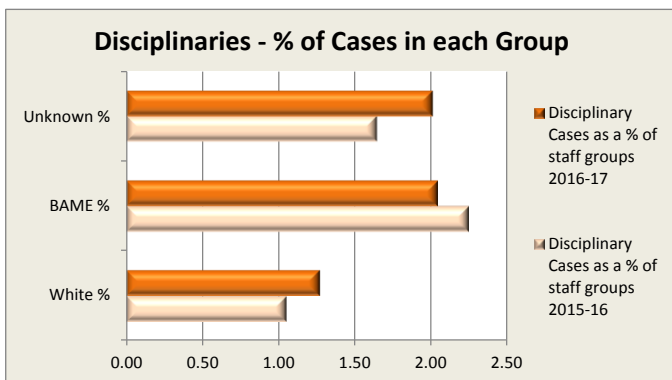
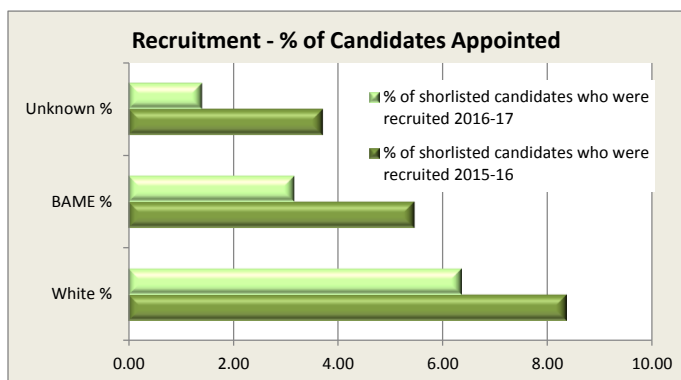
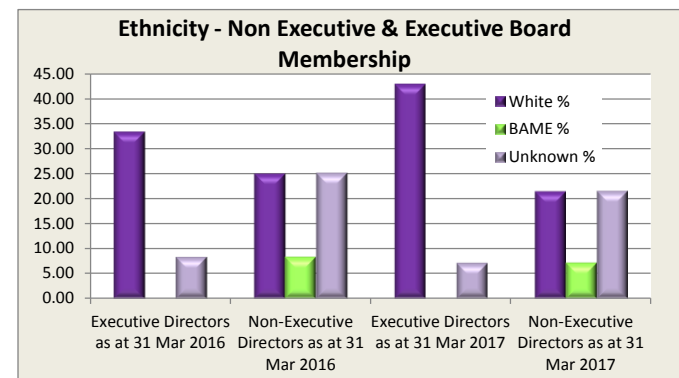
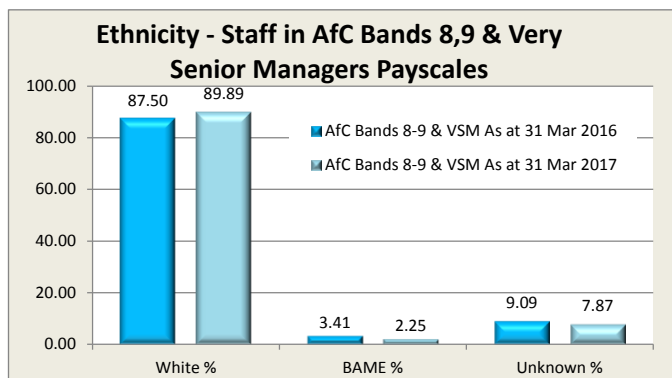
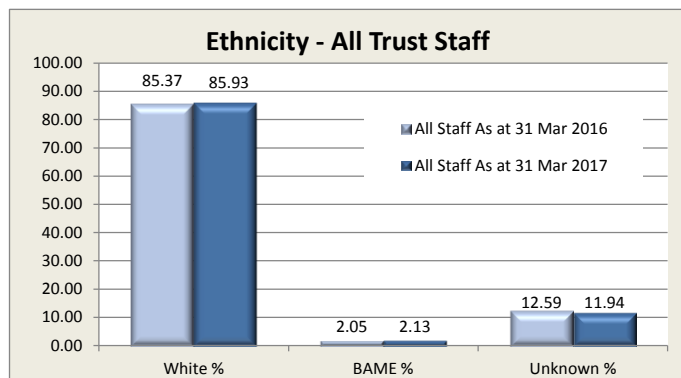


Ethnicity Data in Relation to WRES Requirements

Unless otherwise stated data is as at Mar 16 & Mar 18



- 2015/16 Relative likelihood of white candidates being appointed from shortlisting compared to BAME 1.53 times greater
- 2016/17 Relative likelihood of white candidates being appointed from shortlisting compared to BAME 1.86 times greater

- 2015/16 Relative likelihood of BAME staff entering formal disciplinary process compared to white staff is 2.14 times greater
- 2016/17 Relative likelihood of BAME staff entering formal disciplinary process compared to white staff is 1.61 times greater

- 2015/16 Relative likelihood of white staff accessing non-mandatory training / CPD compared to BAME 2.65 times greater
- 2016/17 Relative likelihood of white staff accessing non-mandatory training / CPD compared to BAME 3.25 times greater

Data from Annual Staff Survey	2015/16	2015/16	2016/17	2016/17
	BAME%	White%	BAME%	White%
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months. (KF25)	39.47	48.64	48.90	50.20
Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months. (KF26)	43.59	31.35	40.00	29.10
Percentage believing that trust provides equal opportunities for career progression or promotion. (KF21)	61.90	72.39	44.80	69.20
In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues (Q17)	10.26	11.07	24.40	11.40