

# Whittington Health 2022/23 WRES Outcomes and Overview since 2018



Whittington Health  
NHS Trust

## Performing Well

### Indicator 4

Non-Mandatory Training

0.98

#### Equity

The Trust has been within the target range since 2022, and in line with London (0.97)

Target range (0.8—1.25)

### Indicator 3

Disciplinary

0.68

#### Position Improved from 2018

but is lower than the target range of 0.8—1.25, and London (1.47)

▼ from 1.18 in 2018

## Further Work Required

### Indicator 5

Harassment from patients  
White: 30.4% BME: 29.3%

#### No Improvement

from 2018 but lower than London (White 31.3% and BME 30.2%)

White: ▲ from 28.4% in 2018  
BME: ▲ from 29.1% in 2018

### Indicator 8

Discrimination from manager/colleagues

White: 9.4% BME: 15.0%

#### Some Improvement

since 2018, BME staff have experienced a much higher rate of discrimination than other staff (but has been broadly declining since 2019. It is lower than London (BME: 16.7%))

## Further Work Required

### Indicator 7

Equal Ops/Progress

White: 57.5% BME: 41.2%

#### Some Improvement Since 2018

from 2018, BME staff are (at a minimum) 14 percentage points less likely to think the Trust offers equal progression opportunities.

White: ▼ from 59.5% in 2018; BME: ▲ from 39.8% in 2018

## Making Improvement but more work Required

### Indicator 2

Recruitment

1.51

#### Position Improved from 2018

but is higher than the target range of 0.8—1.25, and London (1.44)

▼ from 2.14 in 2018

### Indicator 6

Harassment from staff

White: 24.3% BME: 25.4%

#### Position Improved from 2018

but is lower than London for BME staff 28.1% and slightly higher for White: 24.6%

White: ▼ from 26.7% in 2018; BME: ▼ from 32.5% in 2018

### Indicator 9

BME Board Representation

26.7%

#### Position Improved from 2018

it is higher than London (23.7%), but the gap compared to the workforce is still more than 10%

▲ from 16.7% in 2018