

Whittington Health Workforce Race Equality Standard (WRES)



Improvements made

The WRES provides data to facilitate the Trust's ability to make informed decisions and take action to actively promote equality of opportunity, as well as to reduce discrimination which may exist, to improve the working lives and wellbeing of staff, patients and service users.

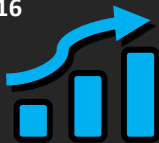


Areas for improvement

Indicator 1

25%

Percentage of BME staff in Bands 8-9 and VSM – **17% increase** from 2014/16



Indicator 8

25%

Reduction in the percentage of BME staff compared to white staff from respondents who have experienced discrimination at work from management/team in the last 12 months



Indicator 2



Descriptor	White	BME
Number Shortlisted	623	996
Appointed	90	63
Rate Approved from short listing	14%	6%

Indicator 5, 6 & 7

Reduction in likelihood of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months as well as from staff.

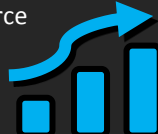
Increase in percentage of BME staff believing that the Trust provides equal opportunities for career progression and promotion



Indicator 9

15%

Increase in BME staff representation on board voting membership and its overall workforce



Indicator 3

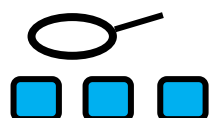
Likelihood of white staff entering formal disciplinary process – **1%**

Likelihood of BME staff entering formal disciplinary process – **2%**



Indicator 4

Not yet picked up due to recording process:



[Click here](#) for full WRES report