

WORKFORCE



RACE EQUALITY STANDARD

*Period data
refers to
01/04/19 -
31/3/20

The WRES is an NHS requirement to provide data on our race equality metrics for submission and is a contractual expectation.

2020 HIGHLIGHT REPORT

**The greatest
representation
of BAME
colleagues is
within the Clinical
middle tier, at
almost 1 in 5**

**78.23%
Percentage
of colleagues
who have self
reported their
ethnicity**

**BAME
colleagues
have a higher
representation
at Board Voting
Membership level
than they do in the
overall workforce**

- Recruitment training which included awareness of conscious and unconscious bias has already started as part of our management development programme.
- There is a very similar likelihood of BAME and white colleagues accessing non-mandatory training.
- We have started a Black, Asian and Minority Ethnic networking group.

WHAT ARE WE DOING NEXT?

- Implement our Inclusiveness and Belonging Strategy
- Communicate progress
- Increase our organisational understanding of microaggression
- Take steps to collect ethnicity data from other cohorts of workers i.e. sessional/agency

This report has been signed off by Stephen King on behalf of the Board.

A handwritten signature in black ink, appearing to read 'S King', written over a horizontal line.