

NHS

*Equality and
Diversity Council*

**NHS
WORKFORCE
RACE EQUALITY
STANDARD**

**2015 DATA ANALYSIS
REPORT FOR NHS TRUSTS**



NHS Workforce Race Equality Standard 2015 Data Analysis Report for NHS Trusts

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01 FOREWORD

Research and evidence strongly suggest that less favourable treatment of Black and Ethnic Minority (BME) staff in the NHS, through poorer experience or opportunities, has significant impact on the efficient and effective running of the NHS and adversely impacts the quality of care received by all patients.

That is exactly why the NHS Workforce Race Equality Standard (WRES) was introduced in 2015. The WRES seeks to prompt inquiry to better understand why it is that BME staff often receive much poorer treatment than White staff in the workplace and to facilitate the closing of those gaps.

We know that for this to happen, data needs to be gathered, as you can't change what you don't know. All NHS trusts were required to submit their WRES baseline data on 1 July 2015. This report presents analyses of the baseline data related to four of the nine WRES indicators – these are the indicators that are reflective of the NHS Staff Survey questions.

Gathering and understanding the data is only the first step. WRES data is leading NHS organisations to develop evidence-based action plans to continuously improve on workforce race equality. There are organisations and parts of the NHS that are embracing this challenge well, but there are other employers that still have a lot of progress to make.

We simply cannot afford the cost to staff and patient care that come from the unfairness and discrimination of a large section of the NHS workforce. As co-directors of the national WRES Implementation Team, we look forward to working with and supporting NHS organisations to make the difference that our diverse staff, communities and all patients need and deserve.

Yvonne Coghill and Roger Kline

Co-directors

WRES Implementation Team

NHS England

In its simplest form, the WRES offers local NHS organisations the tools to understand their workforce race equality performance, including the degree of BME representation at senior management and board level. The WRES highlights differences between the experience and treatment of White staff and BME staff in the NHS. It helps organisations to focus on where they are right now on this agenda, where they need to be, and how they can get there. I welcome the support the WRES has received to date and look forward to seeing the changes it seeks to achieve.

Sir Keith Pearson

Chair, Health Education England and
Chair, WRES Strategic Advisory Group

02 INTRODUCTION

In 2014, NHS England and the NHS Equality and Diversity Council agreed action to ensure employees from Black and Minority Ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace. It was agreed that a Workforce Race Equality Standard (WRES) should be developed, and in April 2015 it was made available to the NHS.

The WRES requires organisations employing almost the entire 1.4 million NHS workforce to demonstrate progress against nine indicators of workforce race equality. The indicators focus upon Board level representation and differences between the experience and treatment of White and BME staff in the NHS.

The WRES was included in the 2015/16 NHS standard contract for NHS providers, and from 1 July 2015, provider organisations submitted their baseline data against the nine WRES Indicators. This report provides overview analyses of the WRES baseline data returns by NHS trusts in England.

All NHS organisations are encouraged to implement the WRES with an open mind and an honest heart. Consequently, the self-reported WRES data received from individual NHS trusts, and analysed for the purpose of this report, have been taken at face value, on the assumption that NHS trusts have published accurate and valid data.

We are aware that in some cases, there is a difference between self-reported staff survey data presented in organisations' WRES reports and data from the national NHS Staff Survey publications. A conscious decision has been taken to use the self-reported data; hence individual NHS trusts will want to check any differences. We are also aware that in a large number of organisations, the samples of staff completing the NHS Staff Survey are small or very small. In such cases, the organisations' ability to use staff survey data to "drill down" and understand the causes of differences may be limited.

One conclusion from the analyses is the need for all NHS trusts to use the staff survey across the whole workforce. This will provide data that can help identify

good and poor experience for staff overall and in doing so, highlight areas that require concerted focus and action. We are also conscious that identifying and understanding the differences between BME and White staff experiences is greatly assisted by considering the overall picture, across the whole of the workforce, on each of the four Indicators. The analyses presented in this report reflect that.

This report presents the 2015 WRES baseline data for the four WRES Indicators that align to the NHS Staff Survey. It presents analyses against the four indicators by NHS trust type. The report is intended to prompt discussion and inquiry within each organisation and encourage good practice. Hence the primary aim of the report is not to make explicit comparisons between organisations with regard to performance. Following the return of the 2016 WRES data, inter and intra-organisational comparisons and benchmarking will be undertaken and reported.

Individual NHS trusts should take a 'learning organisation' approach to this report. Understanding the data and producing robust action plans to

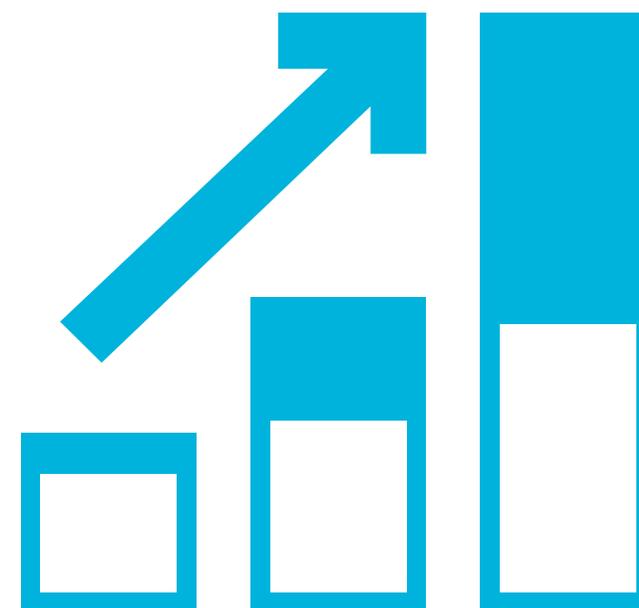
make continuous improvements in these areas will be essential first steps in helping to bring about workplaces that are free from discrimination. We hope the publication of the data will assist peer to peer support between trusts, and trigger inquiry as to root causes of issues and patterns in the data. It will also assist the national WRES Implementation Team in identifying replicable good practices and processes which we can learn from and share.

In discharging their roles and functions, national healthcare bodies also have an important role to play in supporting workforce race equality. Embedding the WRES within key policy levers and ensuring effective system-wide strategic alignment will support local NHS organisations in their implementation and use of this tool.

Commitment to promoting equality and improving diversity amongst the NHS workforce is crucial because we know that a diverse workforce and inclusive leadership is associated with more patient-centred care, greater

innovation, higher staff morale and access to a wider talent pool. Understanding data and the root causes of discrimination will be key steps in achieving these aspirations.

The online version of this report contains the raw data for the charts presented in Section 5. It also contains additional analyses of the 2015 WRES data by geographical region. The online version of this report can be accessed from the WRES web page: <https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/>



03 KEY FINDINGS

Higher percentages of BME staff report the experience of harassment, bullying or abuse from staff, than White staff, regardless of trust type or geographical region. Community provider and ambulance trusts are more likely to report this pattern.

BME staff are generally less likely than White staff to report the belief that the trust provides equal opportunities for career progression or promotion. This pattern is strikingly widespread regardless of type of trust or geographical location.

BME staff are more likely to report they are experiencing discrimination at work from a manager, team leader or other colleague compared to White staff, regardless of trust type or geographical location.

Community provider trusts and mental health and learning disability trusts generally report a higher percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public when compared to White staff.

NHS Staff Survey responses from BME staff were, in a significant number of cases, too small to report. In some cases, given the demographics of the trust or the locality served, this was surprising. NHS trusts are strongly recommended to carry out the survey using full rather than small staff samples.

Following learning from the WRES baseline returns and engagement with the NHS, key initiatives are underway to further support WRES implementation, including simplified and improved WRES data returns for 2016 and beyond.

Sharing replicable good practice and processes will be an essential element to help facilitate system-wide improvements in workforce race equality.

Organisations can draw on the support and guidance initiatives and materials developed by the national WRES Implementation Team to implement and use the WRES effectively.

04 DATA AND METHODOLOGY

4.1 The WRES indicators

The WRES requires NHS trusts to self-assess against nine indicators. Four of the indicators relate specifically to workforce data; four are based upon data from the national NHS Staff Survey questions, and one considers BME representation on boards. The WRES aims to highlight differences between the experience and treatment of White staff and BME staff in the NHS, with a view to closing the experience gap in those metrics.

The WRES Indicators were co-developed in partnership with the NHS, and were based on existing data collection and analysis requirements, which all good performing NHS organisations are already undertaking. The nine WRES Indicators are presented in Annex 10.1.

Together, the WRES Indicators are not intended to provide a blueprint on how “good” can be achieved; however, they do provide the necessary platform and direction that both encourages and helps NHS organisations to:

- Reduce the differences in the treatment and experience between White and BME staff in the NHS.
- Compare not only their progress in reducing the gaps in treatment and experience but to make comparisons with similar organisations about the overall level of such progress over time.
- Identify and take necessary remedial action on the causes of ethnic disparities in the metric outcomes.

The WRES holds a mirror to us, and enables employers to confront the very different experience of our BME colleagues. The challenge remains though in the response to what we see in this mirror. We must not be defensive or complacent, but must change our cultures, biases, attitudes and behaviours as well as improve our processes and policies. We are committed to ensuring that the talent of all our colleagues is fully realised, to the benefit of the communities and patients we all serve.

Danny Mortimer
Chief Executive
NHS Employers

4.2 Baseline data returns

All providers subject to the NHS standard contract 2015/16, except 'small providers' (with contracts less than £200,000) and primary care, were expected to implement the WRES from April 2015. The contract required organisations to publish their baseline data against the nine WRES Indicators, on their website, by 1 July 2015.

To help NHS organisations respond to the WRES Indicators, a number of support materials were developed and made available to local NHS organisations; in particular, these included the WRES Technical Guidance, a frequently asked questions document, and the WRES Reporting Template.

Initial flow of data returns from the 238 NHS trusts subject to implementing the WRES, was slow. A large number of organisations were required to take their WRES reports through their own internal processes and committees before publishing on their website and sending the report to NHS England (the latter was optional in 2015).

On 31 December 2015, 196 (82%) of all NHS trusts required to implement the WRES had published their WRES baseline data on their respective websites.

4.3 Data analysis

In light of the issues with the recording and reporting of the workforce data (see Section 6) the analyses have been carried out in relation to WRES Indicators 5 to 8, which are aligned to specific NHS Staff Survey questions. Figure 1 outlines the measurements for Indicators 5 to 8 of the WRES.

For the purpose of analyses, organisations have been grouped by NHS trust type in the following ways: acute trust; ambulance trust; community provider trust, and mental health and learning disability trust.

Additional analyses by geographical region have been carried out and can be viewed in the online version of this report that can be found on the WRES webpage at <https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/>

The bar charts provided in Section 5 detail the percentage point differences between White and BME responses to the staff survey questions. The bar charts have been plotted against the primary vertical axis (left hand side of each chart) and are displayed in red or green to indicate the positive/negative outcome for BME staff.

To add further context, each chart also contains an additional data series to present the overall staff survey results (irrespective of ethnicity), as published in the 2014

NHS Staff Survey results. The data series is displayed with a '■' notation and has been plotted against the secondary vertical axis (right hand side of each chart). When interpreting the data on each chart, ensure you are reading against the correct scale for the data series by checking the axis labels on the left and right hand side of each chart.

The data presented in this report are predominantly drawn from the 2015 WRES returns, where organisations reported on their 2014 NHS Staff Survey results. However it has been necessary, in two sets of cases, to derive the data directly from the 2014 NHS Staff Survey publication. These being:

- Instances in which the national WRES Implementation Team did not locate a submitted or published copy of the trust's WRES publication by 15 February 2016.
- Instances in which the trust reported that a specific answer was not available (a zero or null return) but the national NHS Staff Survey website indicated that one existed.

Throughout this report, the analyses present the gap between BME and White staff results, expressed as percentage point differences in the bar chart series. In some instances, the gap is displayed as a blank value in the bar chart series. This may be due to one of two reasons. Firstly, it may be that there is a diminutive or nil

difference between the reported results of BME and White staff. Secondly, it may be that the BME sample size for completing the particular survey question is less than 11. If sample sizes are less than 11, results are not published due to data protection issues, and therefore it is not possible to calculate the difference between BME and White results. In such cases, the overall staff results for the indicator can be used to determine the position for the organisation in question.

To supplement the analyses presented in section 5, the online version of this report contains additional tables citing the raw data figures for all charts, as well as listing differentials and sample sizes used by NHS trusts when undertaking the 2014 NHS Staff Survey. The online version of this report can be found on the WRES web page: <https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/>



Fig. 1: WRES Indicators 5-8

The WRES provides guidance to the NHS on how to achieve better race equality in the workforce. NHS Improvement will seek to work in partnership with NHS trusts to help embed the WRES and to seek continuous improvement on this important agenda. Workforce race equality will help make the NHS more efficient, more productive and more responsive to the needs of patients and staff alike.

Ed Smith
Chair
NHS Improvement

05 DETAILED FINDINGS: TRUST TYPE

5.1 Indicator 5

Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months compared to White staff

Acute Trusts

44% of the 153 acute trusts show a higher percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public when compared to White staff. The largest outlier reports 50.0% of BME staff experience harassment, bullying or abuse from patients, relatives or the public in comparison to just 27.0% of White staff. This is a gap of 23.0 percentage points between the two groups.

52% of the 153 acute trusts in England show lower percentages of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public when compared to White staff. Although the overall outcome for BME is more positive than White counterparts, the size of the gap in difference varies between 0.2 and 17.0 percentage points. In most cases (62%), the gap between BME and White experiences is just 5.0 percentage points or less.

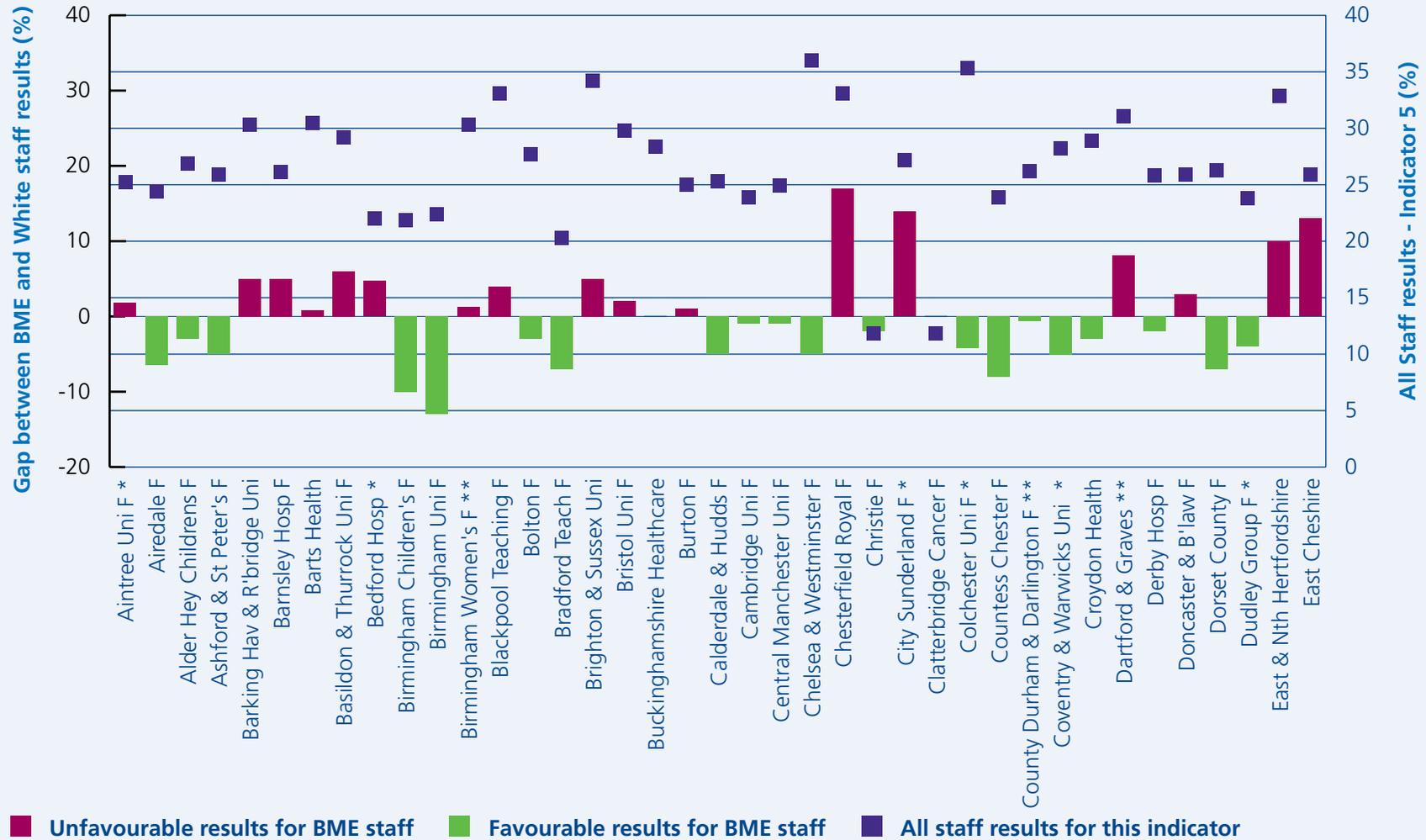
Five organisations record the same response rate from BME and White staff, indicating no gap in experience for the two groups. For one trust, comparative figures are unavailable due to small BME sample sizes or null answers.

Five organisations report overall figures of reported experience harassment, bullying or abuse from patients, relatives or the public that are above 35%; four of which are organisations that report favourable results for BME staff on this indicator. The average figure of reported experience of harassment, bullying or abuse from patients, relatives or the public in the last 12 months, as published in the NHS Staff Survey 2014, is 42.3%.

5

Indicator

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

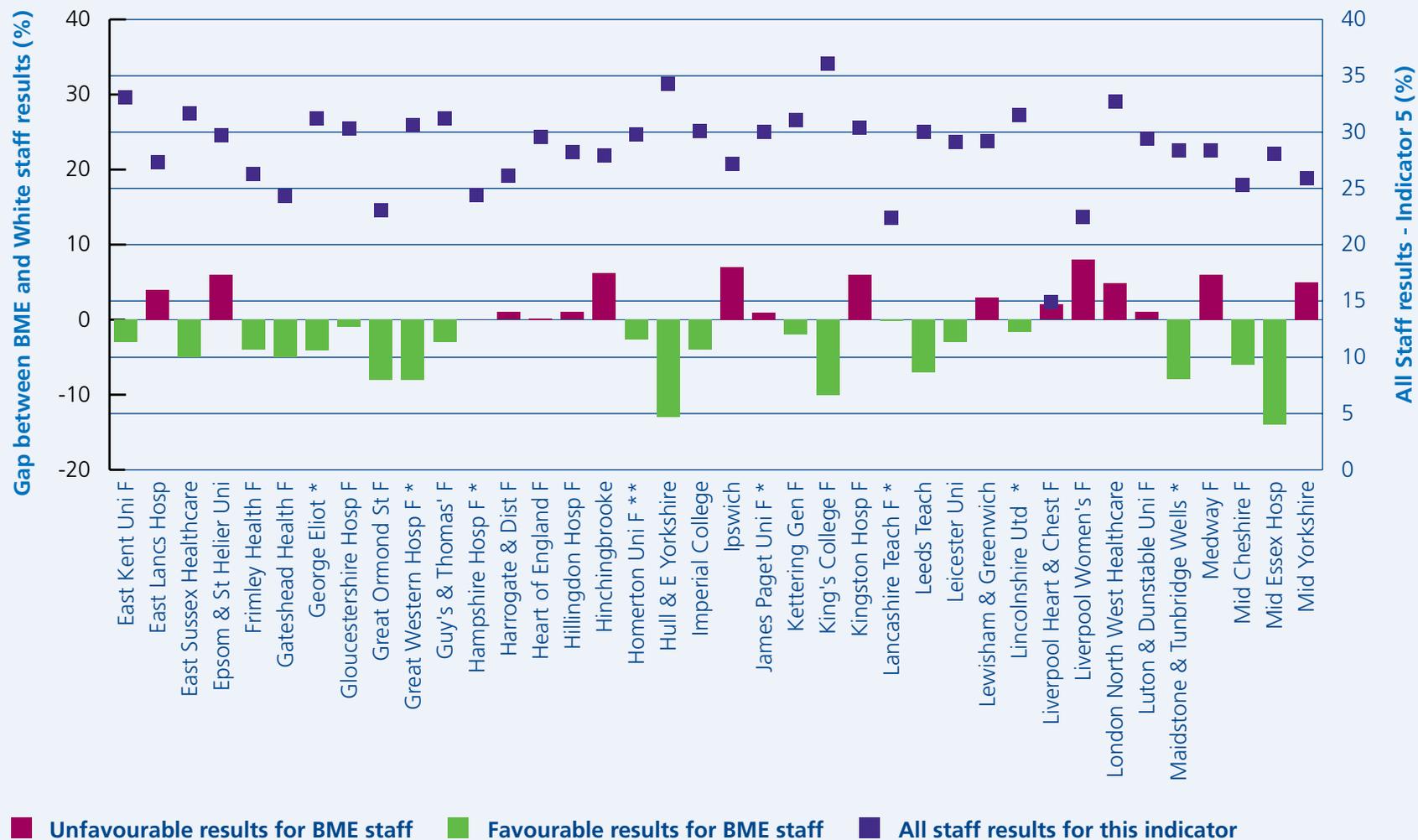


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

5

Indicator

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

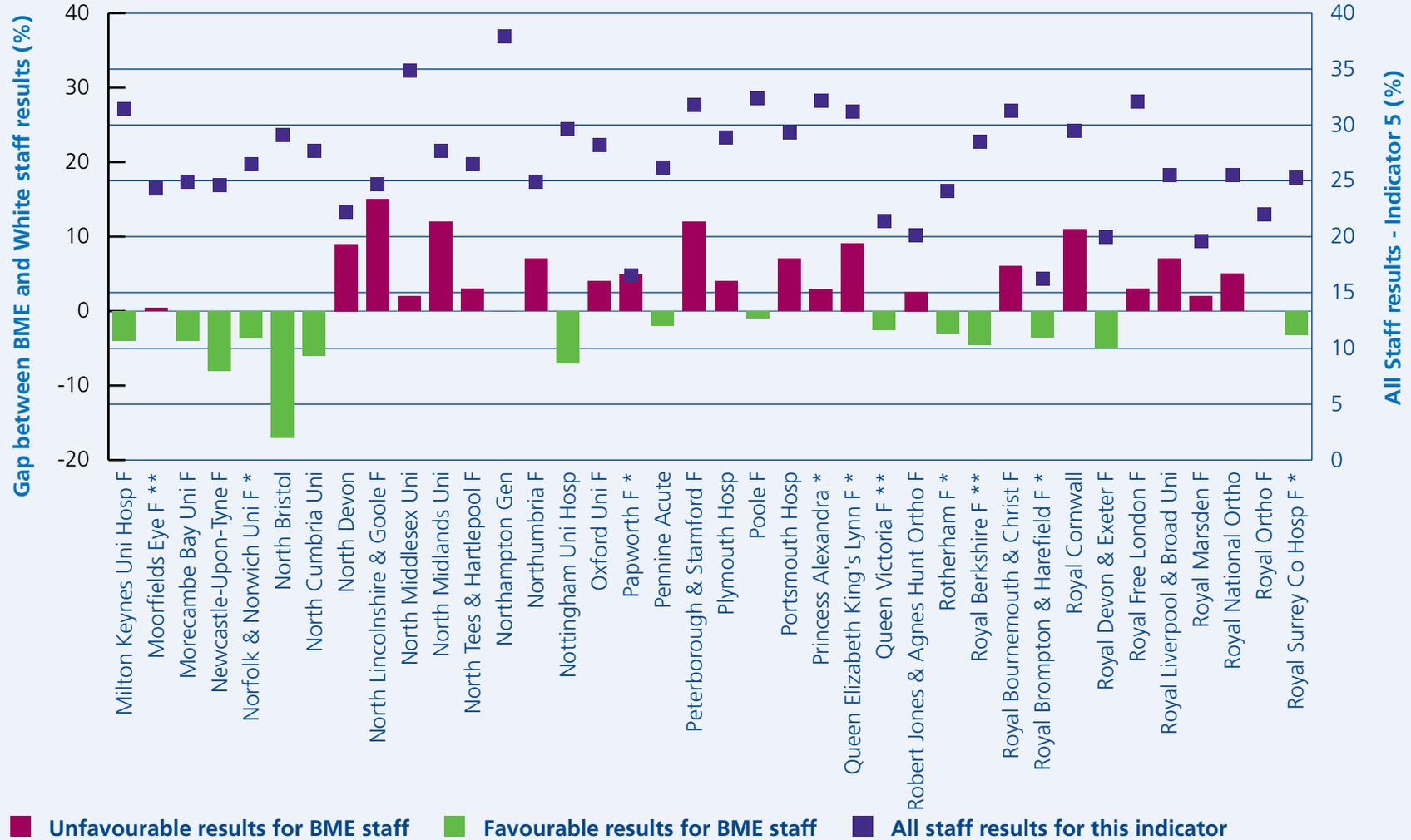


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

5

Indicator

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

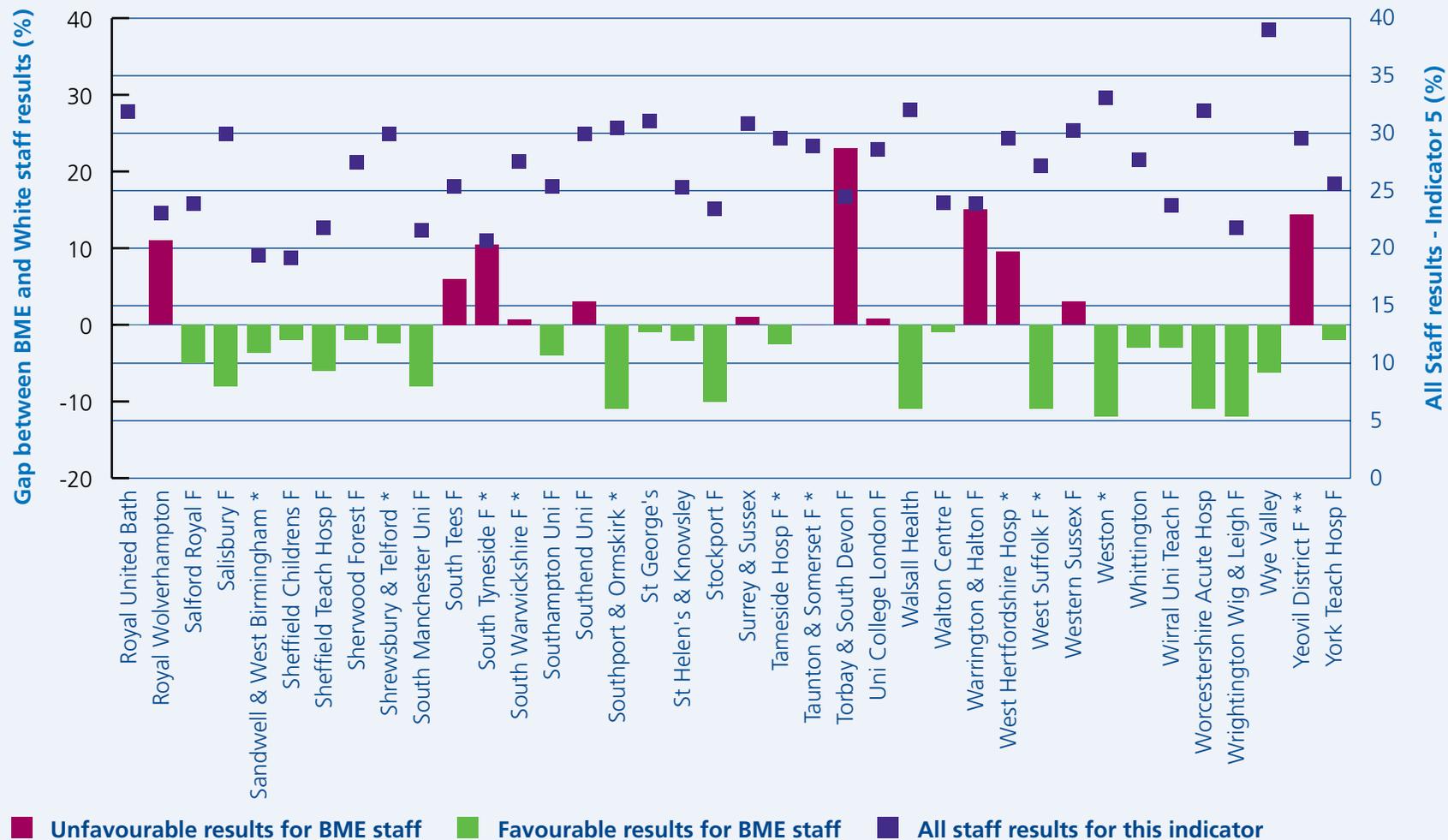


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

5

Indicator

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Ambulance Trusts

Six of the ten ambulance trusts report that more White staff experience harassment, bullying or abuse from the public in the last 12 months in comparison to BME staff.

However, there is also a noticeable gap in responses for White and BME staff at two trusts where BME staff are more likely to experience harassment, bullying or abuse from the public in the last 12 months than their White counterparts.

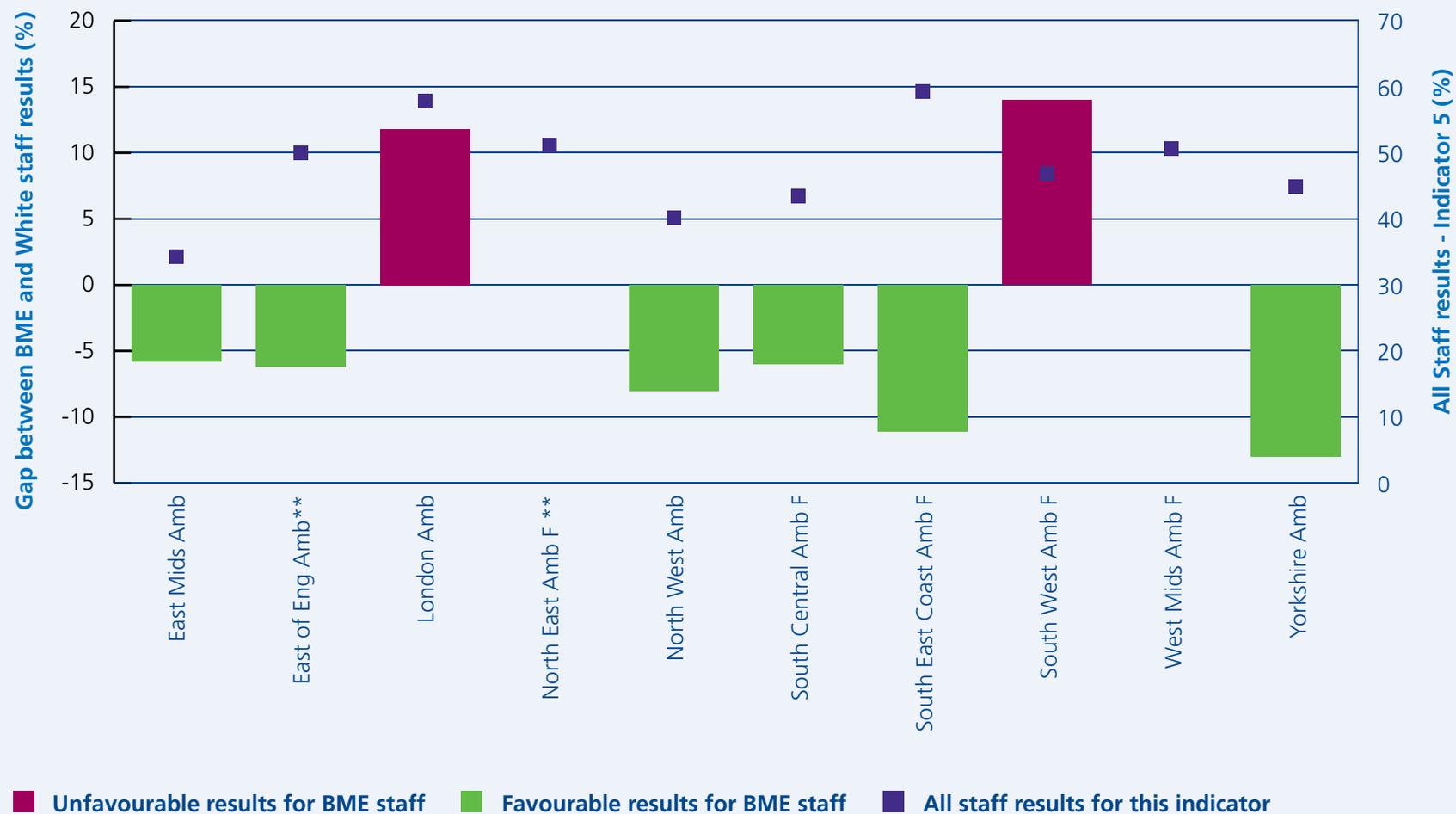
It is not possible to analyse the data for this indicator in two trusts due to small BME samples/ response rates.

Five of the ten ambulance trusts show overall figures of reported harassment, bullying or abuse from patients, relatives or the public in the last 12 months that are above 50.0%. The average response for ambulance trusts, as published in the NHS Staff Survey 2014, is 46.0%.

Indicator

5

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Community Provider Trusts

In 65% of the twenty community provider trusts, a larger proportion of BME staff experience harassment, bullying or abuse from the public in the last 12 months, in comparison to White staff. In one trust, 43.5% of BME staff and 24.1% of White staff report experience of harassment bullying or abuse from patients, relatives or the public - a gap of 19.4 percentage points.

A further 16.6% (three organisations) of all community provider trusts report more favourably for BME staff, with larger proportions of White staff reporting experiencing harassment bullying or abuse from patients, relatives or the public in the last 12 months.

Comparative figures could not be reported due to small BME samples or null returns from three trusts.

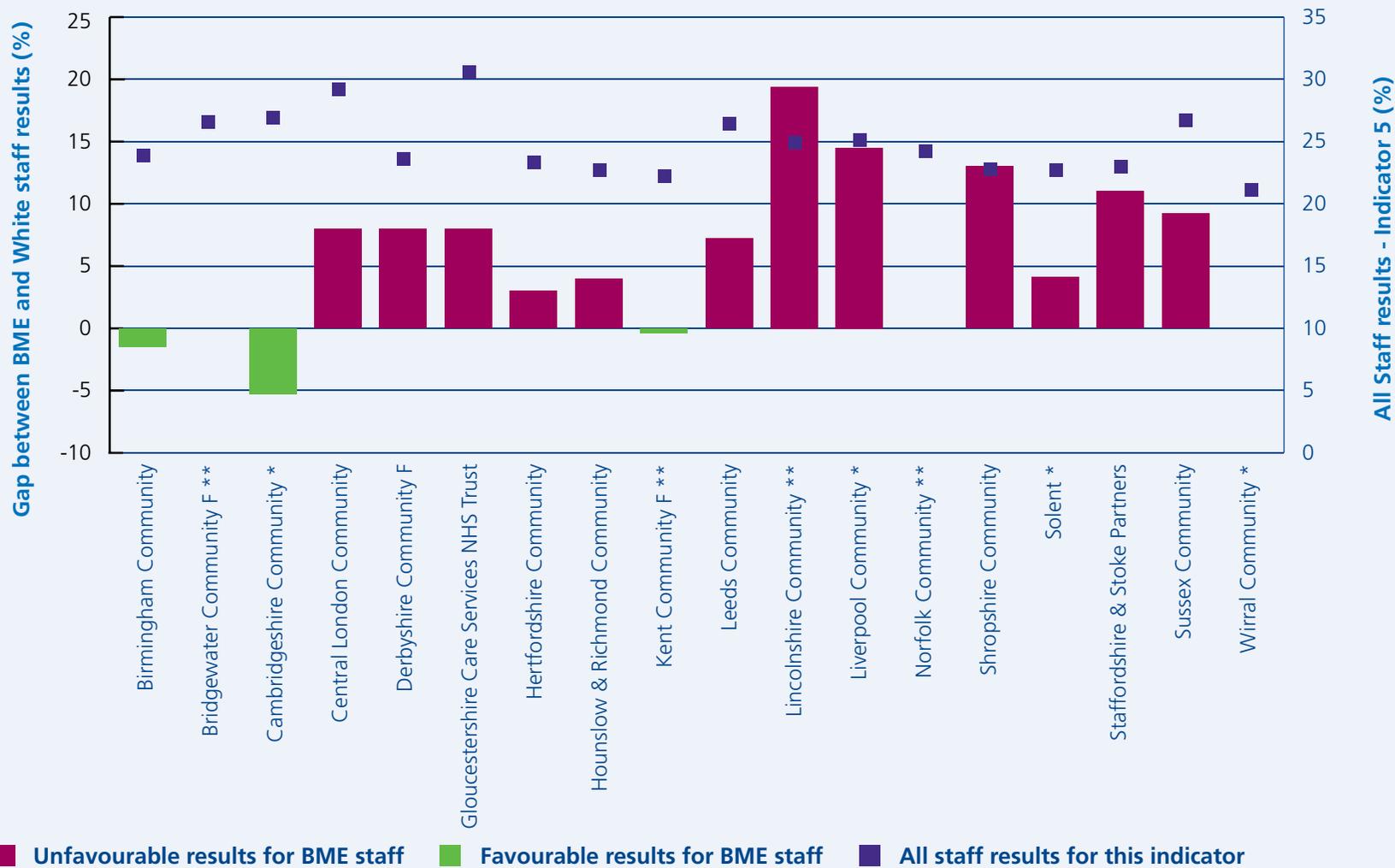
The overall figures of harassment, bullying or abuse from patients, relatives or the public in the last 12 months are between 20-30% for all twenty community provider trusts.

The overall average figure of reported experience of harassment, bullying or abuse from patients, relatives or the public in the last 12 months, as published in the NHS Staff Survey 2014, is 44.3%.

Indicator

5

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Mental Health & Learning Disability Trusts

Over 80% of the mental health and learning disability trusts report higher percentages of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months, in comparison to White staff. In the largest outlier, 53.0% of BME staff reported harassment, bullying or abuse from patients, relatives or the public compared to just 24.0% of White staff, a gap of 29.0 percentage points.

There are just ten organisations where BME staff report lower rates of harassment, bullying or abuse from patients, relatives or the public with a smaller average gap in reported experience.

Data for four mental health and learning disability trusts could not be analysed due to low BME responses rates to or null answers provided to Indicator 5 in the WRES return.

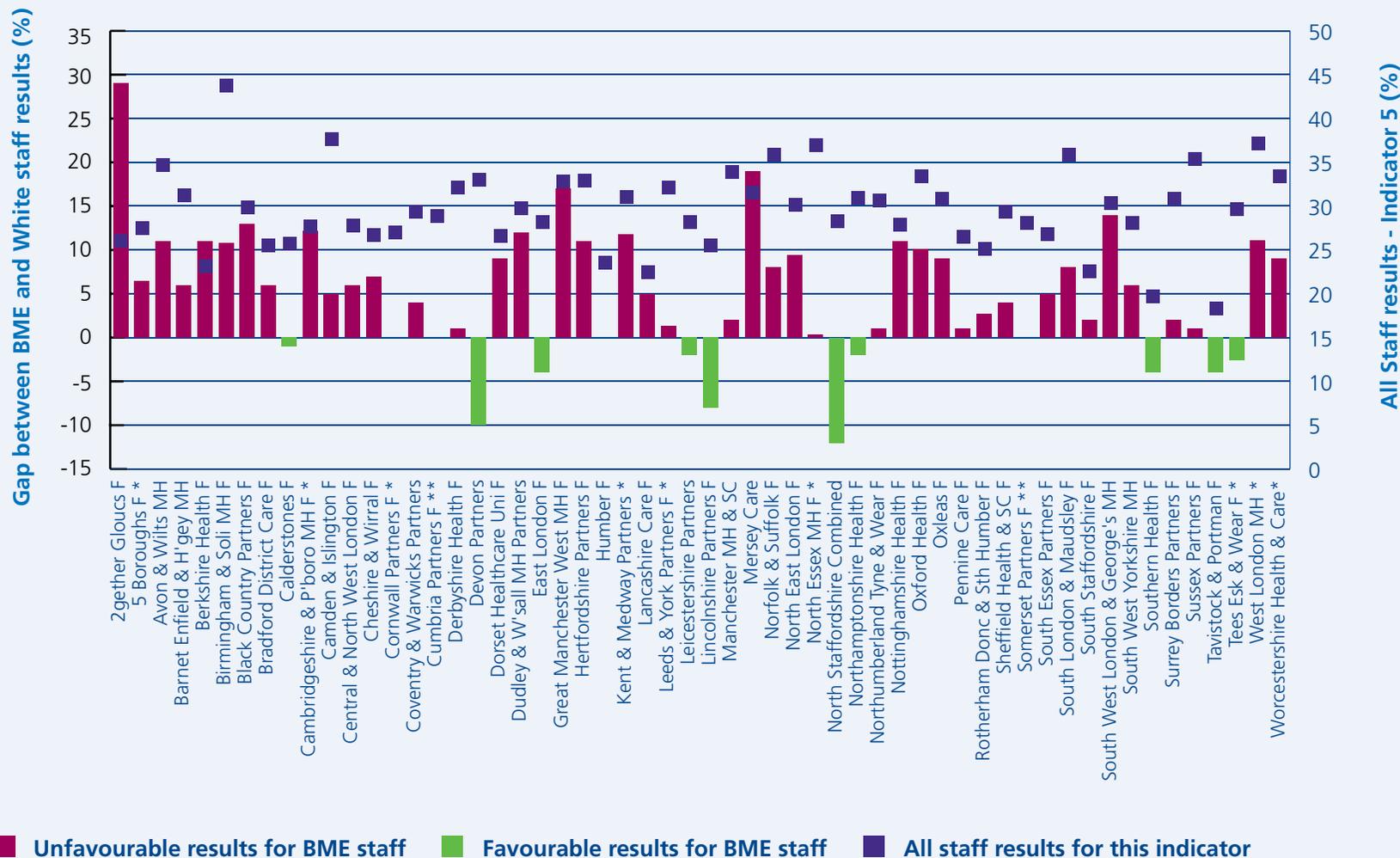
For seven organisations, overall figures of reported harassment, bullying or abuse from patients, relatives or the public in the last 12 months are above 35%; in all of these cases the organisations also report unfavourable results for BME staff on this indicator.

The overall average figure of reported experience of harassment, bullying or abuse from patients, relatives or the public in the last 12 months, as published in the NHS Staff Survey 2014, is 41.5%.

5

Indicator

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

5.2 Indicator 6

Percentage of BME staff experiencing harassment, bullying or abuse from staff in the last 12 months compared to White staff

Acute Trusts

75% of all acute trusts show a higher percentage of BME staff being harassed, bullied or abused by staff in comparison to White staff. In the largest outlier, 41.7% of BME staff declare that they have been subject to harassment, bullying or abuse from staff in comparison to just 18.2% of White staff, a difference of 23.5 percentage points.

22% of acute trust returns (thirty-three organisations) show a lower percentage of BME staff report being harassed, bullied or abused by staff. Five organisations report the same response rate, indicating no gap between BME and White experience. The comparative figures for one organisation are unavailable due to small BME sample sizes.

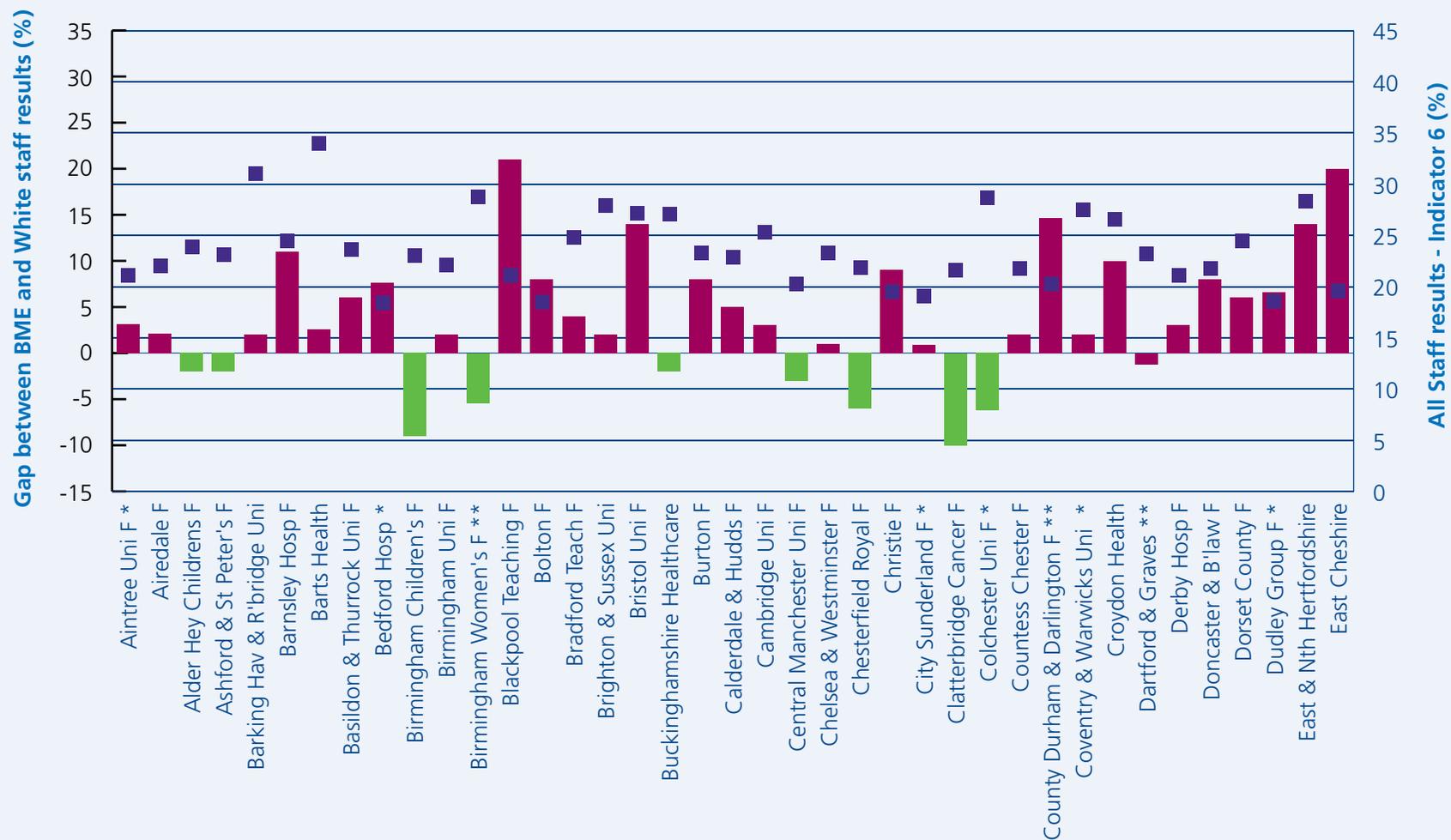
For eleven acute trusts, overall figures of reported harassment, bullying or abuse from staff are above 30% (with two above 35%); all other trusts report overall figures that are between 15-30%.

The average figure of reported experience of harassment, bullying or abuse from staff in the acute sector, as published in the NHS Staff Survey 2014, is 24.0%.

6

Indicator

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



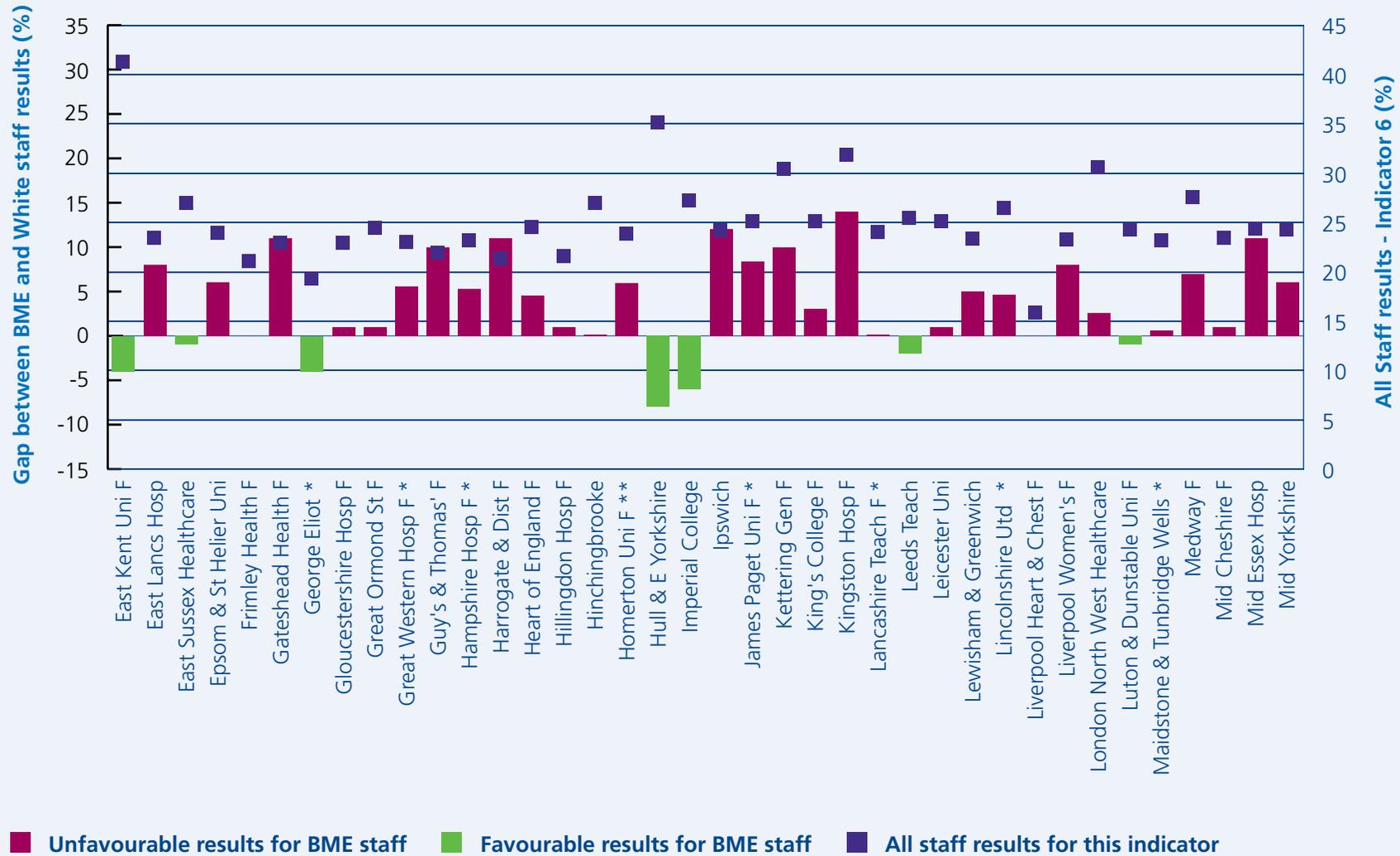
■ Unfavourable results for BME staff ■ Favourable results for BME staff ■ All staff results for this indicator

*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

6

Indicator

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

6

Indicator

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

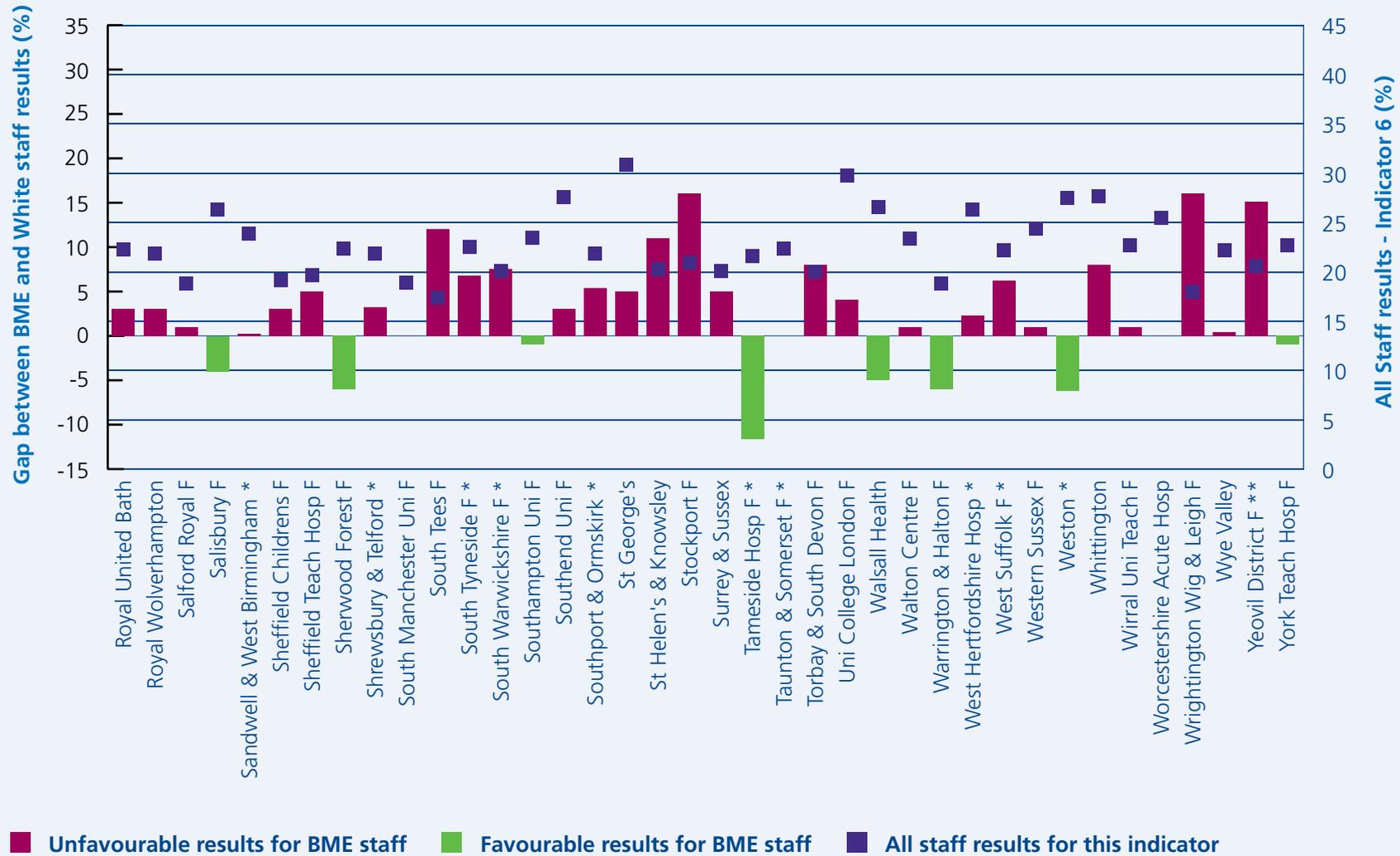


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

6

Indicator

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

The leadership of Mersey Care NHS Trust is committed to workforce race equality. Research and evidence suggest that diverse workforce representation improves teamwork, innovation and productivity. The WRES supports our organisation on this important agenda. It helps us to evaluate performance against indicators of workforce race equality and to produce robust action plans for continuous improvement over time.

Beatrice Fraenkel
Chair
Mersey Care NHS Trust

Ambulance Trusts

In half of all ambulance trusts, a higher percentage of BME staff experienced harassment, bullying or abuse from staff in the last 12 months. Just two trusts report a higher percentage of White staff experiencing harassment, bullying or abuse from staff in the last 12 months.

The largest gap (21.3) in White and BME experience is reported by a trust with 28.7% White staff experiencing harassment, bullying or abuse from staff in comparison to 50% of BME staff. For two trusts, it is not possible to analyse the data for this indicator due to small BME samples.

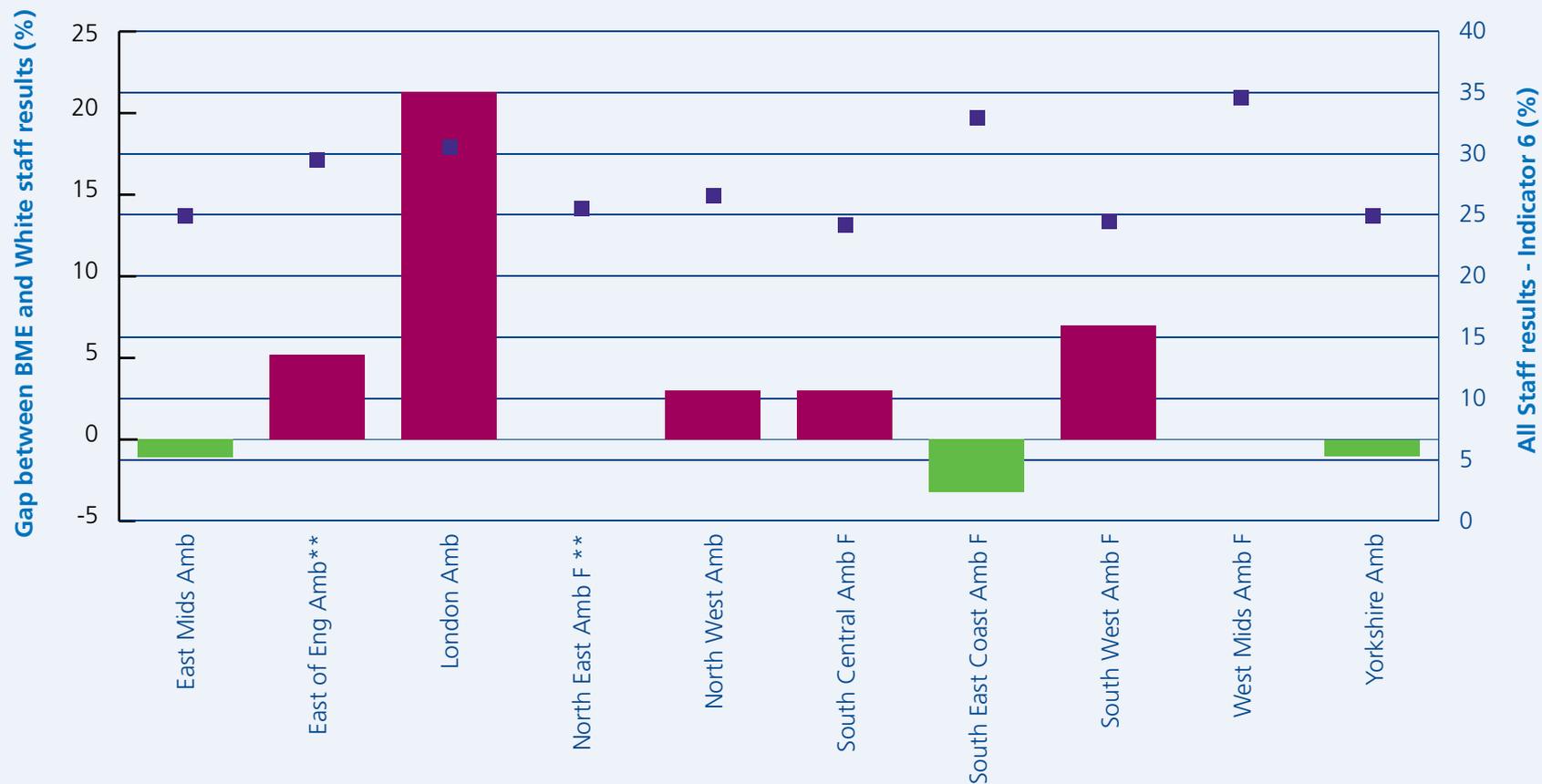
For all ten ambulance trusts, the reported overall figures of harassment, bullying or abuse from staff in the last 12 months are between 24-34%.

The average figure of reported experience of harassment, bullying or abuse from staff, as published in the NHS Staff Survey 2014, is 26.8%.

Indicator

6

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



■ Unfavourable results for BME staff
 ■ Favourable results for BME staff
 ■ All staff results for this indicator

**Published staff survey data used; WRES report unavailable*
***Published staff survey data used; WRES report incomplete/inconsistent*

Community Provider Trusts

65% of all community provider trusts report a higher proportion of BME staff reporting experience of harassment, bullying or abuse by staff. The largest gap in reported rates for BME and White staff is in a trust where 31% of BME staff reported experience of harassment, bullying or abuse by staff in comparison to 18% of White staff – a gap of 13.0 percentage points.

11% of all community provider trusts (2 trusts) report a lower percentage of BME staff reporting experience of harassment, bullying or abuse by staff when compare to White counterparts.

Response rates for one trust are the same for BME and White staff, thus no gap is displayed. Comparative figures are not available due to small BME samples or null returns from 3 trusts.

Twelve organisations present overall figures of harassment, bullying or abuse from staff in the last 12 months that are between 15-20%. Four organisations report overall figures that are over 20% and less than 25%; with two organisations reporting overall figures between 25-30%.

The average figure of reported experience of harassment, bullying or abuse from staff in the community provider sector, as published in the NHS Staff Survey 2014, is 19.9%.

Indicator

6

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Mental Health & Learning Disability Trusts

In 78% of all mental health and learning disability trusts, a higher proportion of BME staff reported experiences of harassment, bullying or abuse from staff in comparison to White staff. For one organisation, 13.6% of White staff reported harassment, bullying or abuse from staff in comparison to 36.4% of BME staff - a gap of 22.7 percentage points.

Within this group of trusts, thirteen organisations have a lower percentage of BME staff reporting experiencing harassment, bullying or abuse from staff in comparison to White counterparts. Three trusts reported the same figures for White and BME staff – thus indicating there is no gap in the experience of the overall workforce.

It is worth noting the very significant difference between whether BME staff report being harassed, bullied or abused by patients, relatives

and the public (Indicator 5) and whether they report being experiencing harassment, bullying or abuse from staff (Indicator 6). There is little difference overall between the White and BME experience on Indicator 5 but a significant difference on Indicator 6. This suggests the concerns arising from harassment, bullying and abuse by staff are real.

For thirteen trusts, the overall figures of harassment, bullying or abuse from staff in the last 12 months are above 25%, with three organisations reporting overall figures of 15% or below on this indicator.

The average figure of reported experience of harassment, bullying or abuse from staff, as published in the NHS Staff Survey 2014, is 21.1%.

6

Indicator

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

5.3 Indicator 7

Percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion compared to White staff

Acute Trusts

In 86% of acute trusts, a higher percentage of BME staff do not believe that their organisation offers equal opportunities for career progression or promotion in comparison with White staff. Within this benchmarking group, two trusts are the biggest outliers with a gap of 42.3 and 42.0 percentage points between the reporting of BME and White staff believing that their trust provides equal career opportunities.

Only 4% of all acute trusts (six trusts) report that a higher percentage of BME staff believe that their organisation offers equal opportunities for career progression or promotion than White counterparts. Two organisations report the same response from their BME and White staff, with comparative figures for 14 trusts being unavailable due to non-disclosure or low BME sample sizes.

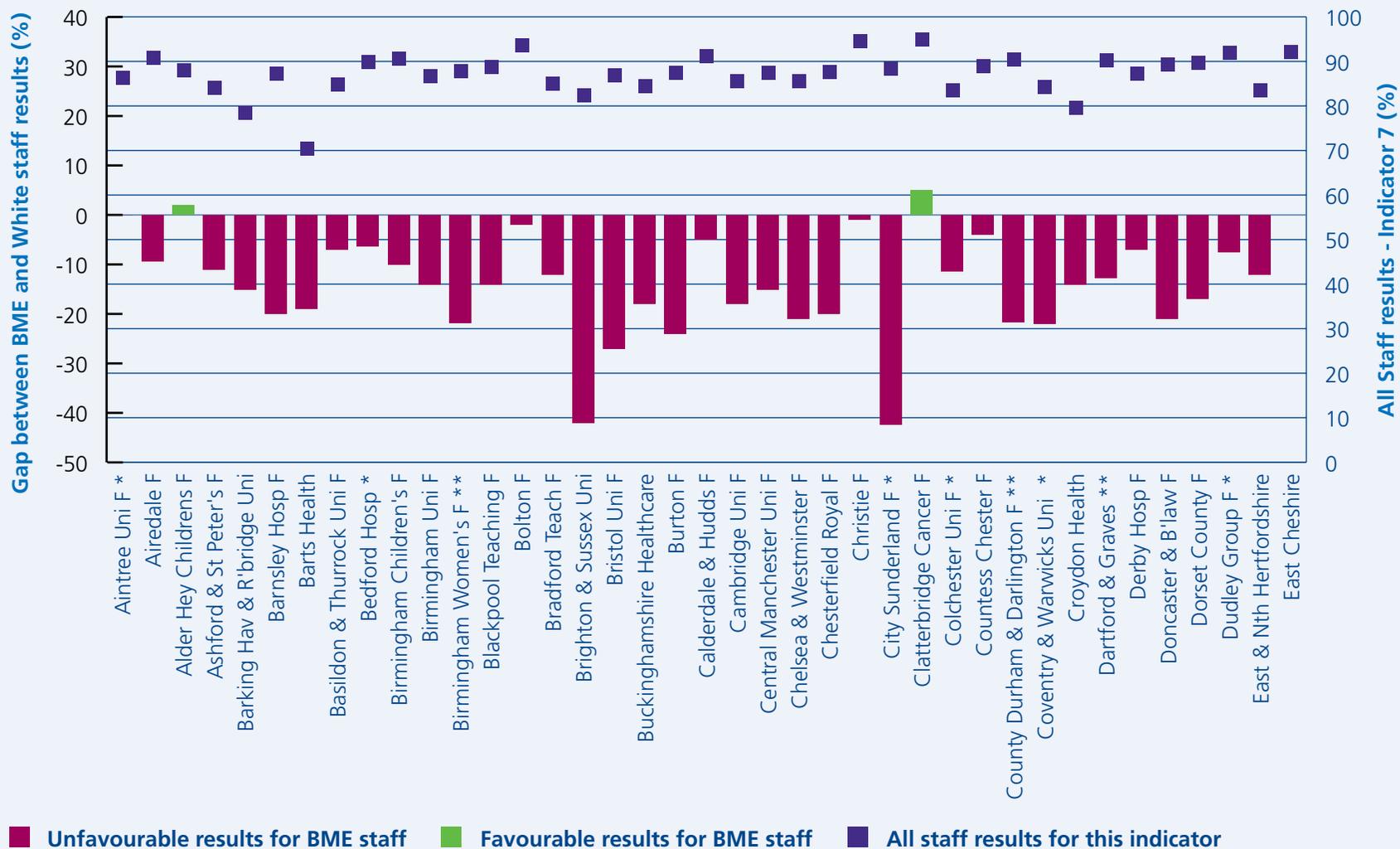
For the majority of acute trusts (104 trusts), the overall staff response to the question of belief that the organisation offers equal opportunities for career progression or promotion was between 80-90%. Eleven acute trusts report overall staff responses to the question that are below the 80% mark.

The average figure of reported belief that trust provides equal opportunities for career progression or promotion, as published in the NHS Staff Survey 2014, is 87.0%.

7

Indicator

Percentage of staff who believe that trust provides equal opportunities for career progression or promotion

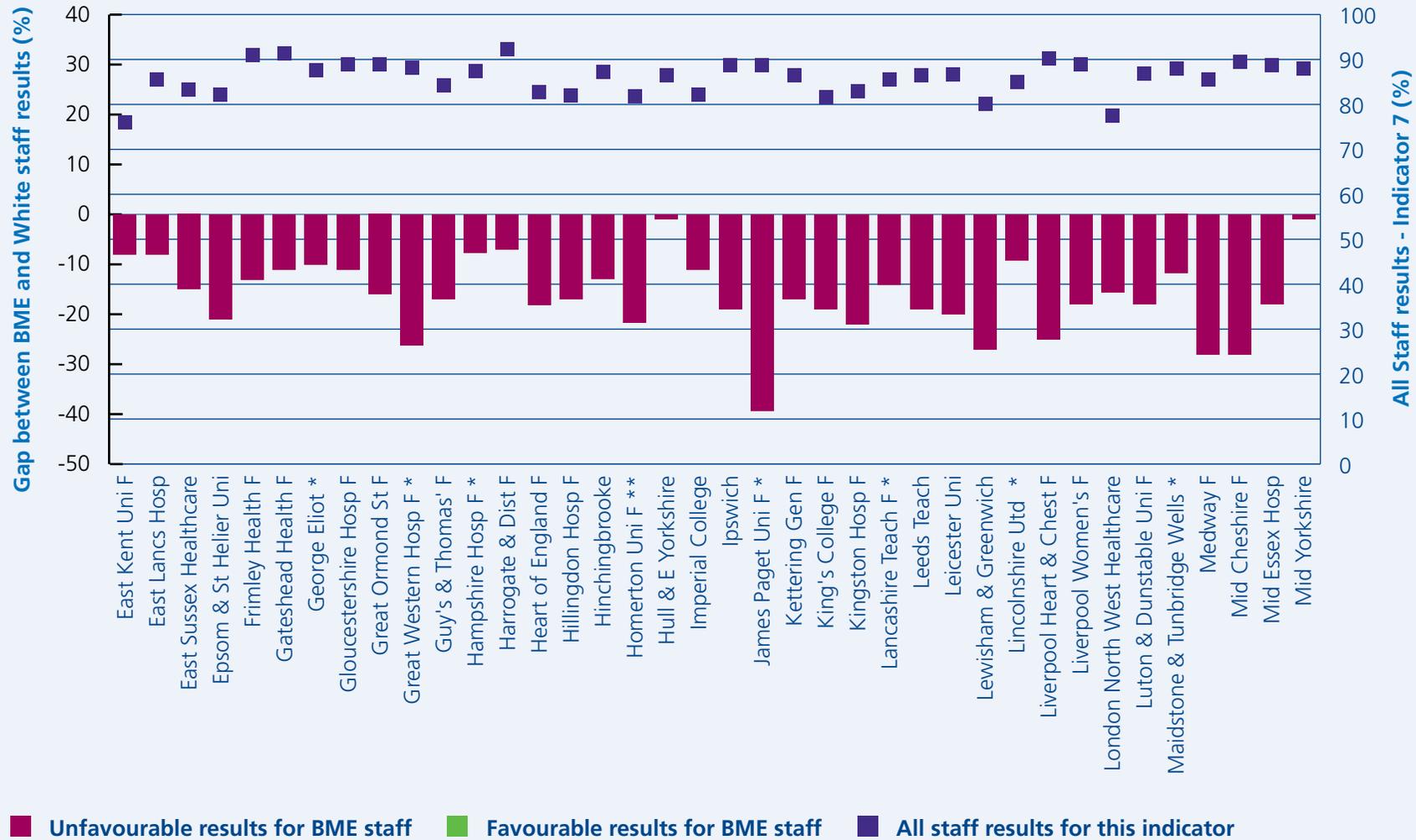


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

7

Indicator

Percentage of staff who believe that trust provides equal opportunities for career progression or promotion

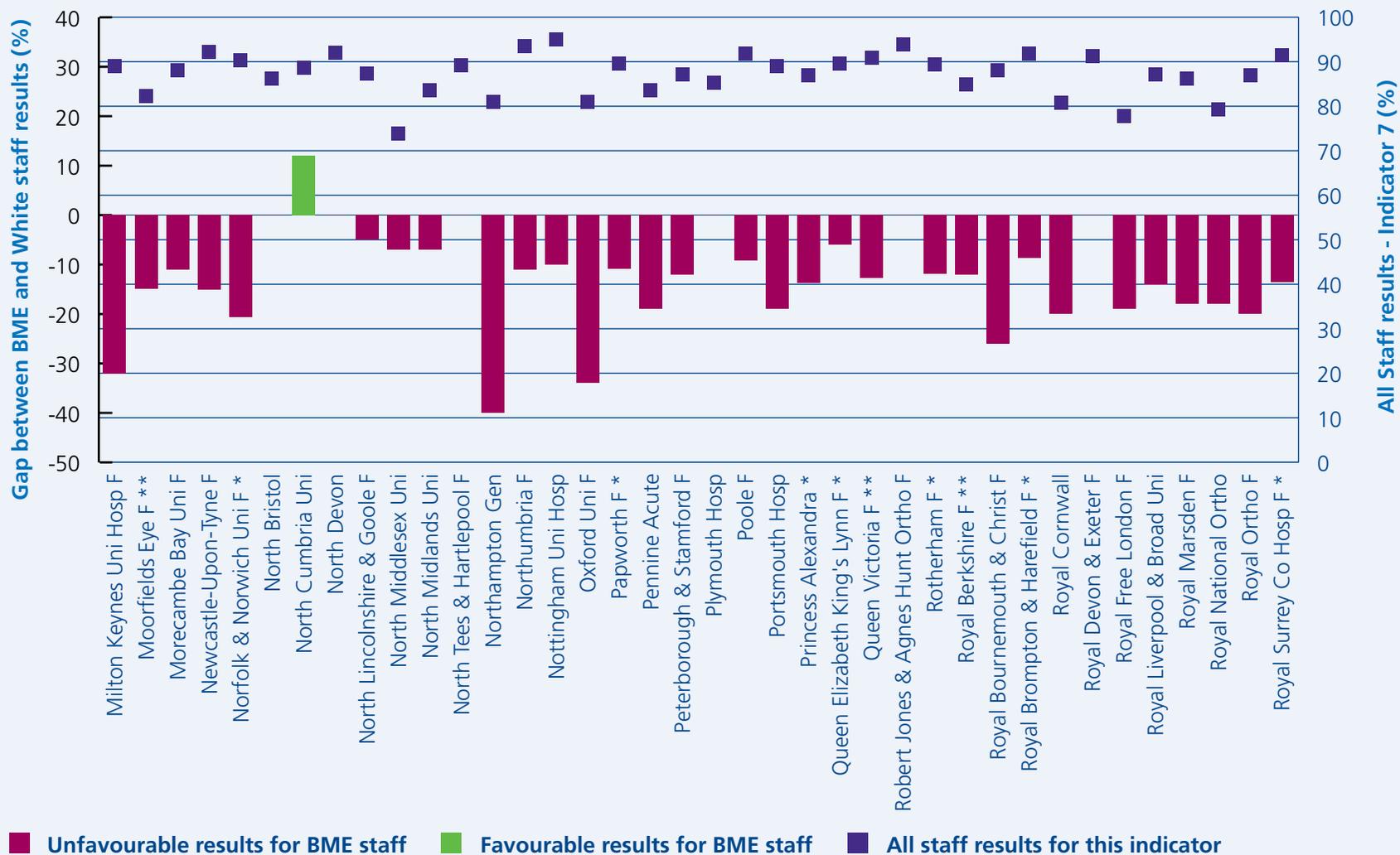


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

7

Indicator

Percentage of staff who believe that trust provides equal opportunities for career progression or promotion

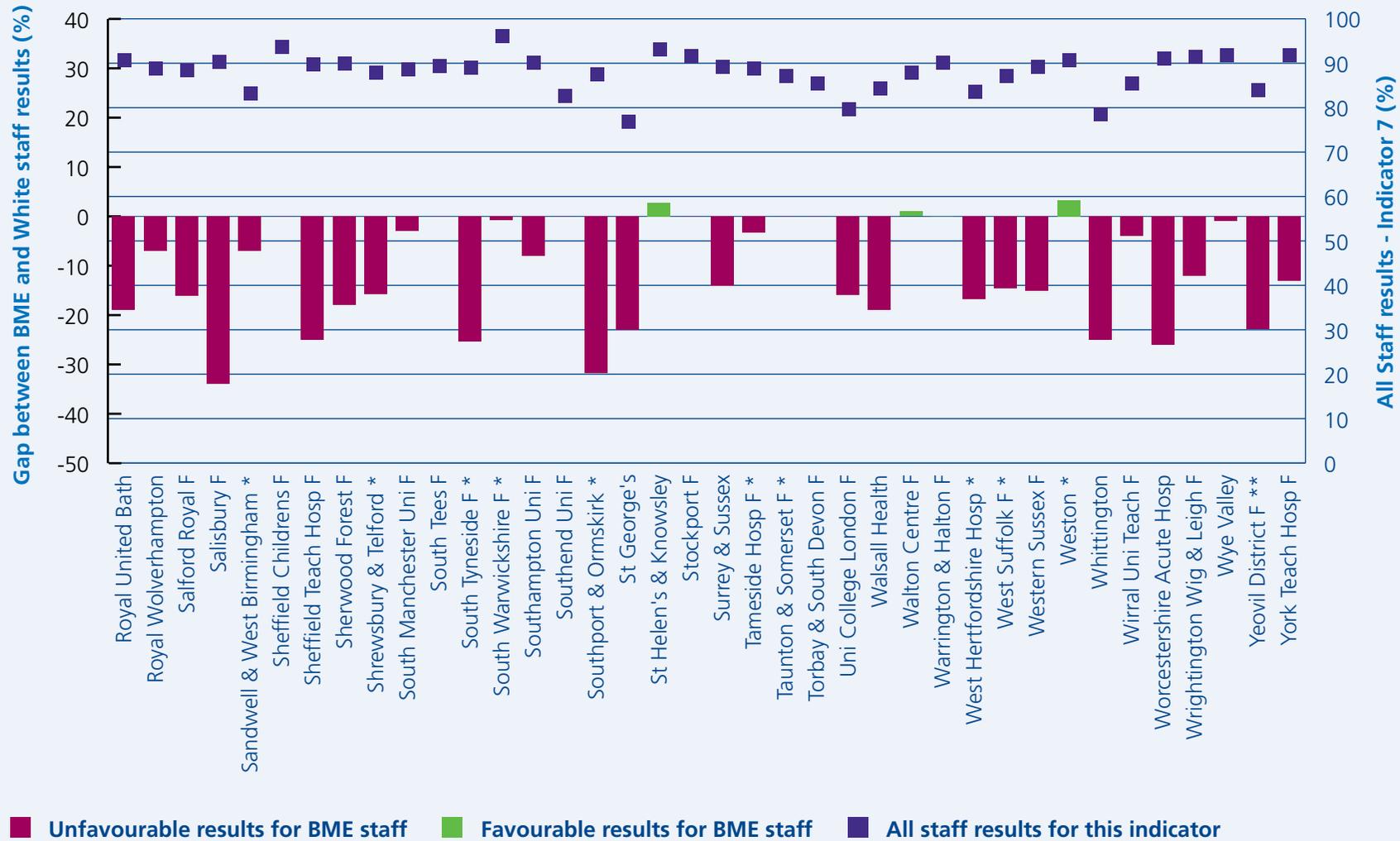


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator



Percentage of staff who believe that trust provides equal opportunities for career progression or promotion



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

The Royal Free Hospital welcomes the WRES and its implementation which will support our commitment to ensuring that our employment practices are fair, accessible and appropriate for the diverse communities we serve and the workforce we employ.

David Sloman
Chief Executive
*Royal Free London NHS
Foundation Trust*

Ambulance Trusts

50% of all ambulance trusts report a lower percentage of BME staff than White staff believing the trust provides equal opportunities for career progression or promotion. In one organisation, there is a gap of 55.9 percentage points, with 65.0% of White staff believing that the trust provides equal opportunities for career progression or promotion in comparison to just 9.1% of BME staff.

One trust reports more BME staff believing that the trust provides equal opportunities for career progression or promotion in comparison to White counterparts; however, the gap is relatively small. It is not possible to analyse the data for this indicator for three trusts due to small samples. There is no gap between BME and White experience in one trust.

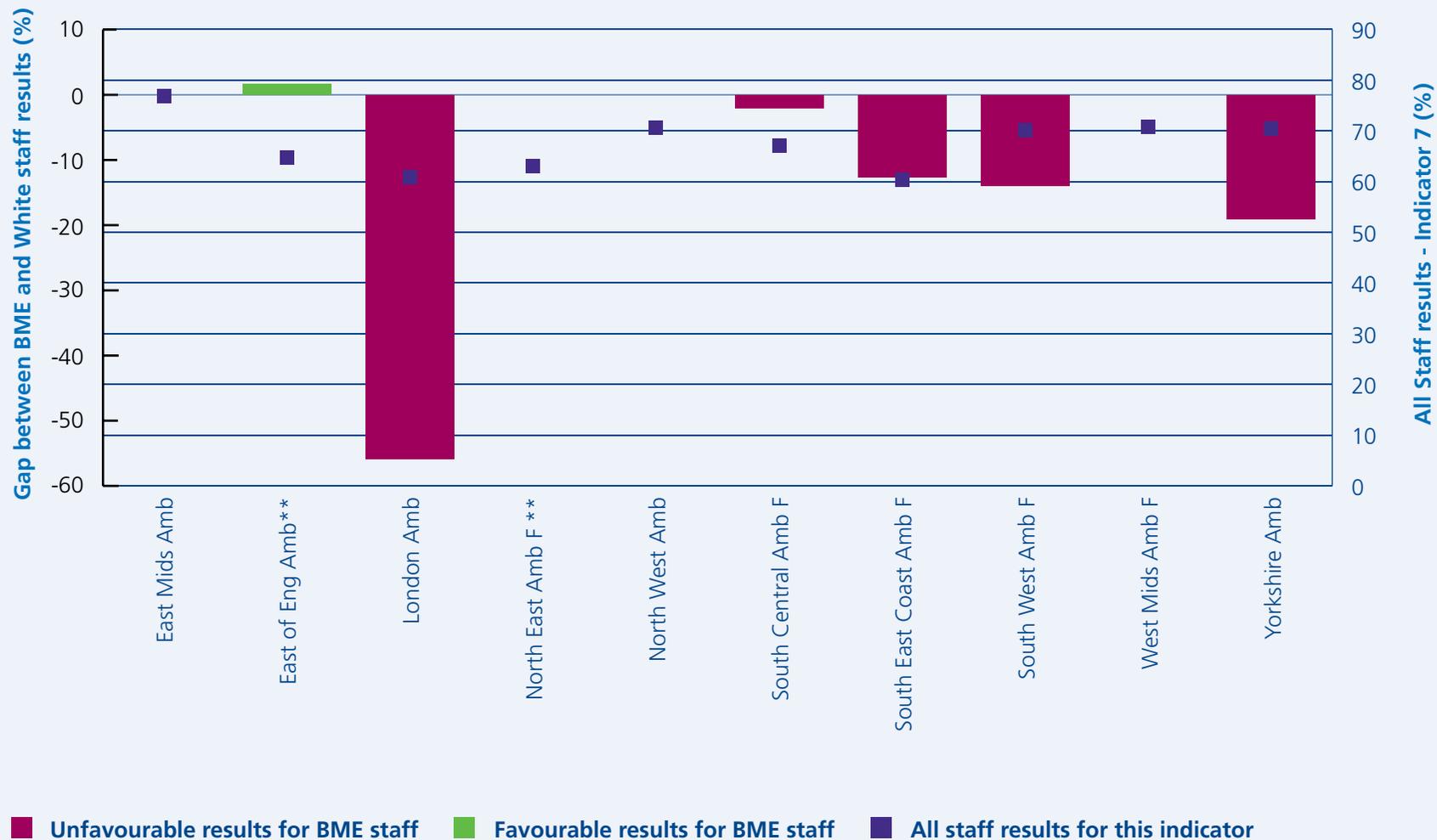
For six ambulance trusts, between 60-70% of responses from all staff indicate the belief that the organisation offers equal opportunities for career progression or promotion, this is the lowest level amongst all trust types. Four trusts report overall staff responses to the question that are below between 70-80%.

The average figure of reported belief that trust provides equal opportunities for career progression or promotion, as published in the NHS Staff Survey 2014, is 69.7%.

7

Indicator

Percentage of staff who believe that trust provides equal opportunities for career progression or promotion



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Community Provider Trusts

In every community provider trust where data is available, BME staff report lower levels of belief that their organisation offers equal opportunities for career progression or promotion in comparison to White staff. In the largest outlier, only 56.0% of BME staff believe their trust provides equal opportunities for career progression or promotion in comparison to 85.7% of White staff. At this trust, the gap between BME and White staff responses is 29.7 percentage points. Data has not been analysed for six of the community provider trusts due to small BME samples and null returns.

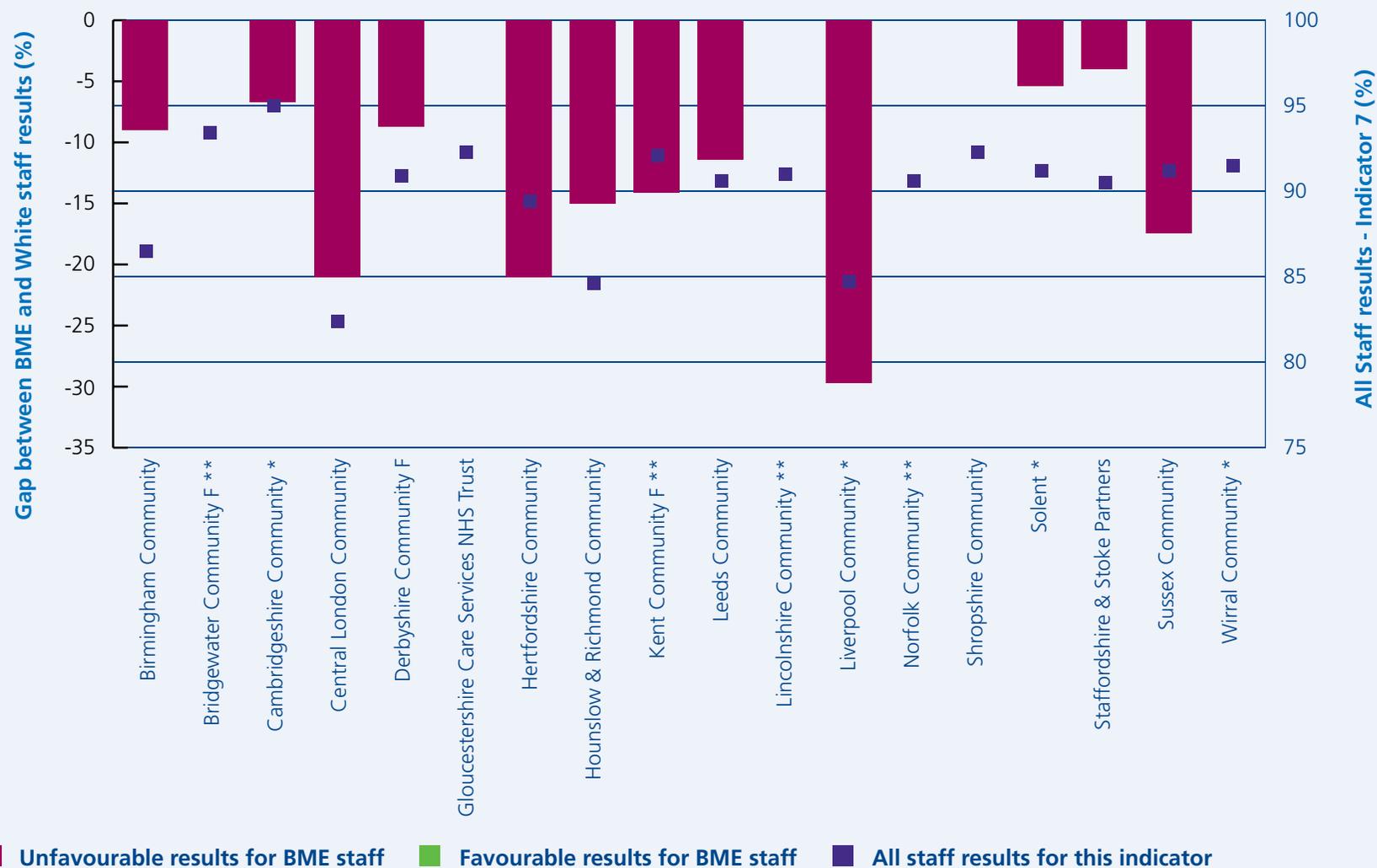
For the majority of community provider trusts, between 85-95% of all staff responses indicate the belief that the organisation offers equal opportunities for career progression or promotion. Only three trusts fall below the 85% mark.

The average figure of reported belief that trust provides equal opportunities for career progression or promotion, as published in the NHS Staff Survey 2014, is 90.0%.

Indicator

7

Percentage of staff who believe that trust provides equal opportunities for career progression or promotion



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Mental Health & Learning Disabilities Trusts

In 80% of all mental health and learning disability trusts, lower percentages of BME staff believe that their organisation offers equal opportunities for career progression or promotion in comparison to responses from White staff. In the least favourable return, only 14.0% of BME staff believes that their organisation offers equal opportunities for career progression or promotion in comparison to 93.0% of White staff - a gap of 79.0 percentage points.

Only five trusts reported a higher percentage of BME staff believing that their organisation offers equal opportunities for career progression or promotion compared to White staff and in one the responses of BME and White were statistically equal.

For eight trusts, it is not possible to analyse the data for this Indicator due to small BME samples or null returns.

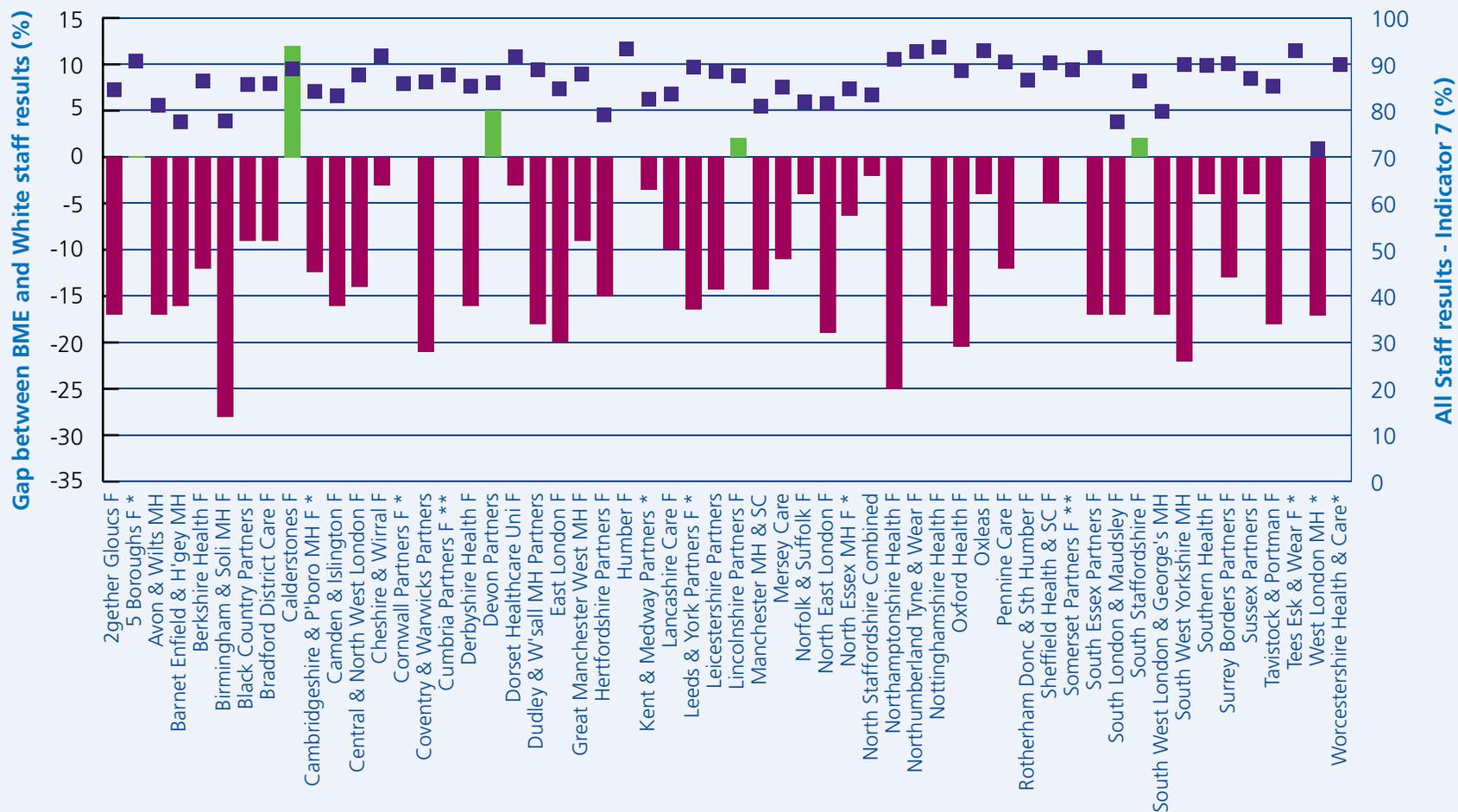
For the majority of trusts, between 80-90% of all staff responses indicate the belief that the organisation offers equal opportunities for career progression or promotion. In ten organisations, the overall staff response is above 90%.

The average figure of reported belief that trust provides equal opportunities for career progression or promotion, as published in the NHS Staff Survey 2014, is 86.3%.

7

Indicator

Percentage of staff who believe that trust provides equal opportunities for career progression or promotion



■ Unfavourable results for BME staff ■ Favourable results for BME staff ■ All staff results for this indicator

*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

5.4 Indicator 8

BME staff experiencing discrimination at work from a manager, team leader or other colleagues compared to White staff

Acute Trusts

Most acute trusts (81%) report a higher proportion of BME staff having personally experienced discrimination from a manager, team leader or colleague than White staff. In the biggest outlier, 57.0% of BME and only 12.0% of White staff report experiencing discrimination from a manager, team leader or other colleague – a gap of 45.0 percentage points.

One trust reports no difference in the experience of BME and White staff. Within this group, data for eighteen trusts cannot be analysed for Indicator 8 due to null answers for this indicator in the WRES returns or low samples of BME staff completing the NHS Staff Survey.

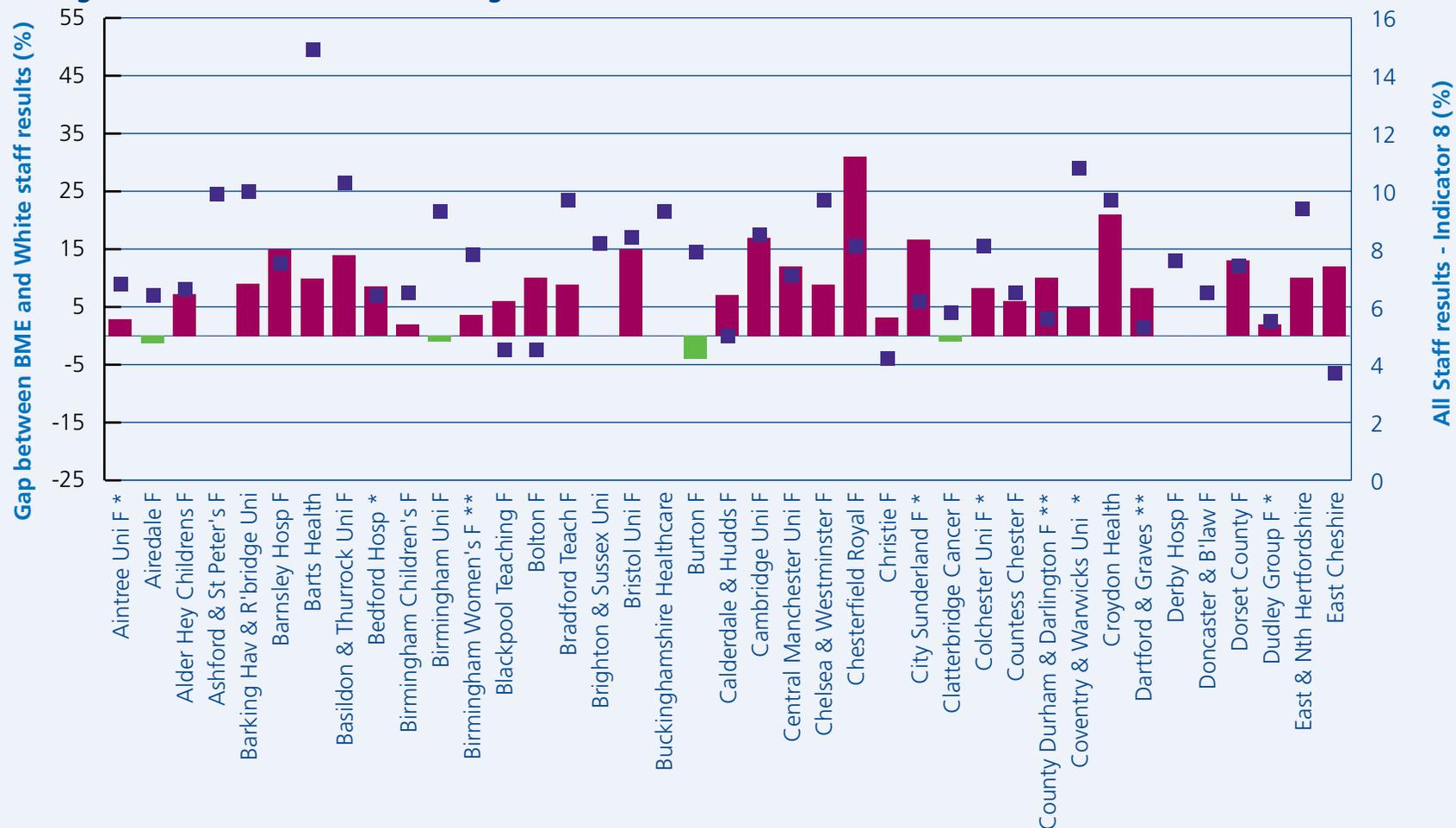
In eleven acute trusts, less than 5% of all staff reports the experience of discrimination at work from a manager, team leader or other colleagues. One acute trust reports 15% of all staff have experienced discrimination at work from a manager, team leader or other colleagues. The remaining acute trusts report overall staff responses for the question that are between 5-14%.

The average figure of reported discrimination at work from a manager, team leader or other colleagues, as published in the NHS Staff Survey 2014, is 7.8%.

8

Indicator

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues



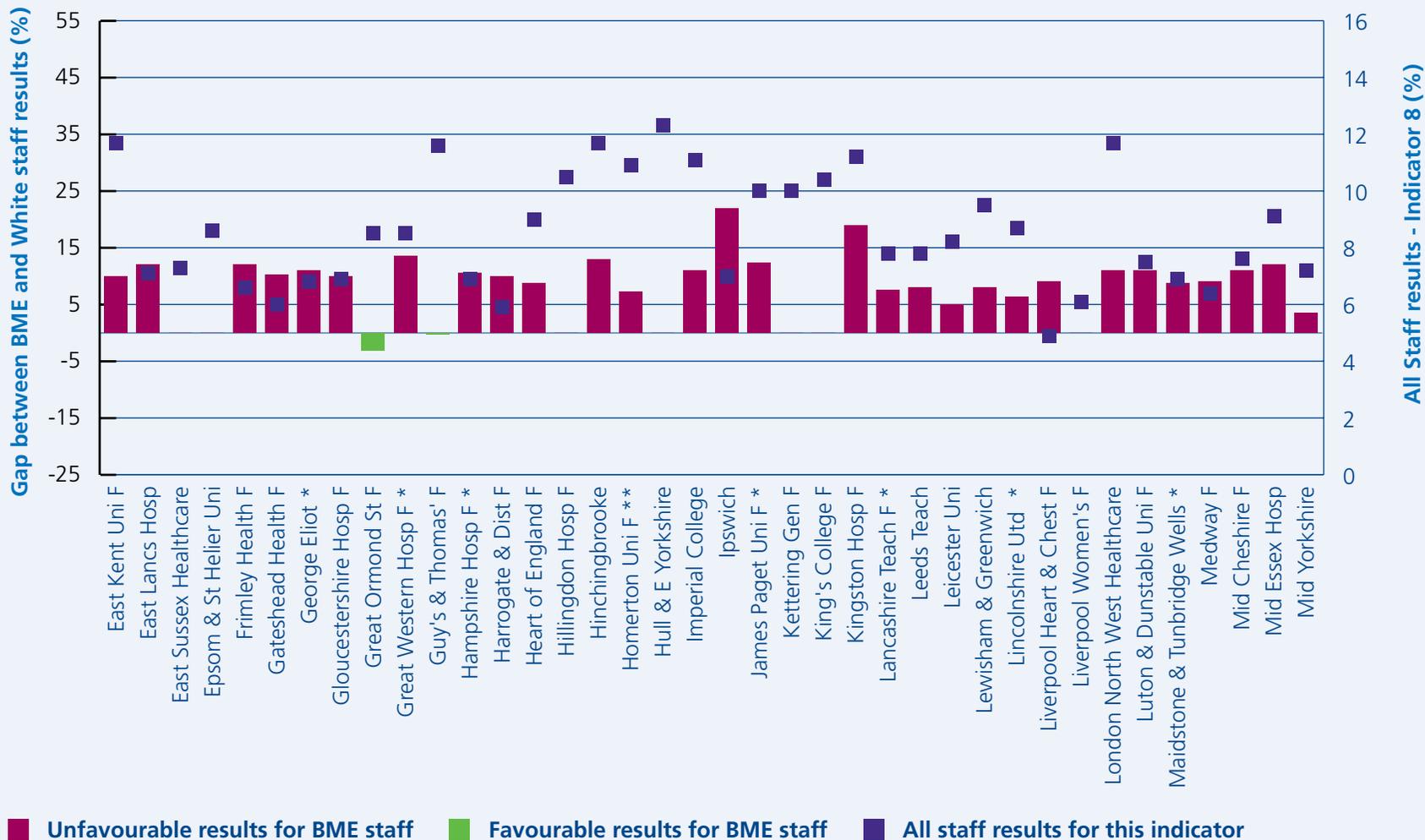
■ Unfavourable results for BME staff ■ Favourable results for BME staff ■ All staff results for this indicator

*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

8

Indicator

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues

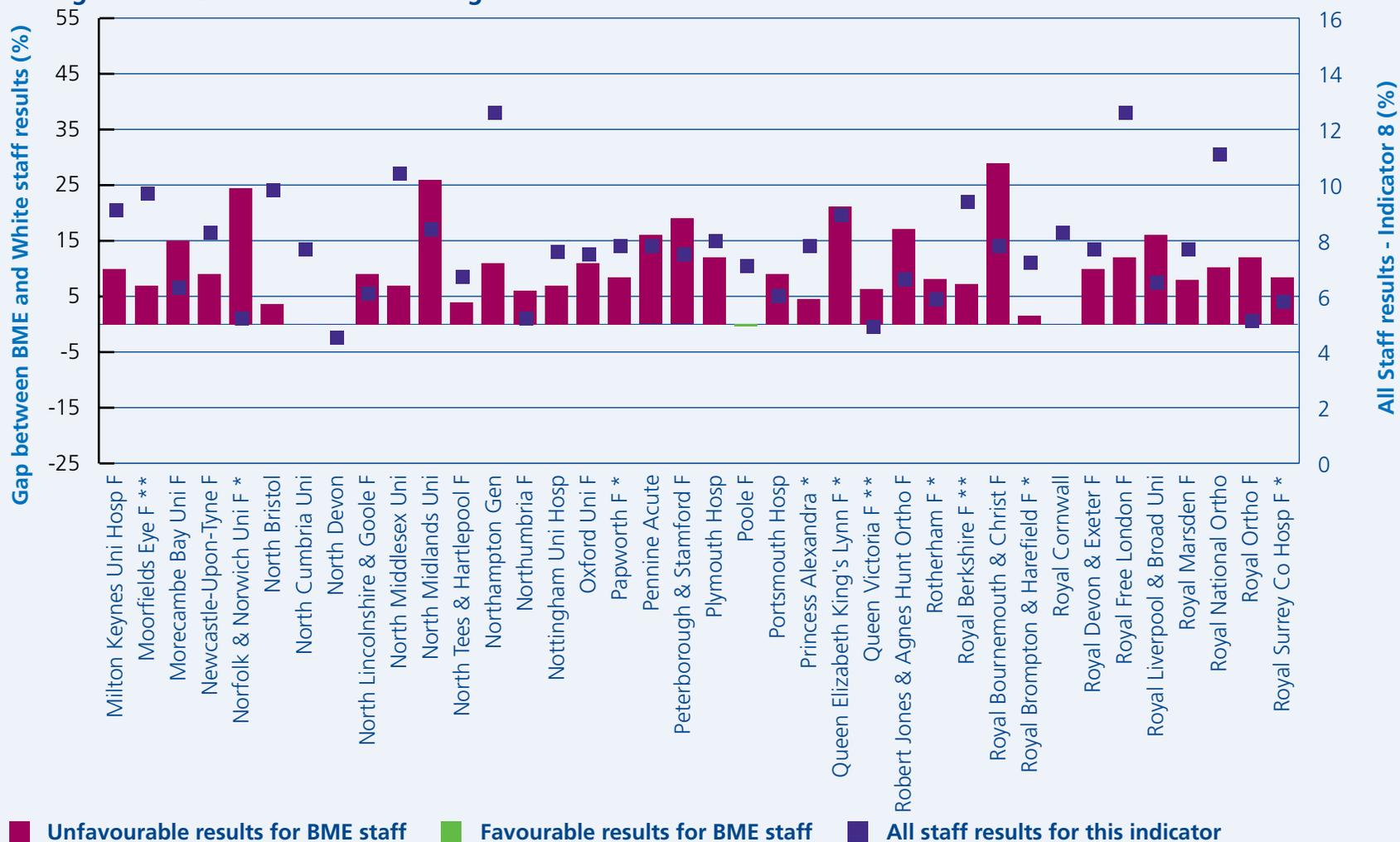


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

8

Indicator

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues

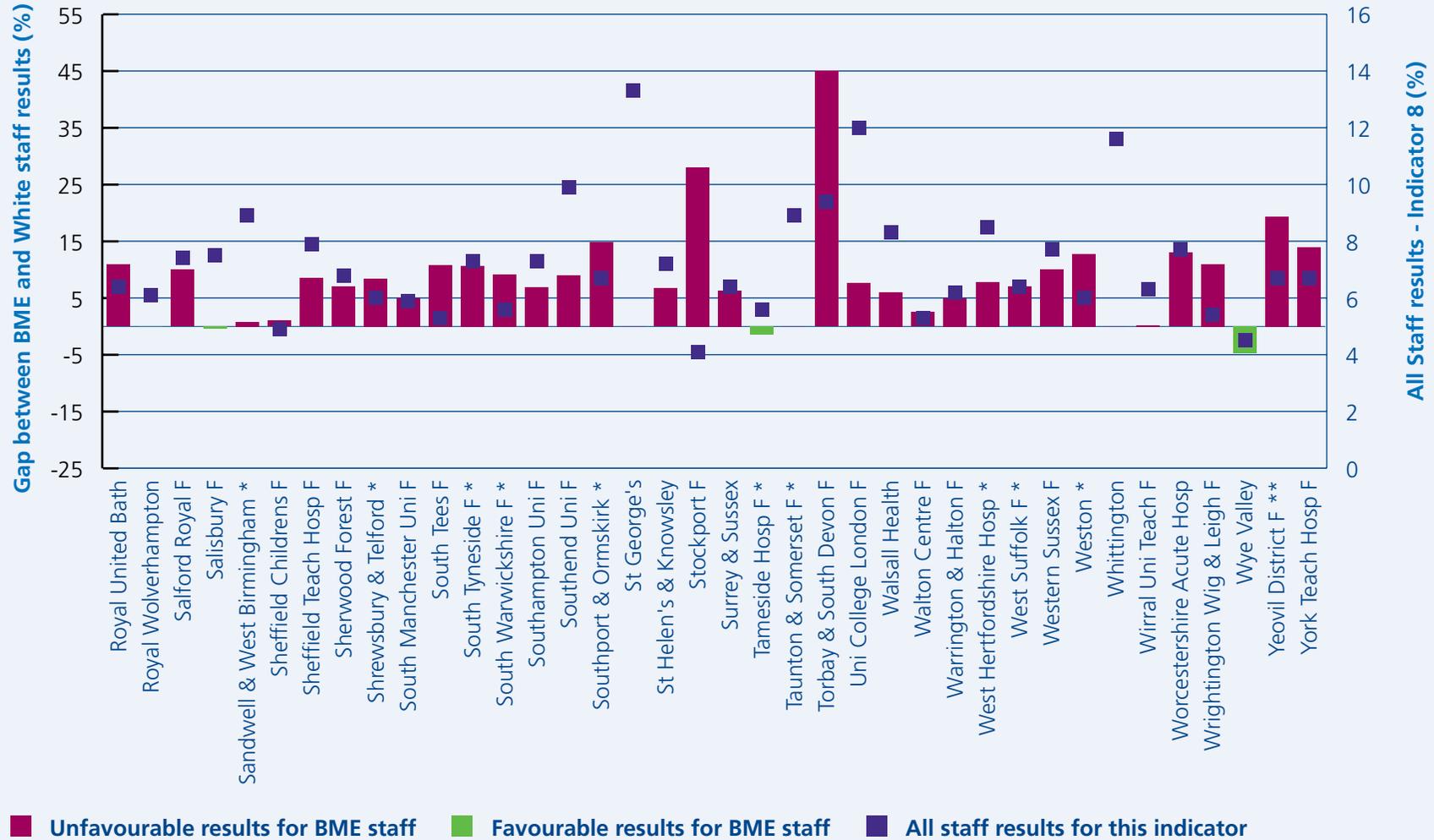


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

8

Indicator

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

At Barts Health NHS Trust, we are fully supportive of the WRES. It is a simple framework which organisations can use to analyse their own performance and priorities with regard to workforce race equality. By focussing efforts and making changes to workplace practices, organisations can improve both cost effectiveness and quality of care for all patients.

Alwen Williams
Chief Executive
Barts Health NHS Trust

Ambulance Trusts

80% of trusts within the ambulance group, report a higher percentage of BME staff reporting discrimination at work from a manager or team leader than their White counterparts. The largest gap is within a trust which reports only 9.8% of White staff experienced discrimination in comparison to 41.2% of BME staff – a gap of 31.4 percentage points.

For two trusts, it is not possible to analyse the data for this indicator due to small BME samples.

The range in all staff responses is not wide. In all ten ambulance trusts, between 10-16% of all staff responses report the experience of discrimination at work from a manager, team leader or other colleagues.

The average figure of reported discrimination at work from a manager, team leader or other colleagues, as published in the NHS Staff Survey 2014, is 12.4%.

Indicator

8

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Community Provider Trusts

87% of community provider trusts report a higher proportion of BME staff having personally experienced discrimination from a manager, team leader or colleague than White staff. In the largest outlier, 20.0% of BME and 6.0% of White staff report experiencing discrimination from a manager, team leader or other colleague - a gap of 14.0 percentage points.

Only one community provider trust reports more favourably for BME staff on Indicator 8. Even so, the gap between BME and White experience is only 0.4 percentage points.

Within this comparative group, data for 4 trusts cannot be analysed for Indicator 8 due to an absence of comparative figures - either as a result of a null answer for this indicator in the WRES returns or low BME sample sizes.

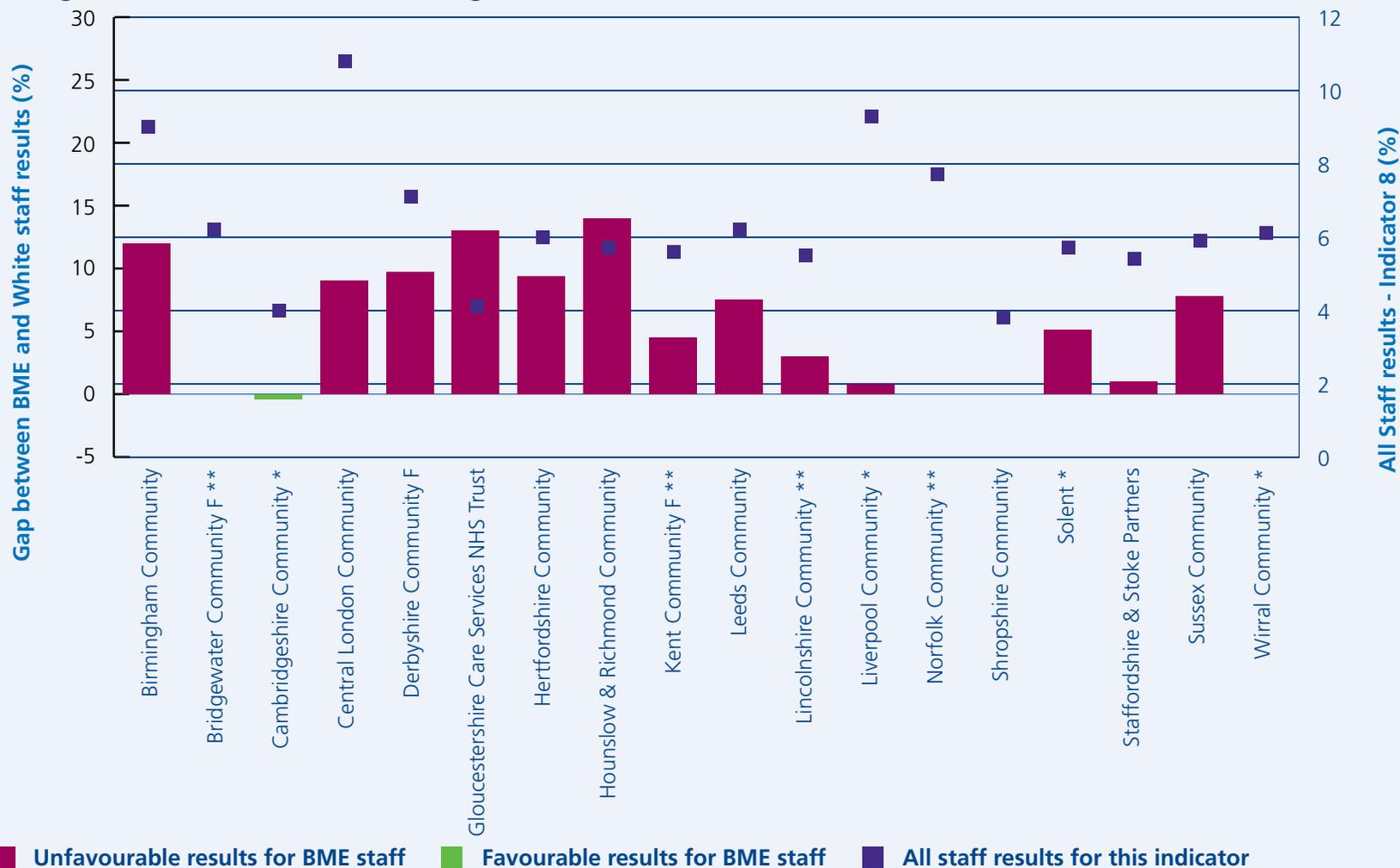
In all eighteen community provider trusts, between 3-10% of all staff responses report the experience of discrimination at work from a manager, team leader or other colleagues.

The average figure of reported discrimination at work from a manager, team leader or other colleagues, as published in the NHS Staff Survey 2014, is 6.4%.

Indicator

8

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Mental Health & Learning Disabilities Trusts

In 73% of all mental health and learning disability trusts, higher proportions of BME staff reported personal experience in discrimination from a manager, team leader or colleague in comparison to White staff.

The largest outlier reported 5.5% of White staff having personally experienced discrimination from a manager, team leader or colleague in comparison to 27.7% of BME staff – a difference of 22.2 percentage points. Two trusts report the same response rate for this Indicator from BME and White staff.

In contrast, only 5% of all trusts in this group report a lower proportion of BME staff than White staff personally experiencing discrimination from a manager, team leader or colleague.

Data for eleven trusts was not analysed due to small BME sample sizes or null answers. Please see Section 6.1 for more details on data quality issues for Indicator 8.

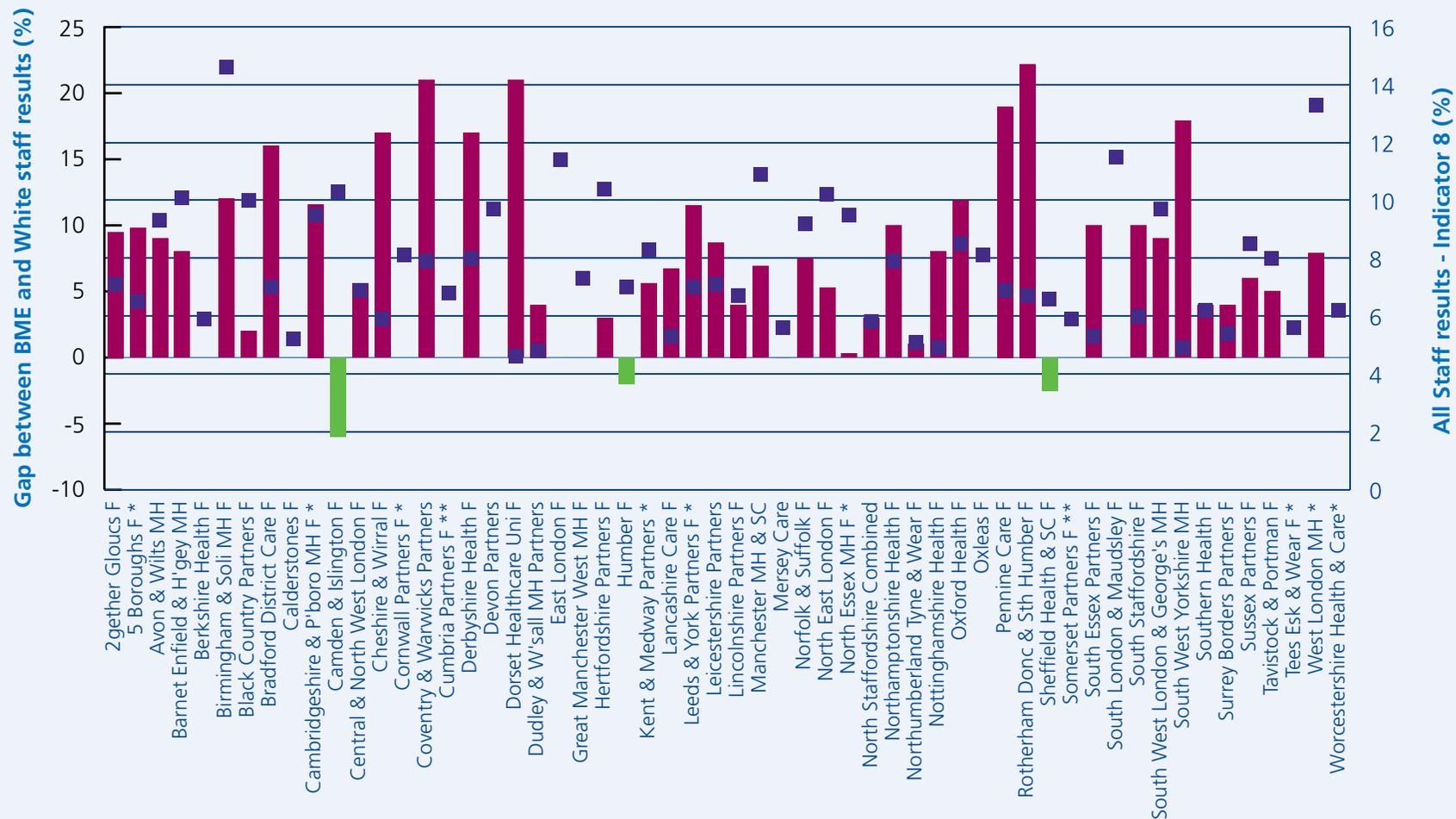
In two mental health and learning disability trusts, all staff responses to indicator 8 show more than 13.0% of all staff have experienced discrimination at work from a manager, team leader or other colleagues. For the remaining trusts, all staff responses to the question are within a range of 4-12%.

The average figure of reported discrimination at work from a manager, team leader or other colleagues, as published in the NHS Staff Survey 2014, is 7.8%.

8

Indicator

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues



■ Unfavourable results for BME staff ■ Favourable results for BME staff ■ All staff results for this indicator

*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

06 CAVEATS

6.1 Issues with NHS Staff Survey data

There are two main categories of caveat to consider in relation to the data and analyses in this report.

The first set relates to the NHS Staff Survey distribution and response rates and speaks to the degree to which the results reflect the overall staff viewpoint. The second arise from consideration of the discrepancies between the figures self-reported by the trusts to the WRES Implementation Team and the 2014 NHS Staff Survey results published in the public domain.

6.1.1 Response Rates

The most significant caveat is that the number of survey respondents is lower than the number of staff members who work for NHS trusts. Small sample size limits the extent to which we can be sure that the opinions and experiences of the trust's entire workforce are being fully or accurately reflected. In particular, the following should be considered:

- As part of the 2014 annual NHS Staff Survey, a number of trusts were restricted to a 'sample survey', in which questionnaires were sent only to a proportion of staff. In larger organisations, survey respondents were often limited to 850 people, and in some cases, trusts indicated that the survey was sent to less than 10% of their total workforce.
- Not all the distributed questionnaires were filled in and returned. One organisation reported that only 27% of those who received the 2014 NHS Staff Survey actually returned the questionnaire. The lowest response rate for a single organisation according to the national NHS Staff Survey publication was 25%.

- Generally, there is a lower rate of BME representation in the survey results. In one example, the ethnicity breakdown of survey respondents shows that White staff are overrepresented twice as much as BME staff. It is not clear if this is a consequence of sample size restrictions or low return rates.

When interpreting the results, it is therefore necessary to be aware that sometimes a low number of individuals are speaking for the experiences and opinions of a high number of staff. This problem is exacerbated in the case of BME staff. In one instance, 21 BME survey respondents represent the opinions of over 2,000 BME employees concerning the provision of equal career opportunities. In another case, 15 respondents are representing approximately 1,565 BME staff member's experience of direct discrimination, which is less than 1% of the population.

Moreover, given the lower BME participation rate, the survey results could systematically misrepresent the experiences and opinions of BME staff – either understating their sense of less favourable treatment and discrimination or overstating it. Where BME staff numbers are low and BME response rates are lower than White staff, it is not clear why trusts proceeded with survey samples that risked producing data that is not reflective of their workforce.

In addition, it should be noted that as BME samples are often small, where there are fewer than 11 respondents to a question, the responses are not reported due to data protection issues.

6.1.2 Discrepancies

During the data analysis, it became clear that there were often differences between the responses reported by trusts through WRES and those published through the 2014 NHS Staff Survey. Consequently, for all instances in which a 5% or higher variance was evident, the figures were double checked to eliminate the possibility that errors were made by trusts or the WRES team during the recording and analysis process. The figures and narratives on the trust template returns were also reviewed to see if any common explanatory factors emerged. As a result, some simple errors were identified and fixed but some discrepancies cannot be currently explained. However some key issues did emerge, three of which are listed below:

- In a number of instances, the trusts returned a percentage response from BME staff despite the fact that the staff survey publications shows the BME response rate is less than 11 and cannot be reported on.
- For WRES Indicator 7, some confusion emerged from a discrepancy between the WRES Reporting Template and the instructions in the 2015 WRES Technical Guidance. The Reporting Template asks for the percentage figures of White and BME staff who believe that their trust offers equal opportunities for career progression, which is also how this indicator is reported in the national NHS Staff Survey database. The 2015 WRES Technical Guidance document differs in two ways. It asks that a ratio between BME and White staff is calculated, and also that the trust report figures for those who do not believe that equal career opportunities are offered.

Although most trusts respond according to the template / staff survey format, there are a range of responses. Where it is clear that the figures are easily converted from a 'do not believe' to a 'do believe' response this has been done. Unfortunately those that only report a ratio cannot be converted into a form which fits with the majority of responses.

- There is also some confusion in the reporting of WRES Indicator 8. Trusts were asked to report the response to survey question 23b, which covers the staff experience of discrimination from their manager / team leader or other colleagues. A number of trusts understandably submitted the response to question 23c, concerning the experience of discrimination on the grounds of ethnicity. However, whilst the latter question might appear to be more apposite for WRES, question 23c in the staff survey does not report whether the discriminatory action or practice came from a manager, colleague, patient or other member of the public.

As already noted, the analyses of the WRES Indicators in this report focus upon those Indicators derived from the responses to the WRES Indicators that are reflective of four the NHS Staff Survey questions. This information is considered more robust than that concerning the workforce data and trust boards which deal with WRES Indicators 1-4 and 9. The first round (baseline) of WRES data collection reveals a number of difficulties with the recording and reporting process in these areas, the most salient of which are outlined below. However, following further engagement with key stakeholders, work has since been conducted to iron-out the difficulties and challenges with regard to reporting against these Indicators.

6.1.3 Non-use of Templates and Guidelines

A number of problems stem from the fact that not all providers have chosen to follow the guidelines within the WRES Technical Guidance nor use the WRES Reporting Template for their returns. It was sometimes difficult to extract the necessary information. For example, some organisations present all figures as percentages in their own sub-categories, separating AfC bands 8-9, VSM and breaking down the BME category into its constituent ethnic categories. Though this may well be good practice in terms of digging down into the problem, it makes it difficult for the WRES team to obtain data which can be compared across all organisations.

One organisation focused upon dividing the BME category into constituent sub-categories and then presented all figures as percentages. Without giving whole numbers for each sub-category it is impossible to calculate the figures for BME per se. Some organisations presented their WRES data in a graphical form only. Again, in some instances, it was difficult to derive the specific figures required.

In the case of WRES Indicators 2, 3 and 4, which require the calculation of percentage and odds ratios, there often appear to be obvious errors. This is evident where raw data and working out is provided. However, organisations were not compelled to present raw data and in cases where they did not it was not possible to determine the level of error. Furthermore, although worked examples were included in the 2015 WRES Technical Guidance, some organisations

clearly misinterpreted the instructions and the guidelines were not always clear. Some instances of these will be highlighted in the following discussion of issues relating to specific Indicators.

Indicator 1: Percentage of BME staff in Bands 8-9, VSM compared with the percentage of staff in the overall workforce

One organisation calculated the percentage of all the staff in Bands 8-9/VSM of BME origin. Others calculated the percentage of the total of all the BME staff in the trust who work in Bands 8-9. In addition, feedback from organisations highlights the usefulness of presenting separate outcomes for this Indicator for non-clinical and clinical staff.

Indicator 2: Relative likelihood of BME staff being appointed from shortlisting compared to that of white staff being appointed from shortlisting

A number of organisations did not return data for this indicator. Some claimed that they could not provide the data because job applications were separated from ethnicity data during the shortlisting process. One organisation only provided the figures for appointees in relation to applications received. Others simply calculated the percentage of BME staff appointed over the reporting period. From this, it is possible to surmise that in cases in which the NHS trust did not make their methods clear, the resultant figure could have been easily misread. For example, a figure of 12.8% could plausibly be read as

the percentage of BME staff selected from shortlist or the percentage of all new appointees who are BME. However, it must be noted that NHS trusts were not required to describe or outline their methodologies/approach to calculating this indicator.

Indicator 3: Relative likelihood of BME staff entering the formal disciplinary process compared to that of white staff

Some NHS trusts failed to grasp the significance of the results for this Indicator, possibly because the values of the rates of formal indictment were low. One organisation declared that there is no point reporting the figures because 'the numbers being used for this are so small the information is not statistically significant'.

Even in cases where there is a noticeable difference between the rates of BME and White staff being formally disciplined, the reporter clearly fails to recognise the significance. One organisation reported as follows: '2 formal disciplinary actions for BME compared to the 26 for White origin.' (Total BME staff = 135 from 3345), the data suggests that BME and White staff disciplined is proportionate'. In this instance however, the ratio is in fact over 1.9. That clearly is not proportionate.

Indicator 4: Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to white staff

There is a considerable variance in the types of courses and training each trust included in their returned figures. For example some trusts reported that they are returning figures only for internally run courses and excluding or unable to give information about externally run courses such as the NHS Leadership Academy programmes. A number of NHS trusts reported that they cannot provide complete reports due to information being stored on a variety of inaccessible and/or incompatible systems. It was also made clear that non-mandatory training initiatives are not always recorded.

Indicator 9: Boards are expected to be broadly representative of the population they serve

There is some variance in reporting here, with some organisations counting all board members, and others only counting voting members. The risk is that for some NHS trusts, including non-voting members might give a more favourable picture of Board composition than would be the case if only voting members were included.

In a few cases, there is some difficulty establishing the ethnic make-up of the population served by the trust, given that for example, some hospital departments are contracted to serve wider constituencies than others. Also, all organisations are restricted by having to use the latest ONS national survey data (currently 2011) for their calculations.

07 REPLICABLE GOOD PRACTICES AND PROCESSES

Continuous improvement from using the WRES, and on the workforce race equality agenda in general, will benefit greatly from the sharing of replicable good practices and processes.

As the implementation of the WRES develops further, it will be essential to draw together local good practice threads into explicit national patterns, exploiting where possible, opportunities for transformation in workplace race equality. Below are key good practice considerations which should be considered by all organisations implementing and using the WRES. They should be read alongside the recommendation on good practice highlighted by The King's Fund in 2015.

The King's Fund (2015)

'Making the Difference: Diversity and inclusion in the NHS' report: <https://www.england.nhs.uk/wp-content/uploads/2015/11/making-the-difference.pdf>

7.1 Leadership and governance

Work on the WRES will only make an impact when it is located within mainstream business and governance structures, and when NHS Boards and senior leaders lead the way through not only what they say but also what they do within and outside of their organisations. Boards are encouraged to avail themselves to developmental initiatives and leadership programmes where the emphasis is on inclusive workforces and healthcare services. Indeed, from April 2016 onwards, progress on the WRES will be considered as part of the "well led" domain in the Care Quality Commission's (CQC) inspection programme for both NHS and independent provider hospitals.

Successful equality, diversity and inclusion work, including work to implement the WRES, requires specialist advice and support. It is increasingly recognised that without good leadership, work on these agendas is very often short-lived, or at best, has little organisation-wide impact. At the outset, the organisation's Board and senior leaders should confirm their own commitment to workplaces that are free from discrimination – where all staff are able to thrive and flourish based on their diverse talent. This is particularly important as the WRES may well challenge the leadership of the organisation to positively demonstrate their own commitment to equality and inclusion, and in particular, to race equality. Indeed, some organisations are increasingly identifying a Board member to lead on and promote the WRES.

One of the most important resources available to NHS organisations is the staff they employ to drive forward equality for patients and in the workplace. Due to recent organisational restructures and financial pressures, the numbers of specialist staff with expertise in equality and diversity will have reduced across some organisations. In taking forward work on the WRES, and on equality in general, organisations should consider their capacity to deliver on this important agenda and what level of support, developmental opportunities and training should be made available to their staff – at all levels. Board and senior management level support with regard to this will be critical.

Board-level sponsorship and support of this work, allied with shared ownership across the organisation, is essential if organisations are to meet their contractual and legal equality requirements, the expectation of regulators, the aspirations of staff and the best interests of their patients.

We know from the CQC that the strongest determinant of a successful organisation is staff engagement. This translates into better outcomes for patients. The WRES data can help focus action on those with the worst experience and accelerate our progress towards consistently high levels of engagement and the best outcomes for patients.

Dame Gill Morgan
Chair
NHS Providers

7.2 Engagement

In adopting and implementing the WRES, NHS organisations should engage with staff, staff networks and local staff-side organisations. This engagement will provide the organisation with the opportunity to ensure that staff feel valued and respected for the outstanding contribution they often make, and that their BME staff in particular, are fully involved in the organisation's work on implementing the WRES. Staff that are supported by their leaders will make the WRES work in the best way.

Organisations will be more successful in their implementation of the WRES when engagement with staff, staff networks, with trades unions and other staff organisations is both meaningful and sustained. In a number of organisations, Board members have met with their BME workforce to hear, at first hand, their experiences of the workplace and to act on what they have heard.

In implementing the WRES, it is essential that the voice of BME staff is heard loud and clear during the processes of identifying the challenges in making continuous

improvements against the WRES indicators. Organisations are strongly encouraged to help establish and support BME staff networks – alongside networks for the other protected characteristics – as an important source of knowledge, support and experience.

As part of this, it will be critical for organisations to provide a safe place for BME staff to share their concerns and be listened to in a meaningful and sustained way. Such an approach has been seen to contribute significantly towards the overall success of the organisation's work on equality, diversity and inclusion.

For staff, engagement should mean helping to respond to the WRES data; to plan, develop and manage workplaces and activities that aim to improve working lives. It should also mean working together in identifying the barriers and challenges that often restrict organisations from having senior management and Boards that are reflective of the total workforce.

7.3 Data sources and action plans

Accessing robust data and evidence by ethnicity for each of the 9 WRES Indicators should not be a challenge for NHS organisations. Typically, data required for WRES indicators 1-4 and 9 can be sourced from the Electronic Staff Record, whilst the NHS Staff Survey (or local equivalent) presents the data for WRES Indicators 5-8. Organisations should ensure that similar questions from the NHS Staff Survey, as used in indicators 5-8, are factored into any equivalent local staff survey.

It is good practice for organisations to move from conducting the NHS Staff Survey with a sample of their workforce, to carrying out a full survey across the whole of their workforce. Sample surveys often result in data reflecting small sample size, especially when this is further disaggregated by ethnicity, thus questioning the validity of the data. Data also indicate BME staff as being less likely to take part in staff surveys; organisations are strongly encouraged to increase response rates amongst all staff, and to have a concerted focus upon BME staff groups.

WRES data point organisations towards the direction of focus and attention required to make continuous progress on workforce race equality. Implementing the WRES should therefore not be viewed as an academic or “tick-box” exercise. Of equal importance to an organisation’s WRES

outcomes against the 9 Indicators will be the action plans that will sit alongside the data.

The WRES is intended to focus trusts on what “good” looks like and, through the sharing of replicable good practice, on how “good” may be achieved and maintained. It does this by providing the necessary platform and direction that encourages and enables NHS organisations to:

- compare not only their progress in reducing the gaps in treatment and experience over time, but to make comparisons with similar types of organisations on the overall level of such progress;
- undertake meaningful and sustained engagement with staff, staff networks, staff-side organisations and other stakeholders with regard to progress on this agenda;
- produce organisational-level improvement plans to take necessary remedial action following further considerations on the causes of the disparities in the indicator outcomes;
- reduce the differences in the workplace treatment and experience between White and BME staff on each of the WRES Indicators.

We believe that inclusive organisations provide the best care for patients and we aspire as leaders in the NHS to deliver that ambition. We support the NHS Workforce Race Equality Standard as it helps us understand how our staff from BME backgrounds feel as employees within our organisations. Research shows that how we treat our staff, specifically our BME staff, impacts on the care we provide; so we have a responsibility to our staff, patients and community to get this right. We will use the WRES to become more inclusive, by benchmarking and sharing best practice across the Shelford Group organisations, as well as the NHS more widely. We are committed to ensuring that all our staff feel supported and able to drive the continuous improvement of care of our patients. This report shows where we are starting from, it highlights areas of good practice but also key areas for improvement. Over the next few years we look forward to working with our people and the communities we serve to build a creative, inclusive workforce delivering the best possible care.

Sir Mike Deegan
*Chair of the Shelford Group
of NHS organisations*

7.4 WRES data reporting

Boards of organisations and corporate leadership play a full part in signing-off the WRES data and agreeing the associated WRES action plans. They should be clearly seen to own this work and how progress is to be made and monitored. Organisations' WRES data and draft action plans can, in the first instance, be reported to local interests including:

- Organisational governance arrangements established for the purpose of WRES implementation;
- Governors and members of NHS foundation trusts;
- Staff, BME staff networks, local unions and other organised staff groups;
- Local equality groups including Race Equality Councils or Equality Councils.

These interests can be invited to comment and contribute towards the organisations' data and associated action plan prior to publication and reporting. Organisations should use the revised 2016 WRES Reporting Template to publish their annual WRES data on their websites, alongside their WRES action plans. They should use the UNIFY 2 system to submit their annual WRES data returns centrally.

A number of organisations from across the country published WRES baseline data that was of credible quality with regard to either (i) the process of calculating baseline data against the 9 Indicators, or (ii) the subsequent action plan stemming from their baseline data, or both. Whilst it is not possible to reference every one of these organisations, it is important, for the purpose of sharing good practice examples, that we highlight a sample of these reports here.

It is also important to note that by citing a number of NHS organisations as "good practice/process examples", we are not suggesting that these organisations are performing exceptionally with regard to the nine WRES indicators. However, the WRES baseline returns from these organisations do indicate good data quality and/or real commitment to action that will go a long way in helping organisations to implement the WRES well, and in making continuous improvements on this agenda. Indeed, there are other good reporting examples from across the country that could have been cited.

7.5 Transparency

[Good example of WRES indicator data](#)

Bradford District Care NHS Trust:

<http://www.bdct.nhs.uk/download.cfm?doc=docm93jjm4n1249.pdf&ver=2011>

[Good example of WRES action planning](#)

Countess of Chester Hospital NHS Foundation Trust:

<http://www.coch.nhs.uk/corporate-information/equality,-diversity-and-human-rights.aspx>

[Good example of WRES indicator data and action planning](#)

Moorfields Eye Hospital NHS Foundation Trust:

http://www.moorfields.nhs.uk/sites/default/files/Moorfields%20Eye%20Hospital%20-%20NHS%20Workforce%20Race%20Equality%20Standard%202015_1.pdf

Organisations should be transparent and sincere at all stages of engagement with, and implementation of, the WRES. Organisations should apply the WRES with an open mind and an honest heart. This means:

- Being open and clear about the nature and scale of the challenge each organisation faces – sharing data however uncomfortable it may initially be.
- Sharing with all staff and trades unions the approaches proposed and inviting real engagement about those processes will help foster good relations between staff that do not share the same equality characteristics.
- Sharing with all staff, the data from workforce analysis and staff surveys which indicates the challenges around race equality. Sharing progress and achievements within and beyond the organisation, and applying that learning to other staff groups where applicable.

7.6 Evidence-based practice

The WRES seeks to prompt inquiry into the root causes of discrimination and promote evidence-based solutions. International evidence from the USA and from the Advisory, Conciliation and Arbitration Service (ACAS) on changing workplace culture suggests strongly that the traditional heavy reliance on policies, procedures and training is flawed. Thus in 2006, Kalev and colleagues in a large scale review of equality initiatives in the USA concluded:

“attempts to reduce managerial bias through diversity training and diversity evaluations were the least effective methods of increasing the proportion of women in management..... programmes which targeted managerial stereotyping through education and feedback (i.e., diversity training and diversity evaluations) were not followed by increases in diversity.”

Similarly, ACAS recently concluded that in respect of tackling bullying at work, a concern within WRES:

“In sum, while policies and training are doubtless essential components of effective strategies for addressing bullying in the workplace, there are significant obstacles to resolution at every stage of the process that such policies typically provide. It is perhaps not surprising, then, that research has generated no evidence that, in isolation, this approach can work to reduce the overall incidence of bullying in Britain’s workplaces.”

A priority for the national WRES Implementation Team is therefore the dissemination of replicable good, effective, and evidence-based practice.

The WRES provides guidance to the NHS on how to achieve better equality outcomes for our BME staff. Understanding the data and its implications for our BME staff is a great first step in making the difference that all our staff, patients and communities need and deserve.

John Brouder
Chief Executive
*North East London NHS
Foundation Trust*

08 LESSONS LEARNED AND NEXT STEPS

Based on feedback from the WRES baseline data returns and engagement with the NHS and key stakeholders, a number of key actions are underway to help improve performance on this agenda, and in particular, to facilitate improved WRES data returns from July 2016 onwards. These actions and initiatives are outlined and described below.

8.1 The WRES indicators

The wording for two of the WRES Indicators will be revised for the 2016 WRES data returns – whilst ensuring trueness with the essence of the initial indicators to maintain baseline comparability going forward. The changes are made to Indicators 1 and 9, which relate to BME representation of the workforce and Board. The wordings for all other WRES Indicators remain the same. Described below are the amendments to Indicators 1 and 9:

- Indicator 1 will ask for the percentage of BME staff in each of the Agenda for Change (AfC) bands and VSM (including executive Board members), as opposed to just for AfC bands 8a-9 and VSM. This will help organisations to identify career progression blockages that surface within the bands 1-7, in addition to potential blockages within the senior management bands. This exercise should be carried out for both clinical and non-clinical staff separately.

- Indicator 9 will require the percentage difference between the organisations' BME board voting membership and its overall BME workforce. The previous indicator 9 was vague and focused upon comparison of the Boards' BME representation with the BME population served. It is widely acknowledged that the 'population served' boundaries for many NHS organisations are not always clear. Many organisations cover a number of regions, or parts of regions. The revised Indicator 9 is based upon the goal of organisations moving towards having workforces that are representative of the local populations served, and Boards that are reflective of those workforces.

Further detail regarding the WRES Indicators can be found within the April 2016 WRES Technical Guidance at: <https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/>

8.2 Data quality and reporting

From July 2016, NHS provider organisations will be provided with a simple process for uploading their WRES indicator data via the UNIFY 2 system, so that progress can be measured and good practice shared. Organisations will be required to enter their raw data for the WRES indicators into the UNIFY 2 system – the necessary calculations will be carried out automatically by the system. A short user guide relating to the reporting process will be made available.

Following organisations' return of the 2016 WRES data, each trust's data for the nine WRES indicators will also be published annually on a national benchmarking dashboard. This will facilitate continuous improvement within and across organisations, it will also enable the identification

and sharing of replicable good practice and learning on improving workforce race equality across the country. It will help similar types of NHS organisations to benchmark their performance against each other and seek peer support where appropriate.

Key milestones and issues relating to the reporting of WRES data and action plans by commissioning organisations can be found in the April 2016 WRES Technical Guidance document: <https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/>

8.3 Guidance and support

To support NHS organisations in the implementation of the WRES, guidance documentation, leaflets, videos and other materials have been developed and can be accessed via the WRES webpage at: <https://www.england.nhs.uk/about/gov/equality-hub/equality-standard/>

In particular, the WRES Technical Guidance (April 2016) has been revised. The revisions to the guidance include and focus upon:

- Slimmer and more focused content;
- Bringing together of the March 2015 WRES Technical Guidance and the July 2015 Supplementary Technical Guidance for CCGs – into one document. Welcomed by NHS colleagues;
- Up-to-date and latest developments are reflected in relation to providers, commissioners, the role of the CQC;
- Key considerations for implementation are presented, including local and wider reporting of the WRES;
- Each WRES Indicator is presented in its own table – giving a simple way to understand each of the Indicators and the organisation's approach in implementing them;
- Milestones, timeframes and sources of support for WRES implementation are updated.

8.4 The role of the Care Quality Commission

From April 2016 onwards, progress on the WRES will be considered as part of the “well led” domain in the Care Quality Commission’s (CQC) inspection programme for both NHS and independent provider hospitals. In 2015/16, the CQC piloted its approach to using the WRES in a number of their full inspections. In particular, the organisation’s completed WRES Reporting Template and accompanying action plan were analysed as part of the evidence used in the inspections. Trusts inspected are also asked how they were addressing any issues arising from their respective WRES data.

The following initiatives are underway to help support the CQCs use of the WRES as part of the inspection process:

- Recruitment of WRES ‘specialist advisors’ who can assist with the inspection of the WRES, as part of the CQC inspection team during inspection visits.
- Production of short WRES briefings based upon the WRES data, and other relevant workforce race equality evidence, for the trusts being inspected. The briefings will aid CQC inspectors and be a useful source of reference during their inspection visits.
- Ongoing training and development for CQC inspectors and the recruited WRES ‘specialist advisors’ – providing the necessary skills and knowledge required to undertake the WRES related inspection exercise.

The WRES is designed to analyse whether there is a difference between BME and White staff. From April 2016 onwards, progress on the WRES will be considered as part of the “well led” domain in CQC’s inspection programme for all NHS trusts and independent healthcare providers contractually obliged to carry out the WRES.

David Behan
Chief Executive
Care Quality Commission

09 MILESTONES FOR WRES IMPLEMENTATION

Milestone	Activity
1 July 2015	Publication of 1st April 2015 data (the WRES baseline data) including actions required to make continuous progress (the WRES action plan).
April 2015 – March 2016	Work to address any data shortcomings and to understand and address the concerns raised in the organisation's WRES baseline data should be undertaken.
1st July 2016 and annually thereafter	Baseline to 31st March 2016 data should be: <ul style="list-style-type: none">• shared with the Board, staff and other local interests• submitted centrally via Unify 2 – together with a WRES action plan• presented to the lead commissioner (for NHS providers)• published on organisations' websites.

10 ANNEX

10.1 WRES Indicators (2015)

Workforce	
For each of these four workforce indicators, the Standard compares the metrics for White and BME staff	
1	Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce.
2	Relative likelihood of BME staff being appointed from shortlisting compared to that of White staff being appointed from shortlisting across all posts.
3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation Note. This indicator will be based on data from a two year rolling average of the current year and the previous year.
4	Relative likelihood of BME staff accessing non-mandatory training and CPD as compared to White staff.
National NHS Staff Survey findings	
For each of these four staff survey indicators, the Standard compares the metrics for the responses for White and BME staff for each survey question.	
5	KF 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.
6	KF 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.
7	KF 27. Percentage believing that trust provides equal opportunities for career progression or promotion.
8	Q23. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues
Boards	
Does the Board meet the requirement on Board membership representation?	
9	Boards are expected to be broadly representative of the population they serve

Note: Changes have been made to Indicators 1 and 9 for the 2016 WRES data returns. Please refer to the 2016 WRES Technical Guidance: <https://www.england.nhs.uk/wp-content/uploads/2014/10/wres-technical-guidance-april-16.pdf>

10.2 Raw data table

Shortened Organisation Name	WRES Indicator 5			WRES Indicator 6		
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months			Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months		
	All Staff ¹	White	BME	All Staff ¹	White	BME
2gether Gloucs F	26.0%	24.0%	53.0%	19.3%	19.0%	17.0%
5 Boroughs F *	27.5%	26.9%	33.3%	17.5%	16.9%	20.0%
Aintree Uni F *	25.2%	25.4%	27.3%	21.1%	20.7%	23.8%
Airedale F	24.4%	24.8%	18.3%	22.0%	21.2%	23.3%
Alder Hey Childrens F	26.9%	27.0%	24.0%	23.9%	26.0%	24.0%
Ashford & St Peter's F	25.9%	27.0%	22.0%	23.1%	24.0%	22.0%
Avon & Wilts MH	34.7%	34.0%	45.0%	27.3%	26.0%	36.0%
Barking Hav & R'bridge Uni	30.3%	29.0%	34.0%	31.0%	30.0%	32.0%
Barnet Enfield & H'gey MH	31.2%	29.0%	35.0%	25.3%	24.0%	26.0%
Barnsley Hosp F	26.1%	26.0%	31.0%	24.5%	24.0%	35.0%
Barts Health	30.5%	30.0%	30.8%	34.0%	32.8%	35.4%
Basildon & Thurrock Uni F	29.2%	28.0%	34.0%	23.6%	22.0%	28.0%
Bedford Hosp *	22.0%	21.0%	25.7%	18.4%	16.7%	24.3%
Berkshire Health F	23.1%	21.0%	32.0%	19.5%	19.0%	23.0%
Birmingham & Soli MH F	43.8%	40.5%	51.3%	33.6%	30.5%	38.6%
Birmingham Children's F	21.9%	24.0%	14.0%	23.0%	25.0%	16.0%
Birmingham Community	23.9%	26.0%	24.5%	23.5%	21.0%	27.7%
Birmingham Uni F	22.4%	25.0%	12.0%	22.1%	21.0%	23.0%
Birmingham Women's F **	30.3%	29.8%	31.0%	28.8%	29.5%	24.1%
Black Country Partners F	29.9%	26.0%	39.0%	23.3%	22.0%	25.0%
Blackpool Teaching F	33.1%	33.0%	37.0%	21.1%	20.0%	41.0%
Bolton F	27.7%	28.0%	25.0%	18.5%	18.0%	26.0%
Bradford District Care F	25.5%	25.0%	31.0%	19.8%	19.0%	23.0%
Bradford Teach F	20.3%	21.0%	14.0%	24.8%	23.0%	27.0%
Bridgewater Community F **	26.6%	27.2%	-	16.3%	16.2%	-
Brighton & Sussex Uni	34.2%	33.0%	38.0%	27.9%	28.0%	30.0%
Bristol Uni F	29.8%	30.0%	32.0%	27.2%	26.0%	40.0%
Buckinghamshire Healthcare	28.4%	29.0%	29.0%	27.1%	27.0%	25.0%
Burton F	25.0%	25.0%	26.0%	23.3%	22.0%	30.0%
Calderdale & Hudds F	25.3%	28.0%	23.0%	22.9%	60.0%	65.0%
Calderstones F	25.7%	25.0%	24.0%	17.6%	18.0%	14.0%
Cambridge Uni F	23.9%	24.0%	23.0%	25.3%	25.0%	28.0%
Cambridgeshire & P'boro MH F *	27.7%	26.7%	38.9%	23.1%	22.4%	28.9%
Cambridgeshire Community *	26.9%	27.1%	21.9%	17.3%	16.5%	21.9%

Shortened Organisation Name	WRES Indicator 7			WRES Indicator 8		
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion			Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues		
	All Staff ¹	White	BME	All Staff ¹	White	BME
2gether Gloucs F	84.4%	86.0%	69.0%	7.1%	6.3%	15.8%
5 Boroughs F *	90.7%	90.8%	90.9%	6.5%	5.7%	15.6%
Aintree Uni F *	86.4%	87.3%	-	6.8%	6.2%	9.1%
Airedale F	90.9%	91.9%	82.5%	6.4%	6.2%	5.0%
Alder Hey Childrens F	88.0%	88.0%	90.0%	6.6%	6.3%	13.5%
Ashford & St Peter's F	84.0%	87.0%	76.0%	9.9%	-	-
Avon & Wilts MH	81.2%	83.0%	66.0%	9.3%	8.0%	17.0%
Barking Hav & R'bridge Uni	78.4%	84.0%	69.0%	10.0%	7.0%	16.0%
Barnet Enfield & H'gey MH	77.5%	85.0%	69.0%	10.1%	8.0%	16.0%
Barnsley Hosp F	87.3%	88.0%	68.0%	7.5%	6.0%	21.0%
Barts Health	70.4%	79.2%	60.3%	14.9%	10.3%	20.2%
Basildon & Thurrock Uni F	84.8%	86.0%	79.0%	10.3%	4.0%	18.0%
Bedford Hosp *	89.9%	91.3%	85.0%	6.4%	4.2%	12.7%
Berkshire Health F	86.4%	88.0%	76.0%	5.9%	-	-
Birmingham & Soli MH F	77.8%	85.9%	57.9%	14.6%	11.2%	23.2%
Birmingham Children's F	90.7%	93.0%	83.0%	6.5%	6.0%	8.0%
Birmingham Community	86.5%	89.0%	80.0%	9.0%	6.0%	18.0%
Birmingham Uni F	86.6%	91.0%	77.0%	9.3%	11.0%	10.0%
Birmingham Women's F **	87.8%	92.1%	70.3%	7.8%	6.9%	10.5%
Black Country Partners F	85.7%	88.0%	79.0%	10.0%	10.0%	12.0%
Blackpool Teaching F	88.8%	89.0%	75.0%	4.5%	4.0%	10.0%
Bolton F	93.7%	94.0%	92.0%	4.5%	4.0%	14.0%
Bradford District Care F	85.8%	87.0%	78.0%	7.0%	9.0%	25.0%
Bradford Teach F	85.1%	87.0%	75.0%	9.7%	8.2%	17.1%
Bridgewater Community F **	93.4%	93.2%	-	6.2%	6.0%	-
Brighton & Sussex Uni	82.4%	86.0%	44.0%	8.2%	-	-
Bristol Uni F	86.9%	90.0%	63.0%	8.4%	7.0%	22.0%
Buckinghamshire Healthcare	84.4%	87.0%	69.0%	9.3%	-	-
Burton F	87.5%	89.0%	65.0%	7.9%	6.0%	2.0%
Calderdale & Hudds F	91.2%	65.0%	60.0%	5.0%	4.0%	11.0%
Calderstones F	88.9%	88.0%	100.0%	5.2%	-	-
Cambridge Uni F	85.5%	88.0%	70.0%	8.5%	10.0%	27.0%
Cambridgeshire & P'boro MH F *	84.2%	85.5%	73.0%	9.5%	8.4%	20.0%
Cambridgeshire Community *	95.0%	95.6%	88.9%	4.0%	3.7%	3.2%

KEY

* Published staff survey data used; WRES report unavailable
 ** Published staff survey data used; WRES data incomplete/inconsistent
¹ Data sourced from 2014 published NHS Staff Survey results

Shortened Organisation Name	WRES Indicator 5			WRES Indicator 6		
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months			Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months		
	All Staff ¹	White	BME	All Staff ¹	White	BME
Camden & Islington F	37.6%	36.0%	41.0%	20.8%	19.0%	24.0%
Central & North West London F	27.8%	26.0%	32.0%	21.1%	20.0%	23.0%
Central London Community	29.2%	27.0%	35.0%	27.8%	28.0%	28.0%
Central Manchester Uni F	24.9%	25.0%	24.0%	20.3%	21.0%	18.0%
Chelsea & Westminster F	36.0%	38.0%	33.0%	23.3%	23.0%	24.0%
Cheshire & Wirral F	26.7%	26.0%	33.0%	17.5%	18.0%	18.0%
Chesterfield Royal F	33.1%	33.0%	50.0%	21.9%	23.0%	17.0%
Christie F	11.8%	12.0%	10.0%	19.5%	19.0%	28.0%
City Sunderland F *	27.2%	26.1%	40.0%	19.1%	19.1%	20.0%
Clatterbridge Cancer F	11.8%	12.0%	12.0%	21.6%	22.0%	12.0%
Colchester Uni F *	35.3%	35.4%	31.2%	28.7%	29.0%	22.9%
Cornwall Partners F *	27.0%	27.2%	-	22.5%	21.8%	-
Countess Chester F	23.9%	25.0%	17.0%	21.8%	22.0%	24.0%
County Durham & Darlington F **	26.2%	26.1%	25.5%	20.3%	19.8%	34.4%
Coventry & Warwicks Partners	29.4%	29.0%	33.0%	22.5%	21.0%	27.0%
Coventry & Warwicks Uni *	28.2%	29.8%	24.6%	27.5%	27.0%	29.0%
Croydon Health	28.9%	30.0%	27.0%	26.6%	22.0%	32.0%
Cumbria Partners F **	28.9%	28.2%	-	18.9%	19.0%	-
Dartford & Graves **	31.1%	29.2%	37.3%	23.2%	23.0%	21.7%
Derby Hosp F	25.8%	26.0%	24.0%	21.1%	21.0%	24.0%
Derbyshire Community F	23.6%	20.0%	28.0%	17.1%	15.0%	19.3%
Derbyshire Health F	32.1%	32.0%	33.0%	23.0%	23.0%	23.0%
Devon Partners	33.0%	33.0%	23.0%	25.4%	25.0%	19.0%
Doncaster & B'law F	25.9%	26.0%	29.0%	21.8%	21.0%	29.0%
Dorset County F	26.3%	27.0%	20.0%	24.5%	24.0%	30.0%
Dorset Healthcare Uni F	26.6%	26.0%	35.0%	17.4%	17.0%	25.0%
Dudley & W'sall MH Partners	29.8%	28.0%	40.0%	16.4%	15.0%	21.0%
Dudley Group F *	23.8%	24.0%	20.0%	18.6%	17.1%	23.6%
East & Nth Hertfordshire	32.9%	12.0%	22.0%	28.3%	25.0%	39.0%
East Cheshire	25.9%	25.0%	38.0%	19.6%	18.0%	38.0%
East Kent Uni F	33.0%	34.0%	31.0%	41.3%	42.0%	38.0%
East Lancs Hosp	27.2%	28.0%	32.0%	23.5%	23.0%	31.0%
East London F	28.2%	30.0%	26.0%	21.0%	23.0%	19.0%
East Mids Amb	34.3%	9.5%	3.7%	24.9%	6.7%	5.6%
East of Eng Amb**	49.9%	49.9%	43.8%	29.5%	29.2%	34.4%
East Sussex Healthcare	31.6%	31.0%	26.0%	27.0%	26.0%	25.0%
Epsom & St Helier Uni	29.6%	28.0%	34.0%	24.0%	22.0%	28.0%
Frimley Health F	26.2%	31.0%	27.0%	21.1%	29.0%	29.0%
Gateshead Health F	24.2%	24.0%	19.0%	23.0%	22.0%	33.0%

Shortened Organisation Name	WRES Indicator 7			WRES Indicator 8		
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion			Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues		
	All Staff ¹	White	BME	All Staff ¹	White	BME
Camden & Islington F	83.2%	89.0%	73.0%	10.3%	92.0%	86.0%
Central & North West London F	87.6%	92.0%	78.0%	6.9%	5.0%	10.6%
Central London Community	82.4%	90.0%	69.0%	10.8%	7.0%	16.0%
Central Manchester Uni F	87.4%	90.0%	75.0%	7.1%	9.0%	21.0%
Chelsea & Westminster F	85.5%	92.0%	71.0%	9.7%	6.7%	15.6%
Cheshire & Wirral F	91.7%	92.0%	89.0%	5.9%	10.0%	27.0%
Chesterfield Royal F	87.7%	89.0%	69.0%	8.1%	10.0%	41.0%
Christie F	94.6%	95.0%	94.0%	4.2%	3.8%	6.9%
City Sunderland F *	88.4%	92.3%	50.0%	6.2%	4.8%	21.4%
Clatterbridge Cancer F	95.0%	95.0%	100.0%	5.8%	7.0%	6.0%
Colchester Uni F *	83.6%	84.7%	73.4%	8.1%	7.2%	15.5%
Cornwall Partners F *	85.8%	86.0%	-	8.1%	7.9%	-
Countess Chester F	89.0%	89.0%	85.0%	6.5%	9.0%	15.0%
County Durham & Darlington F **	90.4%	91.1%	69.5%	5.6%	5.3%	15.3%
Coventry & Warwicks Partners	86.1%	89.0%	68.0%	7.9%	10.0%	31.0%
Coventry & Warwicks Uni *	84.2%	89.9%	68.0%	10.8%	9.6%	14.5%
Croydon Health	79.5%	85.0%	71.0%	9.7%	10.0%	31.0%
Cumbria Partners F **	87.7%	87.4%	-	6.8%	6.4%	-
Dartford & Graves **	90.3%	93.4%	80.8%	5.3%	3.8%	12.1%
Derby Hosp F	87.2%	88.0%	81.0%	7.6%	8.0%	8.0%
Derbyshire Community F	90.9%	94.0%	85.3%	7.1%	5.0%	14.7%
Derbyshire Health F	85.2%	87.0%	71.0%	8.0%	10.0%	27.0%
Devon Partners	86.0%	86.0%	91.0%	9.7%	-	-
Doncaster & B'law F	89.3%	91.0%	70.0%	6.5%	-	-
Dorset County F	89.7%	91.0%	74.0%	7.4%	7.0%	20.0%
Dorset Healthcare Uni F	91.6%	92.0%	89.0%	4.6%	7.0%	28.0%
Dudley & W'sall MH Partners	88.7%	91.0%	73.0%	4.8%	4.0%	8.0%
Dudley Group F *	91.9%	92.8%	85.3%	5.5%	5.2%	7.3%
East & Nth Hertfordshire	83.6%	86.0%	74.0%	9.4%	12.0%	22.0%
East Cheshire	92.1%	93.5%	-	3.7%	3.0%	15.0%
East Kent Uni F	76.1%	51.0%	43.0%	11.7%	10.0%	20.0%
East Lancs Hosp	85.6%	81.0%	73.0%	7.1%	6.0%	18.0%
East London F	84.7%	93.0%	73.0%	11.4%	11.0%	11.0%
East Mids Amb	76.9%	77.0%	-	10.7%	2.7%	2.8%
East of Eng Amb**	64.8%	65.0%	66.7%	14.4%	14.2%	13.8%
East Sussex Healthcare	83.3%	85.0%	70.0%	7.3%	-	-
Epsom & St Helier Uni	82.1%	88.0%	67.0%	8.6%	-	-
Frimley Health F	90.9%	84.0%	71.0%	6.6%	12.0%	24.0%
Gateshead Health F	91.4%	92.0%	81.0%	6.0%	5.6%	15.9%

KEY

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¹ Data sourced from 2014 published NHS Staff Survey results

Shortened Organisation Name	WRES Indicator 5			WRES Indicator 6		
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months			Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months		
	All Staff ¹	White	BME	All Staff ¹	White	BME
George Eliot *	31.1%	31.6%	27.5%	19.4%	19.8%	15.8%
Gloucestershire Care Services NHS Trust	30.6%	30.0%	38.0%	18.6%	18.0%	31.0%
Gloucestershire Hosp F	30.2%	30.0%	29.0%	23.0%	23.0%	24.0%
Great Manchester West MH F	32.8%	20.0%	37.0%	21.8%	31.0%	27.0%
Great Ormond St F	23.0%	25.0%	17.0%	24.5%	24.0%	25.0%
Great Western Hosp F *	30.5%	30.9%	22.9%	23.1%	23.0%	28.6%
Guy's & Thomas' F	31.1%	33.0%	30.0%	22.0%	18.0%	28.0%
Hampshire Hosp F *	24.3%	24.3%	24.3%	23.2%	22.4%	27.6%
Harrogate & Dist F	26.0%	26.0%	27.0%	21.4%	21.0%	32.0%
Heart of England F	29.5%	29.4%	29.6%	24.6%	23.7%	28.2%
Hertfordshire Community	23.3%	23.0%	26.0%	18.8%	18.0%	29.0%
Hertfordshire Partners F	32.9%	31.0%	42.0%	29.0%	29.0%	32.0%
Hillingdon Hosp F	28.1%	27.0%	28.0%	21.6%	21.0%	22.0%
Hinchingbrooke	27.8%	27.1%	33.3%	27.0%	27.0%	27.1%
Homerton Uni F **	29.7%	30.6%	28.0%	23.9%	21.2%	27.2%
Hounslow & Richmond Community	22.7%	20.0%	24.0%	20.4%	19.0%	23.0%
Hull & E Yorkshire	34.2%	35.0%	22.0%	35.2%	36.0%	28.0%
Humber F	23.5%	21.7%	-	21.9%	21.7%	-
Imperial College	30.0%	31.0%	27.0%	27.3%	29.0%	23.0%
Ipswich	27.1%	26.0%	33.0%	24.2%	23.0%	35.0%
Isle Of Wight	32.5%	36.0%	28.0%	31.6%	25.0%	56.0%
James Paget Uni F *	29.9%	30.2%	31.0%	25.2%	24.9%	33.3%
Kent & Medway Partners *	31.0%	28.8%	40.6%	26.0%	25.8%	25.9%
Kent Community F **	22.2%	22.1%	21.6%	19.8%	19.2%	22.2%
Kettering Gen F	31.0%	31.0%	29.0%	30.5%	30.0%	40.0%
King's College F	36.0%	39.0%	29.0%	25.2%	25.0%	28.0%
Kingston Hosp F	30.3%	29.0%	35.0%	31.9%	29.0%	43.0%
Lancashire Care F	22.5%	22.0%	27.0%	20.2%	20.0%	20.0%
Lancashire Teach F *	22.3%	22.1%	21.9%	24.1%	24.0%	24.1%
Leeds & York Partners F *	32.1%	32.0%	33.3%	20.7%	20.1%	22.5%
Leeds Community	26.4%	25.6%	32.8%	18.1%	17.6%	24.6%
Leeds Teach	29.9%	31.0%	24.0%	25.5%	26.0%	24.0%
Leicester Uni	29.0%	29.0%	26.0%	25.2%	26.0%	27.0%
Leicestershire Partners	28.2%	28.4%	26.4%	21.1%	20.3%	23.8%
Lewisham & Greenwich	29.1%	28.0%	31.0%	23.4%	22.0%	27.0%
Lincolnshire Community **	24.9%	24.1%	43.5%	21.3%	21.3%	8.7%
Lincolnshire Partners F	25.5%	26.0%	18.0%	19.1%	19.0%	13.0%
Lincolnshire Utd *	31.4%	31.4%	29.9%	26.5%	26.2%	30.8%
Liverpool Community *	25.1%	24.2%	38.6%	26.4%	26.0%	35.7%

Shortened Organisation Name	WRES Indicator 7			WRES Indicator 8		
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion			Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues		
	All Staff ¹	White	BME	All Staff ¹	White	BME
George Eliot *	87.7%	89.2%	79.2%	6.8%	5.2%	16.2%
Gloucestershire Care Services NHS Trust	92.3%	93.0%	-	4.1%	3.7%	16.7%
Gloucestershire Hosp F	89.0%	90.0%	79.0%	6.9%	4.0%	14.0%
Great Manchester West MH F	87.8%	89.0%	80.0%	7.3%	-	-
Great Ormond St F	89.0%	93.0%	77.0%	8.5%	6.0%	3.0%
Great Western Hosp F *	88.2%	90.5%	64.3%	8.5%	7.6%	21.2%
Guy's & Thomas' F	84.3%	91.0%	74.0%	11.6%	3.8%	3.6%
Hampshire Hosp F *	87.5%	88.4%	80.7%	6.9%	5.4%	16.0%
Harrogate & Dist F	92.3%	93.0%	86.0%	5.9%	8.0%	18.0%
Heart of England F	82.7%	86.1%	68.0%	9.0%	7.3%	16.0%
Hertfordshire Community	89.4%	91.0%	70.0%	6.0%	5.2%	14.6%
Hertfordshire Partners F	79.0%	83.0%	68.0%	10.4%	10.0%	13.0%
Hillingdon Hosp F	82.0%	88.0%	71.0%	10.5%	-	-
Hinchingbrooke	87.3%	89.1%	76.2%	11.7%	10.0%	22.9%
Homerton Uni F **	81.8%	90.5%	68.9%	10.9%	7.8%	15.0%
Hounslow & Richmond Community	84.6%	89.0%	74.0%	5.7%	6.0%	20.0%
Hull & E Yorkshire	86.5%	87.0%	-	12.3%	-	-
Humber F	93.2%	93.4%	-	7.0%	6.9%	4.9%
Imperial College	82.1%	87.0%	76.0%	11.1%	6.0%	17.0%
Ipswich	88.8%	91.0%	72.0%	7.0%	8.0%	30.0%
Isle Of Wight	83.8%	85.0%	73.0%	10.0%	48.0%	29.0%
James Paget Uni F *	88.7%	91.6%	52.4%	10.0%	9.2%	21.4%
Kent & Medway Partners *	82.4%	83.1%	79.6%	8.3%	7.0%	12.6%
Kent Community F **	92.1%	93.0%	78.9%	5.6%	5.2%	9.7%
Kettering Gen F	86.4%	88.0%	71.0%	10.0%	-	-
King's College F	81.7%	88.0%	69.0%	10.4%	-	-
Kingston Hosp F	82.9%	88.0%	66.0%	11.2%	11.0%	30.0%
Lancashire Care F	83.6%	84.0%	74.0%	5.3%	4.8%	11.5%
Lancashire Teach F *	85.5%	86.7%	72.7%	7.8%	7.1%	14.7%
Leeds & York Partners F *	89.3%	91.4%	75.0%	7.0%	5.6%	17.1%
Leeds Community	90.6%	91.4%	80.0%	6.2%	5.6%	13.1%
Leeds Teach	86.5%	89.0%	70.0%	7.8%	7.0%	15.0%
Leicester Uni	86.7%	91.0%	71.0%	8.2%	7.0%	12.0%
Leicestershire Partners	88.4%	90.6%	76.3%	7.1%	5.6%	14.3%
Lewisham & Greenwich	80.1%	88.0%	61.0%	9.5%	7.0%	15.0%
Lincolnshire Community **	91.0%	91.4%	-	5.5%	5.3%	8.3%
Lincolnshire Partners F	87.4%	87.0%	89.0%	6.7%	10.0%	14.0%
Lincolnshire Utd *	85.0%	85.9%	76.6%	8.7%	8.0%	14.4%
Liverpool Community *	84.7%	85.7%	56.0%	9.3%	9.2%	10.0%

KEY

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Shortened Organisation Name	WRES Indicator 5			WRES Indicator 6		
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months			Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months		
	All Staff ¹	White	BME	All Staff ¹	White	BME
Liverpool Heart & Chest F	14.8%	15.0%	17.0%	15.9%	15.0%	15.0%
Liverpool Women's F	22.4%	22.0%	30.0%	23.3%	22.0%	30.0%
London Amb	57.8%	57.0%	68.8%	30.5%	28.7%	50.0%
London North West Healthcare	32.6%	29.2%	34.1%	30.6%	28.0%	30.5%
Luton & Dunstable Uni F	29.3%	29.0%	30.0%	24.3%	25.0%	24.0%
Maidstone & Tunbridge Wells *	28.3%	29.6%	21.7%	23.2%	22.6%	23.2%
Manchester MH & SC	33.9%	33.0%	35.0%	23.3%	23.1%	21.7%
Medway F	28.3%	27.0%	33.0%	27.6%	26.0%	33.0%
Mersey Care	31.5%	31.0%	50.0%	19.9%	20.0%	23.0%
Mid Cheshire F	25.2%	25.0%	19.0%	23.5%	23.0%	24.0%
Mid Essex Hosp	28.0%	29.0%	15.0%	24.4%	21.0%	32.0%
Mid Yorkshire	25.8%	25.0%	30.0%	24.3%	24.0%	30.0%
Milton Keynes Uni Hosp F	31.5%	27.0%	23.0%	23.9%	25.0%	17.0%
Moorfields Eye F **	24.4%	24.3%	24.7%	26.2%	25.3%	27.0%
Morecambe Bay Uni F	25.0%	25.0%	21.0%	25.9%	25.0%	26.0%
Newcastle-Upon-Tyne F	24.7%	25.0%	17.0%	21.1%	21.0%	22.0%
Norfolk & Norwich Uni F *	26.6%	26.7%	23.1%	26.6%	26.2%	34.6%
Norfolk & Suffolk F	35.9%	35.0%	43.0%	27.6%	27.0%	28.0%
Norfolk Community **	24.2%	23.6%	-	24.1%	24.2%	-
North Bristol	29.2%	30.0%	13.0%	24.6%	25.0%	13.0%
North Cumbria Uni	27.8%	28.0%	22.0%	22.9%	22.0%	17.0%
North Devon	22.3%	22.0%	31.0%	21.3%	21.0%	20.0%
North East Amb F **	51.1%	51.0%	-	25.5%	25.2%	-
North East London F	30.1%	6.9%	16.3%	24.7%	39.8%	49.9%
North Essex MH F *	37.0%	36.1%	36.4%	24.8%	24.8%	26.7%
North Lincolnshire & Goole F	24.8%	23.0%	38.0%	21.9%	21.0%	30.0%
North Middlesex Uni	35.0%	33.0%	35.0%	29.1%	31.0%	32.0%
North Midlands Uni	27.8%	26.0%	38.0%	27.7%	27.0%	34.0%
North Staffordshire Combined	28.3%	29.0%	17.0%	17.9%	18.0%	5.0%
North Tees & Hartlepool F	26.6%	26.0%	29.0%	20.5%	20.0%	21.0%
North West Amb	40.1%	40.0%	32.0%	26.6%	26.0%	29.0%
Northampton Gen	38.0%	38.0%	38.0%	30.1%	29.0%	36.0%
Northamptonshire Health F	30.9%	31.0%	29.0%	21.2%	21.0%	26.0%
Northumberland Tyne & Wear F	30.6%	29.0%	30.0%	14.9%	15.0%	16.0%
Northumbria F	25.0%	25.0%	32.0%	17.7%	18.0%	18.0%
Nottingham Uni Hosp	29.7%	30.0%	23.0%	21.2%	21.0%	26.0%
Nottinghamshire Health F	27.9%	27.0%	38.0%	17.9%	18.0%	21.0%
Oxford Health F	33.4%	32.3%	42.4%	24.9%	24.0%	33.3%
Oxford Uni F	28.3%	28.0%	32.0%	21.8%	22.0%	24.0%

Shortened Organisation Name	WRES Indicator 7			WRES Indicator 8		
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion			Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues		
	All Staff ¹	White	BME	All Staff ¹	White	BME
Liverpool Heart & Chest F	90.2%	65.0%	40.0%	4.9%	4.0%	13.0%
Liverpool Women's F	89.0%	90.0%	72.0%	6.1%	-	-
London Amb	60.8%	65.0%	9.1%	16.0%	14.0%	29.4%
London North West Healthcare	77.5%	87.1%	71.4%	11.7%	5.0%	16.0%
Luton & Dunstable Uni F	86.8%	92.0%	74.0%	7.5%	10.0%	21.0%
Maidstone & Tunbridge Wells *	88.0%	89.8%	78.0%	6.9%	4.7%	13.6%
Manchester MH & SC	80.9%	59.3%	45.0%	10.9%	9.5%	16.4%
Medway F	85.6%	90.0%	62.0%	6.4%	4.5%	13.6%
Mersey Care	85.0%	85.0%	74.0%	5.6%	6.0%	6.0%
Mid Cheshire F	89.5%	91.0%	63.0%	7.6%	7.0%	18.0%
Mid Essex Hosp	88.7%	91.0%	73.0%	9.1%	7.0%	19.0%
Mid Yorkshire	88.0%	89.0%	88.0%	7.2%	7.2%	10.7%
Milton Keynes Uni Hosp F	89.1%	64.0%	32.0%	9.1%	5.0%	15.0%
Moorfields Eye F **	82.2%	88.9%	74.0%	9.7%	6.4%	13.4%
Morecambe Bay Uni F	88.0%	88.0%	77.0%	6.3%	6.0%	21.0%
Newcastle-Upon-Tyne F	92.2%	93.0%	78.0%	8.3%	8.0%	17.0%
Norfolk & Norwich Uni F *	90.3%	92.0%	71.4%	5.2%	3.5%	28.0%
Norfolk & Suffolk F	81.8%	86.0%	82.0%	9.2%	8.6%	16.1%
Norfolk Community **	90.6%	91.3%	-	7.7%	7.6%	-
North Bristol	86.2%	87.0%	-	9.8%	9.7%	13.3%
North Cumbria Uni	88.6%	88.0%	100.0%	7.7%	-	-
North Devon	92.1%	92.0%	-	4.5%	-	-
North East Amb F **	63.1%	63.7%	-	13.6%	13.4%	-
North East London F	81.4%	56.7%	37.8%	10.2%	1.9%	7.2%
North Essex MH F *	84.7%	85.5%	79.2%	9.5%	9.7%	10.0%
North Lincolnshire & Goole F	87.3%	88.0%	83.0%	6.1%	5.3%	14.3%
North Middlesex Uni	73.9%	68.0%	61.0%	10.4%	10.0%	17.0%
North Midlands Uni	83.5%	84.0%	77.0%	8.4%	5.0%	31.0%
North Staffordshire Combined	83.4%	84.0%	82.0%	5.8%	6.0%	9.0%
North Tees & Hartlepool F	89.2%	89.0%	89.0%	6.7%	6.0%	10.0%
North West Amb	70.6%	71.0%	71.0%	11.0%	11.0%	15.0%
Northampton Gen	80.9%	87.0%	47.0%	12.6%	11.0%	22.0%
Northamptonshire Health F	91.0%	93.0%	68.0%	7.9%	7.0%	17.0%
Northumberland Tyne & Wear F	92.7%	93.0%	14.0%	5.1%	6.0%	7.0%
Northumbria F	93.5%	94.0%	83.0%	5.2%	5.0%	11.0%
Nottingham Uni Hosp	95.0%	96.0%	86.0%	7.6%	10.0%	17.0%
Nottinghamshire Health F	93.7%	95.0%	79.0%	4.9%	5.0%	13.0%
Oxford Health F	88.6%	90.4%	70.0%	8.5%	7.4%	19.3%
Oxford Uni F	81.0%	86.0%	52.0%	7.5%	6.0%	17.0%

KEY

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Shortened Organisation Name	WRES Indicator 5			WRES Indicator 6		
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months			Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months		
	All Staff ¹	White	BME	All Staff ¹	White	BME
Oxleas F	30.8%	29.0%	38.0%	21.5%	20.0%	24.0%
Papworth F *	16.6%	16.0%	20.9%	23.9%	23.2%	24.1%
Pennine Acute	26.3%	26.0%	24.0%	26.5%	26.0%	33.0%
Pennine Care F	26.5%	26.0%	27.0%	17.7%	17.0%	23.0%
Peterborough & Stamford F	31.9%	27.0%	39.0%	27.3%	22.0%	29.0%
Plymouth Hosp	29.0%	29.0%	33.0%	26.6%	27.0%	33.0%
Poole F	32.5%	32.0%	31.0%	22.9%	22.0%	29.0%
Portsmouth Hosp	29.4%	29.0%	36.0%	23.3%	23.0%	27.0%
Princess Alexandra *	32.3%	31.8%	34.7%	26.8%	26.3%	25.0%
Queen Elizabeth King's Lynn F *	31.3%	30.3%	39.4%	24.2%	23.5%	30.3%
Queen Victoria F **	21.5%	22.1%	19.6%	20.3%	18.2%	34.1%
Robert Jones & Agnes Hunt Ortho F	20.2%	20.5%	23.1%	18.7%	18.2%	41.7%
Rotherham Donc & Sth Humber F	25.1%	25.0%	27.7%	16.2%	15.7%	18.2%
Rotherham F *	24.2%	24.2%	21.2%	20.6%	20.3%	22.1%
Royal Berkshire F **	28.6%	29.5%	24.9%	23.3%	23.4%	21.8%
Royal Bournemouth & Christ F	31.4%	31.0%	37.0%	25.0%	24.0%	33.0%
Royal Brompton & Harefield F *	16.3%	17.5%	14.1%	26.4%	29.1%	21.1%
Royal Cornwall	29.6%	29.0%	40.0%	30.4%	30.0%	45.0%
Royal Devon & Exeter F	20.1%	23.0%	18.0%	19.6%	20.0%	27.0%
Royal Free London F	32.2%	31.0%	34.0%	30.4%	27.0%	36.0%
Royal Liverpool & Broad Uni	25.6%	25.0%	32.0%	22.8%	22.0%	30.0%
Royal Marsden F	19.7%	19.0%	21.0%	24.0%	23.0%	27.0%
Royal National Ortho	25.6%	23.0%	28.0%	29.6%	23.0%	37.0%
Royal Ortho F	22.1%	22.0%	22.0%	21.7%	20.0%	17.0%
Royal Surrey Co Hosp F *	25.4%	26.0%	22.8%	18.3%	17.8%	19.8%
Royal United Bath	32.2%	32.0%	32.0%	22.3%	22.0%	25.0%
Royal Wolverhampton	23.4%	21.0%	32.0%	21.9%	21.0%	24.0%
Salford Royal F	24.2%	25.0%	20.0%	18.8%	19.0%	20.0%
Salisbury F	30.3%	31.0%	23.0%	26.3%	27.0%	23.0%
Sandwell & West Birmingham *	19.7%	21.0%	17.2%	23.9%	23.4%	23.6%
Sheffield Childrens F	19.5%	20.0%	18.0%	19.2%	19.0%	22.0%
Sheffield Health & SC F	29.4%	29.0%	33.0%	18.2%	18.0%	21.0%
Sheffield Teach Hosp F	22.1%	23.0%	17.0%	19.7%	19.0%	24.0%
Sherwood Forest F	27.8%	28.0%	26.0%	22.4%	23.0%	17.0%
Shrewsbury & Telford *	30.3%	30.5%	28.1%	21.9%	21.8%	25.0%
Shropshire Community	22.8%	23.0%	36.0%	14.9%	15.0%	18.0%
Solent *	22.7%	22.2%	26.3%	17.9%	17.4%	22.2%
Somerset Partners F **	28.1%	27.6%	-	19.7%	20.5%	-
South Central Amb F	43.4%	44.0%	38.0%	24.2%	24.0%	27.0%

Shortened Organisation Name	WRES Indicator 7			WRES Indicator 8		
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion			Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues		
	All Staff ¹	White	BME	All Staff ¹	White	BME
Oxleas F	92.9%	94.0%	90.0%	8.1%	-	-
Papworth F *	89.6%	91.2%	80.2%	7.8%	6.5%	14.9%
Pennine Acute	83.6%	85.0%	66.0%	7.8%	9.0%	25.0%
Pennine Care F	90.4%	91.0%	79.0%	6.9%	9.0%	28.0%
Peterborough & Stamford F	87.1%	85.0%	73.0%	7.5%	4.0%	23.0%
Plymouth Hosp	85.2%	85.0%	-	8.0%	8.0%	20.0%
Poole F	91.8%	93.0%	83.8%	7.1%	6.8%	6.4%
Portsmouth Hosp	89.0%	91.0%	72.0%	6.0%	5.0%	14.0%
Princess Alexandra *	86.9%	89.7%	76.0%	7.8%	6.6%	11.1%
Queen Elizabeth King's Lynn F *	89.6%	90.5%	84.6%	8.9%	6.9%	28.1%
Queen Victoria F **	90.9%	92.1%	79.4%	4.9%	4.2%	10.4%
Robert Jones & Agnes Hunt Ortho F	93.9%	93.9%	-	6.6%	5.9%	23.1%
Rotherham Donc & Sth Humber F	86.6%	86.9%	-	6.7%	5.5%	27.7%
Rotherham F *	89.4%	90.3%	78.6%	5.9%	5.3%	13.5%
Royal Berkshire F **	84.9%	87.5%	75.4%	9.4%	7.8%	15.0%
Royal Bournemouth & Christ F	88.1%	91.0%	65.0%	7.8%	10.0%	39.0%
Royal Brompton & Harefield F *	91.9%	94.3%	85.7%	7.2%	6.9%	8.3%
Royal Cornwall	80.7%	82.0%	62.0%	8.3%	-	-
Royal Devon & Exeter F	91.3%	93.0%	-	7.7%	8.0%	18.0%
Royal Free London F	77.7%	85.0%	66.0%	12.6%	8.0%	20.0%
Royal Liverpool & Broad Uni	87.1%	88.0%	74.0%	6.5%	5.0%	21.0%
Royal Marsden F	86.3%	90.0%	72.0%	7.7%	6.0%	14.0%
Royal National Ortho	79.2%	85.0%	67.0%	11.1%	7.1%	17.4%
Royal Ortho F	86.9%	90.0%	70.0%	5.1%	5.0%	17.0%
Royal Surrey Co Hosp F *	91.4%	93.3%	79.8%	5.8%	4.7%	13.1%
Royal United Bath	90.7%	92.0%	73.0%	6.4%	5.6%	16.5%
Royal Wolverhampton	88.9%	90.0%	83.0%	6.1%	-	-
Salford Royal F	88.4%	90.0%	74.0%	7.4%	6.0%	16.0%
Salisbury F	90.4%	93.0%	59.0%	7.5%	2.5%	2.2%
Sandwell & West Birmingham *	83.2%	85.5%	78.6%	8.9%	8.1%	8.9%
Sheffield Childrens F	93.7%	94.0%	94.0%	4.9%	6.0%	7.0%
Sheffield Health & SC F	90.3%	91.0%	86.0%	6.6%	6.9%	4.4%
Sheffield Teach Hosp F	89.7%	93.0%	68.0%	7.9%	6.9%	15.4%
Sherwood Forest F	90.0%	91.0%	73.0%	6.8%	6.0%	13.0%
Shrewsbury & Telford *	87.9%	88.9%	73.1%	6.0%	5.4%	13.8%
Shropshire Community	92.3%	93.0%	-	3.8%	3.4%	-
Solent *	91.2%	91.8%	86.4%	5.7%	5.1%	10.3%
Somerset Partners F **	88.8%	88.9%	-	5.9%	6.2%	-
South Central Amb F	67.0%	76.0%	74.0%	11.6%	11.0%	19.0%

KEY

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¹ Data sourced from 2014 published NHS Staff Survey results

Shortened Organisation Name	WRES Indicator 5			WRES Indicator 6		
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months			Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months		
	All Staff ¹	White	BME	All Staff ¹	White	BME
South East Coast Amb F	59.3%	59.2%	48.1%	32.9%	32.8%	29.6%
South Essex Partners F	26.8%	26.0%	31.0%	17.3%	16.0%	24.0%
South London & Maudsley F	35.9%	33.0%	41.0%	25.3%	23.0%	30.0%
South Manchester Uni F	21.9%	23.0%	15.0%	18.9%	19.0%	19.0%
South Staffordshire F	22.6%	25.0%	27.0%	18.4%	20.0%	15.0%
South Tees F	25.7%	25.0%	31.0%	17.4%	17.0%	29.0%
South Tyneside F *	21.0%	20.6%	31.1%	22.5%	22.1%	28.9%
South Warwickshire F *	27.9%	27.9%	28.6%	20.1%	19.3%	26.8%
South West Amb F	46.8%	46.0%	60.0%	24.5%	24.0%	31.0%
South West London & George's MH	30.3%	25.0%	39.0%	23.4%	20.0%	29.0%
South West Yorkshire MH	28.1%	27.0%	33.0%	18.9%	17.0%	36.0%
Southampton Uni F	25.7%	26.0%	22.0%	23.5%	23.0%	22.0%
Southend Uni F	30.3%	30.0%	33.0%	27.6%	27.0%	30.0%
Southern Health F	19.7%	19.0%	15.0%	19.5%	20.0%	18.0%
Southport & Ormskirk *	30.8%	31.8%	20.8%	21.9%	21.6%	26.9%
St George's	31.4%	32.0%	31.0%	30.9%	29.0%	34.0%
St Helen's & Knowsley	25.6%	27.5%	25.4%	20.3%	19.0%	30.0%
Staffordshire & Stoke Partners	23.0%	14.0%	25.0%	17.6%	12.0%	16.0%
Stockport F	23.8%	25.0%	15.0%	20.9%	20.0%	36.0%
Surrey & Sussex	31.2%	31.0%	32.0%	20.1%	19.0%	24.0%
Surrey Borders Partners F	30.8%	30.0%	32.0%	16.2%	15.0%	19.0%
Sussex Community	26.7%	25.6%	34.8%	15.8%	15.7%	13.0%
Sussex Partners F	35.4%	35.0%	36.0%	24.9%	25.0%	22.0%
Tameside Hosp F *	29.9%	30.0%	27.6%	21.6%	22.7%	11.1%
Taunton & Somerset F *	29.2%	29.1%	-	22.4%	22.5%	-
Tavistock & Portman F	18.3%	16.0%	12.0%	14.8%	19.0%	15.0%
Tees Esk & Wear F *	29.7%	29.9%	27.3%	14.2%	13.6%	36.4%
Torbay & South Devon F	24.8%	27.0%	50.0%	20.0%	21.0%	29.0%
Uni College London F	28.9%	28.3%	29.2%	29.8%	28.1%	32.2%
Walsall Health	32.4%	35.0%	24.0%	26.6%	28.0%	23.0%
Walton Centre F	24.3%	24.0%	23.0%	23.4%	23.0%	24.0%
Warrington & Halton F	24.2%	23.0%	38.0%	18.8%	19.0%	13.0%
West Hertfordshire Hosp *	29.9%	27.4%	37.0%	26.3%	25.8%	28.1%
West London MH *	37.1%	32.2%	43.3%	28.7%	25.9%	32.2%
West Mids Amb F	50.6%	49.0%	-	34.6%	35.0%	-
West Suffolk F *	27.5%	28.0%	17.1%	22.2%	21.1%	27.3%
Western Sussex F	30.6%	30.0%	33.0%	24.4%	24.0%	25.0%
Weston *	33.4%	34.2%	22.2%	27.5%	27.6%	21.4%
Whittington	28.0%	30.0%	27.0%	27.7%	25.0%	33.0%

Shortened Organisation Name	WRES Indicator 7			WRES Indicator 8		
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion			Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues		
	All Staff ¹	White	BME	All Staff ¹	White	BME
South East Coast Amb F	60.3%	42.2%	29.6%	15.3%	14.8%	29.6%
South Essex Partners F	91.5%	94.0%	77.0%	5.3%	4.0%	14.0%
South London & Maudsley F	77.6%	83.0%	66.0%	11.5%	-	-
South Manchester Uni F	88.7%	89.0%	86.0%	5.9%	10.0%	15.0%
South Staffordshire F	86.3%	92.0%	94.0%	6.0%	11.0%	21.0%
South Tees F	89.3%	90.0%	-	5.3%	4.6%	15.4%
South Tyneside F *	89.0%	89.6%	64.3%	7.3%	7.1%	17.8%
South Warwickshire F *	96.2%	96.3%	95.5%	5.6%	4.7%	14.0%
South West Amb F	70.1%	80.0%	66.0%	11.2%	3.0%	11.0%
South West London & George's MH	79.9%	86.0%	69.0%	9.7%	6.0%	15.0%
South West Yorkshire MH	90.0%	92.0%	70.0%	4.9%	3.3%	21.2%
Southampton Uni F	90.2%	91.0%	83.0%	7.3%	6.5%	13.4%
Southend Uni F	82.6%	-	-	9.9%	9.0%	18.0%
Southern Health F	89.7%	90.0%	86.0%	6.2%	6.0%	10.0%
Southport & Ormskirk *	87.5%	89.7%	57.9%	6.7%	5.9%	20.8%
St George's	76.8%	85.0%	62.0%	13.3%	-	-
St Helen's & Knowsley	93.1%	90.9%	93.6%	7.2%	6.1%	12.8%
Staffordshire & Stoke Partners	90.5%	91.0%	87.0%	5.4%	5.0%	6.0%
Stockport F	91.7%	92.0%	-	4.1%	3.0%	31.0%
Surrey & Sussex	89.1%	92.0%	78.0%	6.4%	4.9%	11.3%
Surrey Borders Partners F	90.1%	93.0%	80.0%	5.4%	3.0%	7.0%
Sussex Community	91.2%	92.4%	75.0%	5.9%	5.3%	13.0%
Sussex Partners F	87.0%	87.0%	83.0%	8.5%	8.0%	14.0%
Tameside Hosp F *	88.9%	89.6%	86.4%	5.6%	5.1%	3.7%
Taunton & Somerset F *	87.1%	87.1%	-	8.9%	8.4%	-
Tavistock & Portman F	85.3%	88.0%	70.0%	8.0%	7.0%	12.0%
Tees Esk & Wear F *	92.9%	93.3%	-	5.6%	5.6%	-
Torbay & South Devon F	85.5%	86.0%	-	9.4%	12.0%	57.0%
Uni College London F	79.7%	85.5%	69.6%	12.0%	8.9%	16.6%
Walsall Health	84.3%	90.0%	71.0%	8.3%	7.0%	13.0%
Walton Centre F	87.9%	88.0%	89.0%	5.3%	5.2%	7.7%
Warrington & Halton F	90.1%	89.0%	-	6.2%	8.0%	13.0%
West Hertfordshire Hosp *	83.6%	88.2%	71.5%	8.5%	6.3%	14.2%
West London MH *	71.7%	79.5%	62.4%	13.3%	9.8%	17.7%
West Mids Amb F	70.8%	72.0%	-	13.1%	11.0%	-
West Suffolk F *	87.2%	88.6%	74.1%	6.4%	5.5%	12.5%
Western Sussex F	89.1%	92.0%	77.0%	7.7%	7.0%	17.0%
Weston *	90.7%	90.4%	93.8%	6.0%	5.1%	17.9%
Whittington	78.5%	87.0%	62.0%	11.6%	-	-

KEY

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Shortened Organisation Name	WRES Indicator 5			WRES Indicator 6		
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months			Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months		
	All Staff ¹	White	BME	All Staff ¹	White	BME
Wirral Community *	21.1%	20.5%	-	19.3%	19.4%	-
Wirral Uni Teach F	24.1%	24.0%	21.0%	22.7%	23.0%	24.0%
Worcestershire Acute Hosp	32.3%	33.0%	22.0%	25.5%	26.0%	26.0%
Worcestershire Health & Care	33.4%	33.0%	42.0%	19.9%	20.0%	9.0%
Wrightington Wig & Leigh F	22.1%	23.0%	11.0%	18.0%	17.0%	33.0%
Wye Valley	39.3%	39.6%	33.3%	22.2%	21.9%	22.2%
Yeovil District F **	29.9%	28.8%	43.2%	20.6%	19.3%	34.4%
York Teach Hosp F	25.9%	26.0%	24.0%	22.7%	23.0%	22.0%
Yorkshire Amb	44.9%	46.0%	33.0%	24.9%	25.0%	24.0%

Shortened Organisation Name	WRES Indicator 7			WRES Indicator 8		
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion			Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues		
	All Staff ¹	White	BME	All Staff ¹	White	BME
Wirral Community *	91.5%	92.0%	-	6.1%	6.0%	-
Wirral Uni Teach F	85.4%	86.0%	82.0%	6.3%	3.4%	3.7%
Worcestershire Acute Hosp	91.1%	93.0%	67.0%	7.7%	6.0%	19.0%
Worcestershire Health & Care	90.0%	-	-	6.2%	-	-
Wrightington Wig & Leigh F	91.5%	92.0%	80.0%	5.4%	6.0%	17.0%
Wye Valley	91.9%	91.8%	90.9%	4.5%	4.7%	0.0%
Yeovil District F **	83.9%	85.9%	63.1%	6.7%	5.1%	24.4%
York Teach Hosp F	91.9%	93.0%	80.0%	6.7%	6.0%	20.0%
Yorkshire Amb	70.5%	72.0%	53.0%	11.4%	9.8%	41.2%

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10.3 NHS Staff Survey sample sizes

Shortened Organisation Name	WRES Indicator 5					WRES Indicator 6				
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months					Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months				
	Total sample size	BME	White	% BME	% White	Total sample size	BME	White	% BME	% White
2gether Gloucs F	335	19	316	5.7%	94.3%	329	19	311	5.8%	94.5%
5 Boroughs F	976	45	931	4.6%	95.4%	962	45	917	4.7%	95.3%
Aintree Uni F	364	22	342	6.0%	94.0%	354	22	333	6.2%	94.1%
Airedale F	986	60	926	6.1%	93.9%	968	60	908	6.2%	93.8%
Alder Hey Childrens F	1096	52	1044	4.7%	95.3%	1089	52	1037	4.8%	95.2%
Ashford & St Peter's F	1366	383	983	28.0%	72.0%	1348	383	971	28.4%	72.0%
Avon & Wilts MH	1638	166	1472	10.1%	89.9%	1624	166	1458	10.2%	89.8%
Barking Hav & R'bridge Uni	1649	530	1119	32.1%	67.9%	1640	530	1117	32.3%	68.1%
Barnet Enfield & H'gey MH	947	385	562	40.7%	59.3%	944	385	564	40.8%	59.7%
Barnsley Hosp F	1126	62	1064	5.5%	94.5%	1119	62	1056	5.5%	94.4%
Barts Health	3446	1630	1816	47.3%	52.7%	3438	1630	1811	47.4%	52.7%
Basildon & Thurrock Uni F	1163	217	946	18.7%	81.3%	1153	217	939	18.8%	81.4%
Bedford Hosp	337	70	267	20.8%	79.2%	333	70	263	21.0%	79.0%
Berkshire Health F	1672	251	1421	15.0%	85.0%	1662	251	1414	15.1%	85.1%
Birmingham & Soli MH F	280	80	200	28.6%	71.4%	280	80	197	28.6%	70.4%
Birmingham Children's F	340	71	269	20.9%	79.1%	337	71	269	21.1%	79.8%
Birmingham Community	374	86	288	23.0%	77.0%	368	86	286	23.4%	77.7%
Birmingham Women's F	320	58	262	18.1%	81.9%	319	58	261	18.2%	81.8%
Black Country Partners F	711	165	546	23.2%	76.8%	705	165	544	23.4%	77.2%
Blackpool Teaching F	343	19	324	5.5%	94.5%	334	19	317	5.7%	94.9%
Bolton F	367	28	339	7.6%	92.4%	360	28	333	7.8%	92.5%
Bradford District Care F	1165	151	1014	13.0%	87.0%	1156	151	1010	13.1%	87.4%
Bradford Teach F	275	44	231	16.0%	84.0%	276	44	231	15.9%	83.7%
Bridgewater Community F	302	4	298	1.3%	98.7%	301	4	297	1.3%	98.7%
Brighton & Sussex Uni	269	21	248	7.8%	92.2%	266	21	246	7.9%	92.5%
Buckinghamshire Healthcare	355	58	297	16.3%	83.7%	349	58	293	16.6%	84.0%
Burton F	378	30	348	7.9%	92.1%	373	30	343	8.0%	92.0%
Calderdale & Hudds F	342	40	302	11.7%	88.3%	340	40	301	11.8%	88.5%
Calderstones F	300	21	279	7.0%	93.0%	302	21	281	7.0%	93.0%
Cambridge Uni F	1867	236	1631	12.6%	87.4%	1858	236	1624	12.7%	87.4%
Cambridgeshire & P'boro MH F	880	90	790	10.2%	89.8%	877	90	787	10.3%	89.7%
Cambridgeshire Community	419	32	387	7.6%	92.4%	413	32	381	7.7%	92.3%
Camden & Islington F	574	217	357	37.8%	62.2%	562	217	351	38.6%	62.5%
Central & North West London F	2451	778	1673	31.7%	68.3%	2444	778	1668	31.8%	68.2%
Central London Community	697	277	420	39.7%	60.3%	689	277	420	40.2%	61.0%
Central Manchester Uni F	334	55	279	16.5%	83.5%	333	55	278	16.5%	83.5%
Chelsea & Westminster F	1406	462	944	32.9%	67.1%	1397	462	941	33.1%	67.4%
Cheshire & Wirral F	1402	45	1357	3.2%	96.8%	1393	45	1348	3.2%	96.8%

Shortened Organisation Name	WRES Indicator 7					WRES Indicator 8				
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion					Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues				
	Total sample size	BME	White	% BME	% White	Total sample size	BME	White	% BME	% White
2gether Gloucs F	229	13	216	5.7%	94.3%	337	19	318	5.6%	94.4%
5 Boroughs F	683	33	650	4.8%	95.2%	969	45	924	4.6%	95.4%
Aintree Uni F	260	8	252	3.1%	96.9%	363	22	341	6.1%	93.9%
Airedale F	658	40	618	6.1%	93.9%	966	59	907	6.1%	93.9%
Alder Hey Childrens F	719	30	689	4.2%	95.8%	1108	52	1056	4.7%	95.3%
Ashford & St Peter's F	906	237	669	26.2%	73.8%	1360	385	975	28.3%	71.7%
Avon & Wilts MH	1061	98	963	9.2%	90.8%	1624	164	1460	10.1%	89.9%
Barking Hav & R'bridge Uni	1109	346	763	31.2%	68.8%	1664	537	1127	32.3%	67.7%
Barnet Enfield & H'gey MH	601	258	343	42.9%	57.1%	954	382	572	40.0%	60.0%
Barnsley Hosp F	782	38	744	4.9%	95.1%	1121	62	1059	5.5%	94.5%
Barts Health	2286	1035	1251	45.3%	54.7%	3416	1604	1812	47.0%	53.0%
Basildon & Thurrock Uni F	773	141	632	18.2%	81.8%	1164	216	948	18.6%	81.4%
Bedford Hosp	224	40	184	17.9%	82.1%	335	71	264	21.2%	78.8%
Berkshire Health F	1187	161	1026	13.6%	86.4%	1652	247	1405	15.0%	85.0%
Birmingham & Soli MH F	213	57	156	26.8%	73.2%	278	82	196	29.5%	70.5%
Birmingham Children's F	255	48	207	18.8%	81.2%	333	66	267	19.8%	80.2%
Birmingham Community	248	48	200	19.4%	80.6%	372	85	287	22.8%	77.2%
Birmingham Women's F	227	37	190	16.3%	83.7%	317	57	260	18.0%	82.0%
Black Country Partners F	473	102	371	21.6%	78.4%	716	163	553	22.8%	77.2%
Blackpool Teaching F	254	16	238	6.3%	93.7%	346	18	328	5.2%	94.8%
Bolton F	263	24	239	9.1%	90.9%	368	29	339	7.9%	92.1%
Bradford District Care F	845	109	736	12.9%	87.1%	1169	150	1019	12.8%	87.2%
Bradford Teach F	198	28	170	14.1%	85.9%	273	41	232	15.0%	85.0%
Bridgewater Community F	179	2	177	1.1%	98.9%	301	3	298	1.0%	99.0%
Brighton & Sussex Uni	191	16	175	8.4%	91.6%	273	22	251	8.1%	91.9%
Buckinghamshire Healthcare	219	36	183	16.4%	83.6%	355	56	299	15.8%	84.2%
Burton F	253	17	236	6.7%	93.3%	375	30	345	8.0%	92.0%
Calderdale & Hudds F	242	28	214	11.6%	88.4%	341	38	303	11.1%	88.9%
Calderstones F	242	16	226	6.6%	93.4%	303	19	284	6.3%	93.7%
Cambridge Uni F	1357	162	1195	11.9%	88.1%	1871	235	1636	12.6%	87.4%
Cambridgeshire & P'boro MH F	627	63	564	10.0%	90.0%	899	90	809	10.0%	90.0%
Cambridgeshire Community	316	18	298	5.7%	94.3%	414	31	383	7.5%	92.5%
Camden & Islington F	405	140	265	34.6%	65.4%	573	212	361	37.0%	63.0%
Central & North West London F	1720	511	1209	29.7%	70.3%	2458	782	1676	31.8%	68.2%
Central London Community	452	167	285	36.9%	63.1%	697	275	422	39.5%	60.5%
Central Manchester Uni F	237	40	197	16.9%	83.1%	331	53	278	16.0%	84.0%
Chelsea & Westminster F	1008	295	713	29.3%	70.7%	1390	454	936	32.7%	67.3%
Cheshire & Wirral F	1001	28	973	2.8%	97.2%	1405	47	1358	3.3%	96.7%

Shortened Organisation Name	WRES Indicator 5					WRES Indicator 6				
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months					Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months				
	Total sample size	BME	White	% BME	% White	Total sample size	BME	White	% BME	% White
Chesterfield Royal F	354	18	336	5.1%	94.9%	351	18	333	5.1%	94.9%
City Sunderland F	325	30	295	9.2%	90.8%	323	30	293	9.3%	90.7%
Colchester Uni F	1579	157	1422	9.9%	90.1%	1558	157	1405	10.1%	90.2%
Cornwall Partners F	267	2	265	0.7%	99.3%	268	2	266	0.7%	99.3%
Countess Chester F	1446	72	1374	5.0%	95.0%	1446	72	1375	5.0%	95.1%
County Durham & Darlington F	3105	102	3003	3.3%	96.7%	3072	102	2976	3.3%	96.9%
Coventry & Warwicks Partners	1724	268	1456	15.5%	84.5%	1711	268	1448	15.7%	84.6%
Croydon Health	249	105	144	42.2%	57.8%	245	105	141	42.9%	57.6%
Cumbria Partners F	335	9	326	2.7%	97.3%	330	9	321	2.7%	97.3%
Dartford & Graves	351	67	284	19.1%	80.9%	352	67	283	19.0%	80.4%
Derby Hosp F	2731	345	2386	12.6%	87.4%	2704	345	2368	12.8%	87.6%
Derbyshire Community F	462	9	453	1.9%	98.1%	453	9	444	2.0%	98.0%
Derbyshire Health F	1017	98	919	9.6%	90.4%	997	98	904	9.8%	90.7%
Devon Partners	766	31	735	4.0%	96.0%	765	31	734	4.1%	95.9%
Doncaster & B'law F	2451	180	2271	7.3%	92.7%	2440	180	2259	7.4%	92.6%
Dorset County F	1314	70	1244	5.3%	94.7%	1306	70	1237	5.4%	94.7%
Dorset Healthcare Uni F	2171	80	2091	3.7%	96.3%	2164	80	2084	3.7%	96.3%
Dudley & W'sall MH Partners	477	70	407	14.7%	85.3%	471	70	401	14.9%	85.1%
East & Nth Hertfordshire	309	63	246	20.4%	79.6%	310	63	248	20.3%	80.0%
East Cheshire	267	11	256	4.1%	95.9%	268	11	257	4.1%	95.9%
East Kent Uni F	2709	282	2427	10.4%	89.6%	2701	282	2422	10.4%	89.7%
East Lancs Hosp	2835	304	2531	10.7%	89.3%	2798	304	2500	10.9%	89.3%
East London F	287	126	161	43.9%	56.1%	286	126	161	44.1%	56.3%
East Mids Amb	196	3	193	1.5%	98.5%	198	3	195	1.5%	98.5%
East of Eng Amb	1044	32	1012	3.1%	96.9%	1045	32	1013	3.1%	96.9%
East Sussex Healthcare	2530	256	2274	10.1%	89.9%	2506	256	2254	10.2%	89.9%
Epsom & St Helier Uni	1580	415	1165	26.3%	73.7%	1568	415	1158	26.5%	73.9%
Frimley Health F	1674	329	1345	19.7%	80.3%	1674	329	1344	19.7%	80.3%
Gateshead Health F	1522	64	1458	4.2%	95.8%	1503	64	1440	4.3%	95.8%
George Eliot	742	102	640	13.7%	86.3%	736	102	635	13.9%	86.3%
Gloucestershire Hosp F	3667	340	3327	9.3%	90.7%	3651	340	3315	9.3%	90.8%
Great Ormond St F	473	122	351	25.8%	74.2%	468	122	350	26.1%	74.8%
Great Western Hosp F	443	35	408	7.9%	92.1%	435	35	400	8.0%	92.0%
Great Manchester West MH F	1232	144	1088	11.7%	88.3%	1210	144	1069	11.9%	88.3%
Guy's & Thomas' F	264	96	168	36.4%	63.6%	262	96	168	36.6%	64.1%
Hampshire Hosp F	2142	255	1887	11.9%	88.1%	2124	255	1878	12.0%	88.4%
Harrogate & Dist F	451	22	429	4.9%	95.1%	450	22	428	4.9%	95.1%
Heart of England F	3584	696	2888	19.4%	80.6%	3523	696	2841	19.8%	80.6%
Hertfordshire Community	1128	92	1036	8.2%	91.8%	1124	92	1033	8.2%	91.9%
Hertfordshire Partners F	363	76	287	20.9%	79.1%	362	76	286	21.0%	79.0%
Hinchingbrooke	711	96	615	13.5%	86.5%	711	96	615	13.5%	86.5%
Homerton Uni F	1285	557	728	43.3%	56.7%	1286	557	730	43.3%	56.8%

Shortened Organisation Name	WRES Indicator 7					WRES Indicator 8				
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion					Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues				
	Total sample size	BME	White	% BME	% White	Total sample size	BME	White	% BME	% White
Chesterfield Royal F	233	13	220	5.6%	94.4%	352	17	335	4.8%	95.2%
City Sunderland F	231	22	209	9.5%	90.5%	319	28	291	8.8%	91.2%
Colchester Uni F	1024	94	930	9.2%	90.8%	1570	148	1422	9.4%	90.6%
Cornwall Partners F	174	2	172	1.1%	98.9%	269	2	267	0.7%	99.3%
Countess Chester F	1023	52	971	5.1%	94.9%	1461	71	1390	4.9%	95.1%
County Durham & Darlington F	2167	59	2108	2.7%	97.3%	3087	98	2989	3.2%	96.8%
Coventry & Warwicks Partners	1215	173	1042	14.2%	85.8%	1722	262	1460	15.2%	84.8%
Croydon Health	147	59	88	40.1%	59.9%	242	98	144	40.5%	59.5%
Cumbria Partners F	218	4	214	1.8%	98.2%	335	9	326	2.7%	97.3%
Dartford & Graves	265	52	213	19.6%	80.4%	353	66	287	18.7%	81.3%
Derby Hosp F	1967	237	1730	12.0%	88.0%	2720	335	2385	12.3%	87.7%
Derbyshire Community F	315	5	310	1.6%	98.4%	454	8	446	1.8%	98.2%
Derbyshire Health F	710	68	642	9.6%	90.4%	1006	93	913	9.2%	90.8%
Devon Partners	544	23	521	4.2%	95.8%	775	30	745	3.9%	96.1%
Doncaster & B'law F	1888	120	1768	6.4%	93.6%	2488	183	2305	7.4%	92.6%
Dorset County F	884	47	837	5.3%	94.7%	1320	70	1250	5.3%	94.7%
Dorset Healthcare Uni F	1393	47	1346	3.4%	96.6%	2168	78	2090	3.6%	96.4%
Dudley & W'sall MH Partners	331	46	285	13.9%	86.1%	476	67	409	14.1%	85.9%
East & Nth Hertfordshire	217	39	178	18.0%	82.0%	306	61	245	19.9%	80.1%
East Cheshire	175	7	168	4.0%	96.0%	266	11	255	4.1%	95.9%
East Kent Uni F	1770	179	1591	10.1%	89.9%	2702	280	2422	10.4%	89.6%
East Lancs Hosp	2020	211	1809	10.4%	89.6%	2824	304	2520	10.8%	89.2%
East London F	207	85	122	41.1%	58.9%	286	123	163	43.0%	57.0%
East Mids Amb	129	3	126	2.3%	97.7%	194	4	190	2.1%	97.9%
East of Eng Amb	687	15	672	2.2%	97.8%	1041	29	1012	2.8%	97.2%
East Sussex Healthcare	1542	147	1395	9.5%	90.5%	2527	251	2276	9.9%	90.1%
Epsom & St Helier Uni	1064	286	778	26.9%	73.1%	1563	399	1164	25.5%	74.5%
Frimley Health F	1226	223	1003	18.2%	81.8%	1666	333	1333	20.0%	80.0%
Gateshead Health F	1069	43	1026	4.0%	96.0%	1519	63	1456	4.1%	95.9%
George Eliot	518	72	446	13.9%	86.1%	745	105	640	14.1%	85.9%
Gloucestershire Hosp F	2486	215	2271	8.6%	91.4%	3670	341	3329	9.3%	90.7%
Great Ormond St F	356	87	269	24.4%	75.6%	458	119	339	26.0%	74.0%
Great Western Hosp F	301	28	273	9.3%	90.7%	440	33	407	7.5%	92.5%
Great Manchester West MH F	884	92	792	10.4%	89.6%	1200	140	1060	11.7%	88.3%
Guy's & Thomas' F	185	62	123	33.5%	66.5%	263	95	168	36.1%	63.9%
Hampshire Hosp F	1484	166	1318	11.2%	88.8%	2133	250	1883	11.7%	88.3%
Harrogate & Dist F	310	14	296	4.5%	95.5%	457	22	435	4.8%	95.2%
Heart of England F	2443	444	1999	18.2%	81.8%	3567	686	2881	19.2%	80.8%
Hertfordshire Community	767	54	713	7.0%	93.0%	1125	89	1036	7.9%	92.1%
Hertfordshire Partners F	243	53	190	21.8%	78.2%	363	76	287	20.9%	79.1%
Hinchingbrooke	476	63	413	13.2%	86.8%	716	96	620	13.4%	86.6%
Homerton Uni F	957	367	590	38.3%	61.7%	1289	554	735	43.0%	57.0%

Shortened Organisation Name	WRES Indicator 5					WRES Indicator 6				
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months					Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months				
	Total sample size	BME	White	% BME	% White	Total sample size	BME	White	% BME	% White
Hounslow & Richmond Community	520	150	370	28.8%	71.2%	513	150	368	29.2%	71.7%
Hull & E Yorkshire	309	18	291	5.8%	94.2%	306	18	288	5.9%	94.1%
Humber F	339	9	330	2.7%	97.3%	336	9	327	2.7%	97.3%
Imperial College	291	117	174	40.2%	59.8%	288	117	172	40.6%	59.7%
Ipswich	408	40	368	9.8%	90.2%	408	40	368	9.8%	90.2%
James Paget Uni F	354	29	325	8.2%	91.8%	355	29	325	8.2%	91.5%
Kent & Medway Partners	1384	224	1160	16.2%	83.8%	1384	224	1160	16.2%	83.8%
Kent Community F	2624	171	2453	6.5%	93.5%	2608	171	2437	6.6%	93.4%
Kettering Gen F	1339	174	1165	13.0%	87.0%	1334	174	1159	13.0%	86.9%
King's College F	235	73	162	31.1%	68.9%	234	73	162	31.2%	69.2%
Kingston Hosp F	329	68	261	20.7%	79.3%	331	68	263	20.5%	79.5%
Lancashire Care F	1629	103	1526	6.3%	93.7%	1620	103	1518	6.4%	93.7%
Lancashire Teach F	2434	233	2201	9.6%	90.4%	2429	233	2197	9.6%	90.4%
Leeds & York Partners F	395	42	353	10.6%	89.4%	393	42	353	10.7%	89.8%
Leeds Community	902	61	841	6.8%	93.2%	903	61	842	6.8%	93.2%
Leeds Teach	2339	276	2063	11.8%	88.2%	2306	276	2040	12.0%	88.5%
Leicestershire Partners	2218	372	1846	16.8%	83.2%	2196	372	1831	16.9%	83.4%
Lewisham & Greenwich	1364	455	909	33.4%	66.6%	1356	455	906	33.6%	66.8%
Lincolnshire Community	983	23	960	2.3%	97.7%	967	23	944	2.4%	97.6%
Lincolnshire Partners F	924	39	885	4.2%	95.8%	919	39	881	4.2%	95.9%
Liverpool Community	1021	44	977	4.3%	95.7%	1002	44	960	4.4%	95.8%
Liverpool Heart & Chest F	795	66	729	8.3%	91.7%	785	66	719	8.4%	91.6%
Liverpool Women's F	705	56	649	7.9%	92.1%	699	56	643	8.0%	92.0%
London Amb	253	16	237	6.3%	93.7%	253	16	237	6.3%	93.7%
Luton & Dunstable Uni F	1139	351	788	30.8%	69.2%	1138	351	791	30.8%	69.5%
Maidstone & Tunbridge Wells	404	83	321	20.5%	79.5%	401	83	319	20.7%	79.6%
Manchester MH & SC	728	111	617	15.2%	84.8%	721	111	610	15.4%	84.6%
Medway F	307	60	247	19.5%	80.5%	308	60	247	19.5%	80.2%
Mersey Care	1924	66	1858	3.4%	96.6%	1915	66	1849	3.4%	96.6%
Mid Cheshire F	527	21	506	4.0%	96.0%	524	21	503	4.0%	96.0%
Mid Essex Hosp	239	31	208	13.0%	87.0%	234	31	205	13.2%	87.6%
Mid Yorkshire	352	27	325	7.7%	92.3%	353	27	326	7.6%	92.4%
Milton Keynes Uni Hosp F	358	78	280	21.8%	78.2%	357	78	277	21.8%	77.6%
Moorfields Eye F	632	287	345	45.4%	54.6%	621	287	336	46.2%	54.1%
Norfolk & Norwich Uni F	348	26	322	7.5%	92.5%	347	26	321	7.5%	92.5%
Norfolk & Suffolk F	1286	89	1197	6.9%	93.1%	1285	89	1196	6.9%	93.1%
Norfolk Community	282	6	276	2.1%	97.9%	283	6	277	2.1%	97.9%
North Bristol	209	15	194	7.2%	92.8%	208	15	193	7.2%	92.8%
North Cumbria Uni	439	23	416	5.2%	94.8%	437	23	414	5.3%	94.7%
North East Amb F	303	1	302	0.3%	99.7%	303	1	302	0.3%	99.7%
North East London F	1468	346	1122	23.6%	76.4%	1457	346	1116	23.7%	76.6%
North Essex MH F	324	44	280	13.6%	86.4%	323	44	278	13.6%	86.1%

Shortened Organisation Name	WRES Indicator 7					WRES Indicator 8				
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion					Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues				
	Total sample size	BME	White	% BME	% White	Total sample size	BME	White	% BME	% White
Hounslow & Richmond Community	315	82	233	26.0%	74.0%	516	148	368	28.7%	71.3%
Hull & E Yorkshire	199	10	189	5.0%	95.0%	307	18	289	5.9%	94.1%
Humber F	219	7	212	3.2%	96.8%	342	8	334	2.3%	97.7%
Imperial College	217	84	133	38.7%	61.3%	288	117	171	40.6%	59.4%
Ipswich	276	29	247	10.5%	89.5%	409	39	370	9.5%	90.5%
James Paget Uni F	260	21	239	8.1%	91.9%	355	28	327	7.9%	92.1%
Kent & Medway Partners	975	147	828	15.1%	84.9%	1378	222	1156	16.1%	83.9%
Kent Community F	1855	109	1746	5.9%	94.1%	2614	165	2449	6.3%	93.7%
Kettering Gen F	911	109	802	12.0%	88.0%	1345	176	1169	13.1%	86.9%
King's College F	161	45	116	28.0%	72.0%	236	72	164	30.5%	69.5%
Kingston Hosp F	228	38	190	16.7%	83.3%	328	68	260	20.7%	79.3%
Lancashire Care F	1095	69	1026	6.3%	93.7%	1639	104	1535	6.3%	93.7%
Lancashire Teach F	1810	161	1649	8.9%	91.1%	2434	231	2203	9.5%	90.5%
Leeds & York Partners F	277	32	245	11.6%	88.4%	397	41	356	10.3%	89.7%
Leeds Community	698	45	653	6.4%	93.6%	921	61	860	6.6%	93.4%
Leeds Teach	1627	182	1445	11.2%	88.8%	2309	267	2042	11.6%	88.4%
Leicestershire Partners	1579	239	1340	15.1%	84.9%	2204	367	1837	16.7%	83.3%
Lewisham & Greenwich	937	275	662	29.3%	70.7%	1356	445	911	32.8%	67.2%
Lincolnshire Community	699	10	689	1.4%	98.6%	978	24	954	2.5%	97.5%
Lincolnshire Partners F	694	36	658	5.2%	94.8%	943	42	901	4.5%	95.5%
Liverpool Community	649	25	624	3.9%	96.1%	1001	40	961	4.0%	96.0%
Liverpool Heart & Chest F	540	38	502	7.0%	93.0%	794	64	730	8.1%	91.9%
Liverpool Women's F	479	32	447	6.7%	93.3%	709	58	651	8.2%	91.8%
London Amb	154	11	143	7.1%	92.9%	252	17	235	6.7%	93.3%
Luton & Dunstable Uni F	856	241	615	28.2%	71.8%	1145	350	795	30.6%	69.4%
Maidstone & Tunbridge Wells	266	50	216	18.8%	81.2%	398	81	317	20.4%	79.6%
Manchester MH & SC	501	76	425	15.2%	84.8%	721	110	611	15.3%	84.7%
Medway F	210	34	176	16.2%	83.8%	306	59	247	19.3%	80.7%
Mersey Care	1361	42	1319	3.1%	96.9%	1923	65	1858	3.4%	96.6%
Mid Cheshire F	406	16	390	3.9%	96.1%	524	21	503	4.0%	96.0%
Mid Essex Hosp	167	16	151	9.6%	90.4%	238	31	207	13.0%	87.0%
Mid Yorkshire	227	16	211	7.0%	93.0%	349	28	321	8.0%	92.0%
Milton Keynes Uni Hosp F	258	56	202	21.7%	78.3%	357	78	279	21.8%	78.2%
Moorfields Eye F	453	200	253	44.2%	55.8%	629	284	345	45.2%	54.8%
Norfolk & Norwich Uni F	247	21	226	8.5%	91.5%	342	25	317	7.3%	92.7%
Norfolk & Suffolk F	927	61	866	6.6%	93.4%	1303	87	1216	6.7%	93.3%
Norfolk Community	200	5	195	2.5%	97.5%	284	6	278	2.1%	97.9%
North Bristol	136	7	129	5.1%	94.9%	211	15	196	7.1%	92.9%
North Cumbria Uni	268	13	255	4.9%	95.1%	438	22	416	5.0%	95.0%
North East Amb F	194	1	193	0.5%	99.5%	299	1	298	0.3%	99.7%
North East London F	982	213	769	21.7%	78.3%	1464	337	1127	23.0%	77.0%
North Essex MH F	224	24	200	10.7%	89.3%	318	40	278	12.6%	87.4%

Shortened Organisation Name	WRES Indicator 5					WRES Indicator 6				
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months					Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months				
	Total sample size	BME	White	% BME	% White	Total sample size	BME	White	% BME	% White
North Middlesex Uni	200	101	99	50.5%	49.5%	199	101	96	50.8%	48.2%
North Staffordshire Combined	494	23	471	4.7%	95.3%	487	23	465	4.7%	95.5%
North Tees & Hartlepool F	2097	107	1990	5.1%	94.9%	2084	107	1979	5.1%	95.0%
North West Amb	965	34	931	3.5%	96.5%	953	34	919	3.6%	96.4%
London North West Healthcare	255	135	120	52.9%	47.1%	249	135	118	54.2%	47.4%
Northampton Gen	383	61	322	15.9%	84.1%	382	61	321	16.0%	84.0%
Northamptonshire Health F	348	28	320	8.0%	92.0%	344	28	317	8.1%	92.2%
North Devon	356	16	340	4.5%	95.5%	354	16	339	4.5%	95.8%
North Lincolnshire & Goole F	230	21	209	9.1%	90.9%	229	21	209	9.2%	91.3%
Northumberland Tyne & Wear F	289	5	284	1.7%	98.3%	285	5	281	1.8%	98.6%
Northumbria F	646	38	608	5.9%	94.1%	636	38	598	6.0%	94.0%
Nottingham Uni Hosp	315	35	280	11.1%	88.9%	309	35	278	11.3%	90.0%
Nottinghamshire Health F	442	39	403	8.8%	91.2%	437	39	399	8.9%	91.3%
Oxford Health F	1577	138	1439	8.8%	91.2%	1571	138	1433	8.8%	91.2%
Oxford Uni F	238	38	200	16.0%	84.0%	236	38	198	16.1%	83.9%
Oxleas F	446	124	322	27.8%	72.2%	440	124	317	28.2%	72.0%
Papworth F	980	115	865	11.7%	88.3%	974	115	862	11.8%	88.5%
Pennine Acute	2498	218	2280	8.7%	91.3%	2473	218	2259	8.8%	91.3%
Pennine Care F	1742	132	1610	7.6%	92.4%	1734	132	1602	7.6%	92.4%
Peterborough & Stamford F	362	49	313	13.5%	86.5%	361	49	312	13.6%	86.4%
Plymouth Hosp	377	15	362	4.0%	96.0%	377	15	362	4.0%	96.0%
Poole F	444	32	412	7.2%	92.8%	442	32	411	7.2%	93.0%
Portsmouth Hosp	3584	317	3267	8.8%	91.2%	3572	317	3256	8.9%	91.2%
Queen Victoria F	463	46	417	9.9%	90.1%	455	46	411	10.1%	90.3%
Rotherham Donc & Sth Humber F	355	11	344	3.1%	96.9%	349	11	338	3.2%	96.8%
Royal Berkshire F	1847	382	1465	20.7%	79.3%	1840	382	1463	20.8%	79.5%
Royal Brompton & Harefield F	242	71	171	29.3%	70.7%	243	71	172	29.2%	70.8%
Royal Cornwall	2112	86	2026	4.1%	95.9%	2093	86	2007	4.1%	95.9%
Royal Devon & Exeter F	320	20	300	6.3%	93.8%	317	20	299	6.3%	94.3%
Royal Free London F	3471	1294	2177	37.3%	62.7%	3450	1294	2162	37.5%	62.7%
Royal Liverpool & Broad Uni	2189	209	1980	9.5%	90.5%	2178	209	1972	9.6%	90.5%
Royal National Ortho	772	281	491	36.4%	63.6%	769	281	494	36.5%	64.2%
Royal Surrey Co Hosp F	1221	167	1054	13.7%	86.3%	1214	167	1052	13.8%	86.7%
Royal United Bath	2511	205	2306	8.2%	91.8%	2495	205	2291	8.2%	91.8%
Salford Royal F	417	50	367	12.0%	88.0%	415	50	364	12.0%	87.7%
Salisbury F	464	39	425	8.4%	91.6%	456	39	416	8.6%	91.2%
Sandwell & West Birmingham	182	58	124	31.9%	68.1%	179	58	124	32.4%	69.3%
Sheffield Childrens F	981	67	914	6.8%	93.2%	972	67	907	6.9%	93.3%
Sheffield Health & SC F	343	24	319	7.0%	93.0%	342	24	318	7.0%	93.0%
Sheffield Teach Hosp F	333	41	292	12.3%	87.7%	328	41	290	12.5%	88.4%
Sherwood Forest F	363	23	340	6.3%	93.7%	359	23	336	6.4%	93.6%
Shrewsbury & Telford	2300	153	2147	6.7%	93.3%	2292	153	2140	6.7%	93.4%

Shortened Organisation Name	WRES Indicator 7					WRES Indicator 8				
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion					Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues				
	Total sample size	BME	White	% BME	% White	Total sample size	BME	White	% BME	% White
North Middlesex Uni	131	66	65	50.4%	49.6%	198	101	97	51.0%	49.0%
North Staffordshire Combined	335	17	318	5.1%	94.9%	495	24	471	4.8%	95.2%
North Tees & Hartlepool F	1473	71	1402	4.8%	95.2%	2095	104	1991	5.0%	95.0%
North West Amb	688	24	664	3.5%	96.5%	961	34	927	3.5%	96.5%
London North West Healthcare	176	91	85	51.7%	48.3%	250	131	119	52.4%	47.6%
Northampton Gen	249	36	213	14.5%	85.5%	378	58	320	15.3%	84.7%
Northamptonshire Health F	240	19	221	7.9%	92.1%	347	28	319	8.1%	91.9%
North Devon	252	9	243	3.6%	96.4%	356	16	340	4.5%	95.5%
North Lincolnshire & Goole F	155	12	143	7.7%	92.3%	227	21	206	9.3%	90.7%
Northumberland Tyne & Wear F	206	4	202	1.9%	98.1%	286	5	281	1.7%	98.3%
Northumbria F	478	24	454	5.0%	95.0%	649	37	612	5.7%	94.3%
Nottingham Uni Hosp	239	21	218	8.8%	91.2%	313	35	278	11.2%	88.8%
Nottinghamshire Health F	326	29	297	8.9%	91.1%	439	36	403	8.2%	91.8%
Oxford Health F	1216	100	1116	8.2%	91.8%	1613	140	1473	8.7%	91.3%
Oxford Uni F	166	27	139	16.3%	83.7%	237	36	201	15.2%	84.8%
Oxleas F	335	80	255	23.9%	76.1%	434	120	314	27.6%	72.4%
Papworth F	742	86	656	11.6%	88.4%	977	114	863	11.7%	88.3%
Pennine Acute	1734	135	1599	7.8%	92.2%	2468	212	2256	8.6%	91.4%
Pennine Care F	1159	80	1079	6.9%	93.1%	1745	135	1610	7.7%	92.3%
Peterborough & Stamford F	255	32	223	12.5%	87.5%	360	49	311	13.6%	86.4%
Plymouth Hosp	263	9	254	3.4%	96.6%	375	15	360	4.0%	96.0%
Poole F	326	24	302	7.4%	92.6%	445	31	414	7.0%	93.0%
Portsmouth Hosp	2629	224	2405	8.5%	91.5%	3553	309	3244	8.7%	91.3%
Queen Victoria F	326	34	292	10.4%	89.6%	456	48	408	10.5%	89.5%
Rotherham Donc & Sth Humber F	253	8	245	3.2%	96.8%	355	11	344	3.1%	96.9%
Royal Berkshire F	1342	252	1090	18.8%	81.2%	1841	379	1462	20.6%	79.4%
Royal Brompton & Harefield F	196	56	140	28.6%	71.4%	247	72	175	29.1%	70.9%
Royal Cornwall	1284	55	1229	4.3%	95.7%	2109	84	2025	4.0%	96.0%
Royal Devon & Exeter F	230	11	219	4.8%	95.2%	321	19	302	5.9%	94.1%
Royal Free London F	2345	837	1508	35.7%	64.3%	3450	1277	2173	37.0%	63.0%
Royal Liverpool & Broad Uni	1551	132	1419	8.5%	91.5%	2201	208	1993	9.5%	90.5%
Royal National Ortho	525	172	353	32.8%	67.2%	773	281	492	36.4%	63.6%
Royal Surrey Co Hosp F	844	109	735	12.9%	87.1%	1200	160	1040	13.3%	86.7%
Royal United Bath	1712	132	1580	7.7%	92.3%	2501	200	2301	8.0%	92.0%
Salford Royal F	300	31	269	10.3%	89.7%	414	50	364	12.1%	87.9%
Salisbury F	349	26	323	7.4%	92.6%	454	36	418	7.9%	92.1%
Sandwell & West Birmingham	125	42	83	33.6%	66.4%	179	56	123	31.3%	68.7%
Sheffield Childrens F	685	49	636	7.2%	92.8%	979	68	911	6.9%	93.1%
Sheffield Health & SC F	254	14	240	5.5%	94.5%	344	23	321	6.7%	93.3%
Sheffield Teach Hosp F	250	31	219	12.4%	87.6%	328	39	289	11.9%	88.1%
Sherwood Forest F	246	15	231	6.1%	93.9%	361	23	338	6.4%	93.6%
Shrewsbury & Telford	1557	93	1464	6.0%	94.0%	2306	152	2154	6.6%	93.4%

Shortened Organisation Name	WRES Indicator 5					WRES Indicator 6				
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months					Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months				
	Total sample size	BME	White	% BME	% White	Total sample size	BME	White	% BME	% White
Shropshire Community	582	11	571	1.9%	98.1%	577	11	566	1.9%	98.1%
Solent	1610	118	1492	7.3%	92.7%	1602	118	1485	7.4%	92.7%
Somerset Partners F	252	9	243	3.6%	96.4%	248	9	239	3.6%	96.4%
South Central Amb F	1415	52	1363	3.7%	96.3%	1411	52	1359	3.7%	96.3%
Torbay & South Devon F	422	14	408	3.3%	96.7%	419	14	405	3.3%	96.7%
South East Coast Amb F	1113	25	1088	2.2%	97.8%	1110	25	1084	2.3%	97.7%
South Essex Partners F	617	87	530	14.1%	85.9%	607	87	522	14.3%	86.0%
South London & Maudsley F	1624	540	1084	33.3%	66.7%	1615	540	1078	33.4%	66.7%
South Staffordshire F	1182	80	1102	6.8%	93.2%	1174	80	1094	6.8%	93.2%
South Tees F	280	13	267	4.6%	95.4%	280	13	266	4.6%	95.0%
South Tyneside F	1646	45	1601	2.7%	97.3%	1625	45	1580	2.8%	97.2%
South Warwickshire F	422	42	380	10.0%	90.0%	419	42	378	10.0%	90.2%
South West London & George's MH	1019	396	623	38.9%	61.1%	1017	396	622	38.9%	61.2%
South West Yorkshire MH	364	33	331	9.1%	90.9%	363	33	330	9.1%	90.9%
South West Amb F	1527	29	1498	1.9%	98.1%	1524	29	1495	1.9%	98.1%
Southend Uni F	1666	246	1420	14.8%	85.2%	1659	246	1413	14.8%	85.2%
Southern Health F	1812	131	1681	7.2%	92.8%	1791	131	1662	7.3%	92.8%
Southport & Ormskirk	398	24	374	6.0%	94.0%	397	24	371	6.0%	93.5%
St George's	2688	977	1711	36.3%	63.7%	2687	977	1712	36.4%	63.7%
St Helen's & Knowsley	418	40	378	9.6%	90.4%	415	40	375	9.6%	90.4%
Staffordshire & Stoke Partners	1830	78	1752	4.3%	95.7%	1819	78	1741	4.3%	95.7%
Stockport F	236	13	223	5.5%	94.5%	236	13	222	5.5%	94.1%
Surrey Borders Partners F	1183	278	905	23.5%	76.5%	1167	278	894	23.8%	76.6%
Surrey & Sussex	1744	367	1377	21.0%	79.0%	1714	367	1355	21.4%	79.1%
Sussex Community	406	23	383	5.7%	94.3%	399	23	376	5.8%	94.2%
Sussex Partners F	1649	148	1501	9.0%	91.0%	1642	148	1495	9.0%	91.0%
Tameside Hosp F	282	29	253	10.3%	89.7%	278	29	251	10.4%	90.3%
Taunton & Somerset F	230	7	223	3.0%	97.0%	229	7	222	3.1%	96.9%
Tavistock & Portman F	196	44	152	22.4%	77.6%	195	44	151	22.6%	77.4%
Tees Esk & Wear F	436	11	425	2.5%	97.5%	429	11	418	2.6%	97.4%
Christie F	374	29	345	7.8%	92.2%	368	29	339	7.9%	92.1%
Clatterbridge Cancer F	425	17	408	4.0%	96.0%	422	17	405	4.0%	96.0%
Dudley Group F	342	55	287	16.1%	83.9%	342	55	287	16.1%	83.9%
Gloucestershire Care Services NHS Trust	365	13	352	3.6%	96.4%	361	13	348	3.6%	96.4%
Hillingdon Hosp F	770	286	484	37.1%	62.9%	767	286	486	37.3%	63.4%
Newcastle-Upon-Tyne F	436	23	413	5.3%	94.7%	435	23	412	5.3%	94.7%
Princess Alexandra	393	72	321	18.3%	81.7%	388	72	316	18.6%	81.4%
Queen Elizabeth King's Lynn F	380	33	347	8.7%	91.3%	382	33	349	8.6%	91.4%
Robert Jones & Agnes Hunt Ortho F	438	13	425	3.0%	97.0%	436	13	424	3.0%	97.2%
Rotherham F	1611	104	1507	6.5%	93.5%	1598	104	1494	6.5%	93.5%
Royal Bournemouth & Christ F	384	41	343	10.7%	89.3%	386	41	344	10.6%	89.1%
Royal Marsden F	1800	395	1405	21.9%	78.1%	1800	395	1407	21.9%	78.2%

Shortened Organisation Name	WRES Indicator 7					WRES Indicator 8				
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion					Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues				
	Total sample size	BME	White	% BME	% White	Total sample size	BME	White	% BME	% White
Shropshire Community	376	5	371	1.3%	98.7%	571	11	560	1.9%	98.1%
Solent	1154	81	1073	7.0%	93.0%	1614	117	1497	7.2%	92.8%
Somerset Partners F	161	8	153	5.0%	95.0%	252	9	243	3.6%	96.4%
South Central Amb F	1027	37	990	3.6%	96.4%	1425	53	1372	3.7%	96.3%
Torbay & South Devon F	300	10	290	3.3%	96.7%	421	14	407	3.3%	96.7%
South East Coast Amb F	776	16	760	2.1%	97.9%	1111	25	1086	2.3%	97.7%
South Essex Partners F	433	56	377	12.9%	87.1%	616	87	529	14.1%	85.9%
South London & Maudsley F	1130	348	782	30.8%	69.2%	1612	535	1077	33.2%	66.8%
South Staffordshire F	794	57	737	7.2%	92.8%	1175	80	1095	6.8%	93.2%
South Tees F	202	9	193	4.5%	95.5%	276	13	263	4.7%	95.3%
South Tyneside F	1176	28	1148	2.4%	97.6%	1644	45	1599	2.7%	97.3%
South Warwickshire F	290	22	268	7.6%	92.4%	424	43	381	10.1%	89.9%
South West London & George's MH	670	239	431	35.7%	64.3%	1017	392	625	38.5%	61.5%
South West Yorkshire MH	269	23	246	8.6%	91.4%	364	33	331	9.1%	90.9%
South West Amb F	1040	16	1024	1.5%	98.5%	1532	29	1503	1.9%	98.1%
Southend Uni F	1092	159	933	14.6%	85.4%	1662	242	1420	14.6%	85.4%
Southern Health F	1250	73	1177	5.8%	94.2%	1824	130	1694	7.1%	92.9%
Southport & Ormskirk	271	19	252	7.0%	93.0%	396	24	372	6.1%	93.9%
St George's	1889	667	1222	35.3%	64.7%	2668	958	1710	35.9%	64.1%
St Helen's & Knowsley	302	22	280	7.3%	92.7%	414	39	375	9.4%	90.6%
Staffordshire & Stoke Partners	1246	54	1192	4.3%	95.7%	1807	76	1731	4.2%	95.8%
Stockport F	168	9	159	5.4%	94.6%	238	14	224	5.9%	94.1%
Surrey Borders Partners F	829	174	655	21.0%	79.0%	1175	275	900	23.4%	76.6%
Surrey & Sussex	1201	245	956	20.4%	79.6%	1711	355	1356	20.7%	79.3%
Sussex Community	293	16	277	5.5%	94.5%	401	23	378	5.7%	94.3%
Sussex Partners F	1212	104	1108	8.6%	91.4%	1686	152	1534	9.0%	91.0%
Tameside Hosp F	195	22	173	11.3%	88.7%	281	27	254	9.6%	90.4%
Taunton & Somerset F	169	6	163	3.6%	96.4%	234	7	227	3.0%	97.0%
Tavistock & Portman F	150	26	124	17.3%	82.7%	199	44	155	22.1%	77.9%
Tees Esk & Wear F	347	6	341	1.7%	98.3%	437	11	426	2.5%	97.5%
Christie F	274	18	256	6.6%	93.4%	370	29	341	7.8%	92.2%
Clatterbridge Cancer F	319	11	308	3.4%	96.6%	423	17	406	4.0%	96.0%
Dudley Group F	256	34	222	13.3%	86.7%	342	55	287	16.1%	83.9%
Gloucestershire Care Services NHS Trust	230	8	222	3.5%	96.5%	364	12	352	3.3%	96.7%
Hillingdon Hosp F	538	201	337	37.4%	62.6%	762	279	483	36.6%	63.4%
Newcastle-Upon-Tyne F	321	18	303	5.6%	94.4%	435	23	412	5.3%	94.7%
Princess Alexandra	254	50	204	19.7%	80.3%	390	72	318	18.5%	81.5%
Queen Elizabeth King's Lynn F	257	26	231	10.1%	89.9%	378	32	346	8.5%	91.5%
Robert Jones & Agnes Hunt Ortho F	305	9	296	3.0%	97.0%	434	13	421	3.0%	97.0%
Rotherham F	1048	56	992	5.3%	94.7%	1604	104	1500	6.5%	93.5%
Royal Bournemouth & Christ F	261	23	238	8.8%	91.2%	386	39	347	10.1%	89.9%
Royal Marsden F	1338	272	1066	20.3%	79.7%	1809	395	1414	21.8%	78.2%

Shortened Organisation Name	WRES Indicator 5					WRES Indicator 6				
	Key Finding 18. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months					Key Finding 19. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months				
	Total sample size	BME	White	% BME	% White	Total sample size	BME	White	% BME	% White
Royal Ortho F	271	49	222	18.1%	81.9%	268	49	219	18.3%	81.7%
Royal Wolverhampton	275	56	219	20.4%	79.6%	275	56	220	20.4%	80.0%
Walton Centre F	297	26	271	8.8%	91.2%	297	26	272	8.8%	91.6%
Whittington	1393	504	889	36.2%	63.8%	1386	504	884	36.4%	63.8%
Lincolnshire Utd	2683	221	2462	8.2%	91.8%	2667	221	2446	8.3%	91.7%
Uni College London F	2651	953	1698	35.9%	64.1%	2628	953	1691	36.3%	64.3%
North Midlands Uni	339	42	297	12.4%	87.6%	339	42	298	12.4%	87.9%
South Manchester Uni F	284	33	251	11.6%	88.4%	277	33	246	11.9%	88.8%
Southampton Uni F	3842	416	3426	10.8%	89.2%	3820	416	3408	10.9%	89.2%
Birmingham Uni F	425	109	316	25.6%	74.4%	421	109	312	25.9%	74.1%
Bristol Uni F	3509	391	3118	11.1%	88.9%	3489	391	3106	11.2%	89.0%
Coventry & Warwicks Uni	294	69	225	23.5%	76.5%	295	69	226	23.4%	76.6%
Leicester Uni	3628	763	2865	21.0%	79.0%	3616	763	2855	21.1%	79.0%
Morecambe Bay Uni F	405	19	386	4.7%	95.3%	403	19	383	4.7%	95.0%
Walsall Health	344	78	266	22.7%	77.3%	344	78	265	22.7%	77.0%
Warrington & Halton F	239	16	223	6.7%	93.3%	238	16	222	6.7%	93.3%
West Hertfordshire Hosp	1622	430	1192	26.5%	73.5%	1604	430	1177	26.8%	73.4%
West London MH	1531	653	878	42.7%	57.3%	1513	653	873	43.2%	57.7%
West Mids Amb F	234	10	224	4.3%	95.7%	236	10	226	4.2%	95.8%
West Suffolk F	406	35	371	8.6%	91.4%	398	35	365	8.8%	91.7%
Western Sussex F	3442	414	3028	12.0%	88.0%	3420	414	3006	12.1%	87.9%
Weston	378	27	351	7.1%	92.9%	376	27	348	7.2%	92.6%
Wirral Community	647	9	638	1.4%	98.6%	644	9	635	1.4%	98.6%
Wirral Uni Teach F	2358	129	2229	5.5%	94.5%	2349	129	2221	5.5%	94.6%
Worcestershire Acute Hosp	310	32	278	10.3%	89.7%	307	32	276	10.4%	89.9%
Worcestershire Health & Care	388	12	376	3.1%	96.9%	388	12	377	3.1%	97.2%
Wrightington Wig & Leigh F	293	18	275	6.1%	93.9%	294	18	276	6.1%	93.9%
Wye Valley	334	18	316	5.4%	94.6%	329	18	311	5.5%	94.5%
Yeovil District F	1182	95	1087	8.0%	92.0%	1170	95	1077	8.1%	92.1%
York Teach Hosp F	1904	70	1834	3.7%	96.3%	1883	70	1814	3.7%	96.3%
Yorkshire Amb	345	18	327	5.2%	94.8%	341	18	324	5.3%	95.0%

Shortened Organisation Name	WRES Indicator 7					WRES Indicator 8				
	Key Finding 27. Percentage of staff believing that trust provides equal opportunities for career progression or promotion					Q23b. In the last 12 months have you personally experienced discrimination at work from any of the following? - Manager / team leader or other colleagues				
	Total sample size	BME	White	% BME	% White	Total sample size	BME	White	% BME	% White
Royal Ortho F	174	27	147	15.5%	84.5%	270	48	222	17.8%	82.2%
Royal Wolverhampton	196	36	160	18.4%	81.6%	277	54	223	19.5%	80.5%
Walton Centre F	220	18	202	8.2%	91.8%	296	26	270	8.8%	91.2%
Whittington	931	299	632	32.1%	67.9%	1376	497	879	36.1%	63.9%
Lincolnshire Utd	1736	137	1599	7.9%	92.1%	2690	222	2468	8.3%	91.7%
Uni College London F	1919	651	1268	33.9%	66.1%	2635	935	1700	35.5%	64.5%
North Midlands Uni	241	30	211	12.4%	87.6%	340	42	298	12.4%	87.6%
South Manchester Uni F	199	22	177	11.1%	88.9%	280	32	248	11.4%	88.6%
Southampton Uni F	2925	305	2620	10.4%	89.6%	3813	403	3410	10.6%	89.4%
Birmingham Uni F	318	73	245	23.0%	77.0%	418	105	313	25.1%	74.9%
Bristol Uni F	2432	234	2198	9.6%	90.4%	3495	383	3112	11.0%	89.0%
Coventry & Warwicks Uni	218	50	168	22.9%	77.1%	298	69	229	23.2%	76.8%
Leicester Uni	2539	500	2039	19.7%	80.3%	3623	757	2866	20.9%	79.1%
Morecambe Bay Uni F	283	13	270	4.6%	95.4%	409	20	389	4.9%	95.1%
Walsall Health	247	65	182	26.3%	73.7%	346	78	268	22.5%	77.5%
Warrington & Halton F	180	9	171	5.0%	95.0%	241	16	225	6.6%	93.4%
West Hertfordshire Hosp	1073	284	789	26.5%	73.5%	1622	423	1199	26.1%	73.9%
West London MH	1011	420	591	41.5%	58.5%	1521	645	876	42.4%	57.6%
West Mids Amb F	168	9	159	5.4%	94.6%	235	10	225	4.3%	95.7%
West Suffolk F	300	27	273	9.0%	91.0%	395	32	363	8.1%	91.9%
Western Sussex F	2370	270	2100	11.4%	88.6%	3436	406	3030	11.8%	88.2%
Weston	246	16	230	6.5%	93.5%	381	28	353	7.3%	92.7%
Wirral Community	445	5	440	1.1%	98.9%	646	9	637	1.4%	98.6%
Wirral Uni Teach F	1476	84	1392	5.7%	94.3%	2361	125	2236	5.3%	94.7%
Worcestershire Acute Hosp	212	18	194	8.5%	91.5%	308	31	277	10.1%	89.9%
Worcestershire Health & Care	279	4	275	1.4%	98.6%	385	11	374	2.9%	97.1%
Wrightington Wig & Leigh F	223	15	208	6.7%	93.3%	297	18	279	6.1%	93.9%
Wye Valley	219	11	208	5.0%	95.0%	333	18	315	5.4%	94.6%
Yeovil District F	808	65	743	8.0%	92.0%	1171	90	1081	7.7%	92.3%
York Teach Hosp F	1248	51	1197	4.1%	95.9%	1881	70	1811	3.7%	96.3%
Yorkshire Amb	219	15	204	6.8%	93.2%	345	17	328	4.9%	95.1%

10.4 Analyses by region

London

Indicator 5: Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months compared to White staff

69% of the trusts in the London region report a higher percentage of BME staff being harassed, bullied or abused from patients, relatives or the public in the last 12 months, in comparison to White staff. The largest gap between the experience of BME and White staff is reported where 39.0% of BME staff reported harassment, bullying or abuse from patients, relatives or the public in comparison to just 25.0% of White staff - a gap of 14.0 percentage points.

Just twelve of the trusts (34%) in the London region report lower percentages of harassment, bullying or abuse from patients, relatives or the public from BME staff than their White counterparts.

For the majority of trusts in the London region, between 20-40% of all staff responses report the experience of being harassed, bullied or abused from patients, relatives or the public in the last 12 months. For three trusts, all staff responses to the question are below the 20% mark, with one trust reporting the all staff response as high as 58%.

Indicator

5

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator 6: Percentage of BME staff experiencing harassment, bullying or abuse from staff in the last 12 months compared to White staff

In 86% of all London trusts, a higher proportion of BME staff report being harassed, bullied or abused by staff in comparison to the responses of White counterparts. In the largest outlier, 29% of White staff reported harassment, bullying or abuse from staff in comparison to 50% of BME staff, a gap of 21.0 percentage points.

Within London, four organisations have a lower percentage of BME staff who reported harassment, bullying or abuse from staff in comparison to responses from White counterparts.

One trust reported the same figures for White and BME staff – thus indicating there is no gap between BME and White staff experiences in the workplace.

For the overwhelming majority of trusts in the London region, between 20-35% of all staff responses report the experience of being harassed, bullied or abused from staff in the last 12 months. Just one trust indicates all staff responses to the question below the 15% mark.

6

Indicator

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator 7: Percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion compared to White staff

Every trust within the London region reports lower percentages of BME staff who consider that their employer offers equal opportunities for career progression or promotion in comparison with the responses of White staff.

There is a notable differential between responses for BME and White staff of at least 10.0% in 91% of organisations in London.

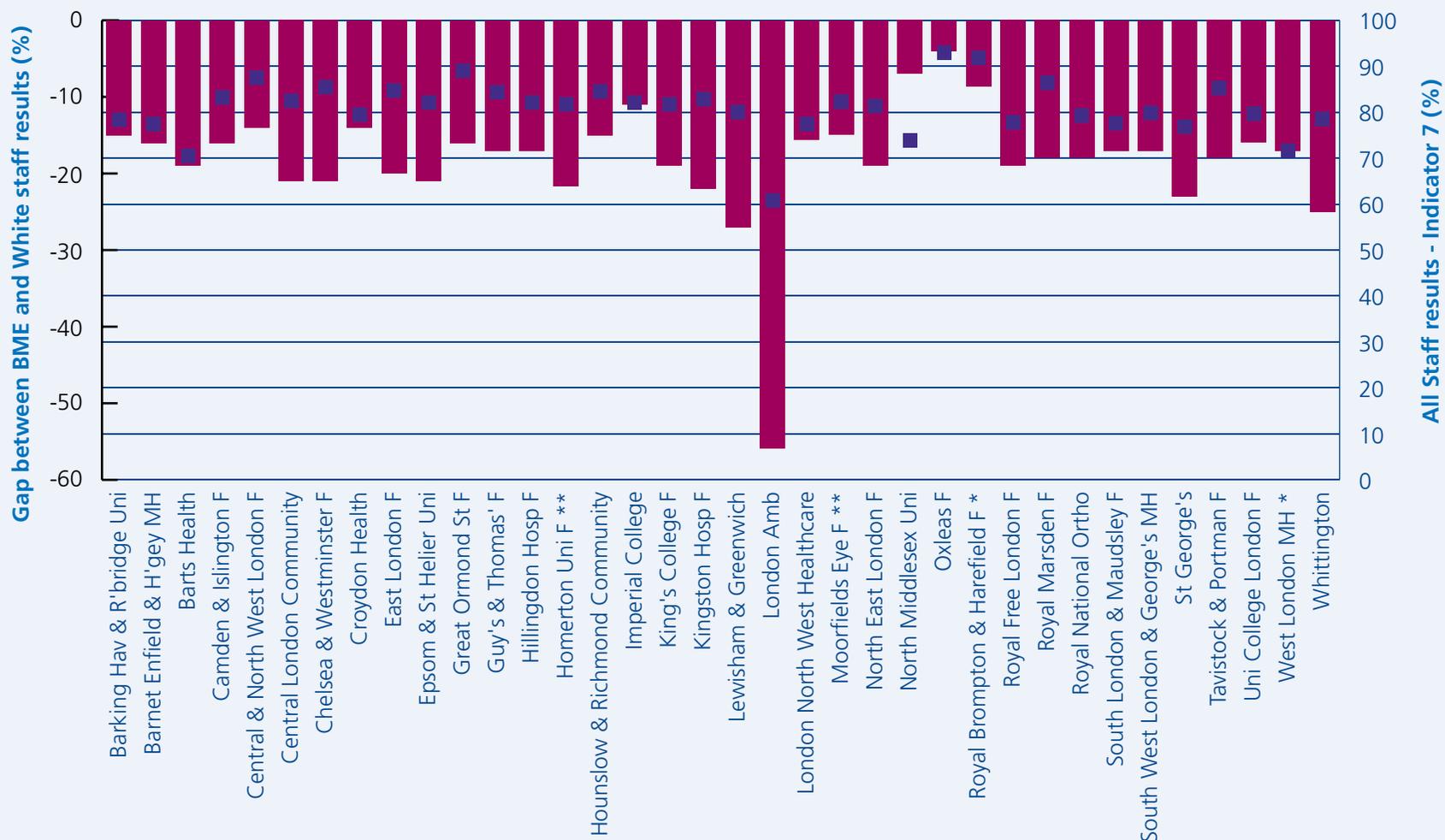
The least favourable return is one trust just where just 9.1% of BME staff believes that their organisation offers equal opportunities for career progression or promotion in comparison to 65.0% of White staff, a difference of 55.9 percentage points.

All but three trusts in the London region, report between 70-90% of all staff indicate that their employer offers equal opportunities for career progression or promotion. Two trusts report all staff responses to the question above the 90% mark, with one trust in London reporting a response below the 70% mark.

7

Indicator

Percentage of staff who believe that trust provides equal opportunities for career progression or promotion



■ Unfavourable results for BME staff ■ Favourable results for BME staff ■ All staff results for this indicator

*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator 8: BME staff experiencing discrimination at work from a manager, team leader or other colleagues compared to White staff

In the majority of London trusts (86%), higher proportions of BME staff have personally experienced discrimination from a manager, team leader or colleague in comparison to White staff.

In the biggest outlier, 10.0% of White staff reported having personally experienced discrimination from a manager, team leader or colleague in comparison to 31.0% of BME staff – a difference of 21.0 percentage points. There are several other trusts with large differences between BME and White experience.

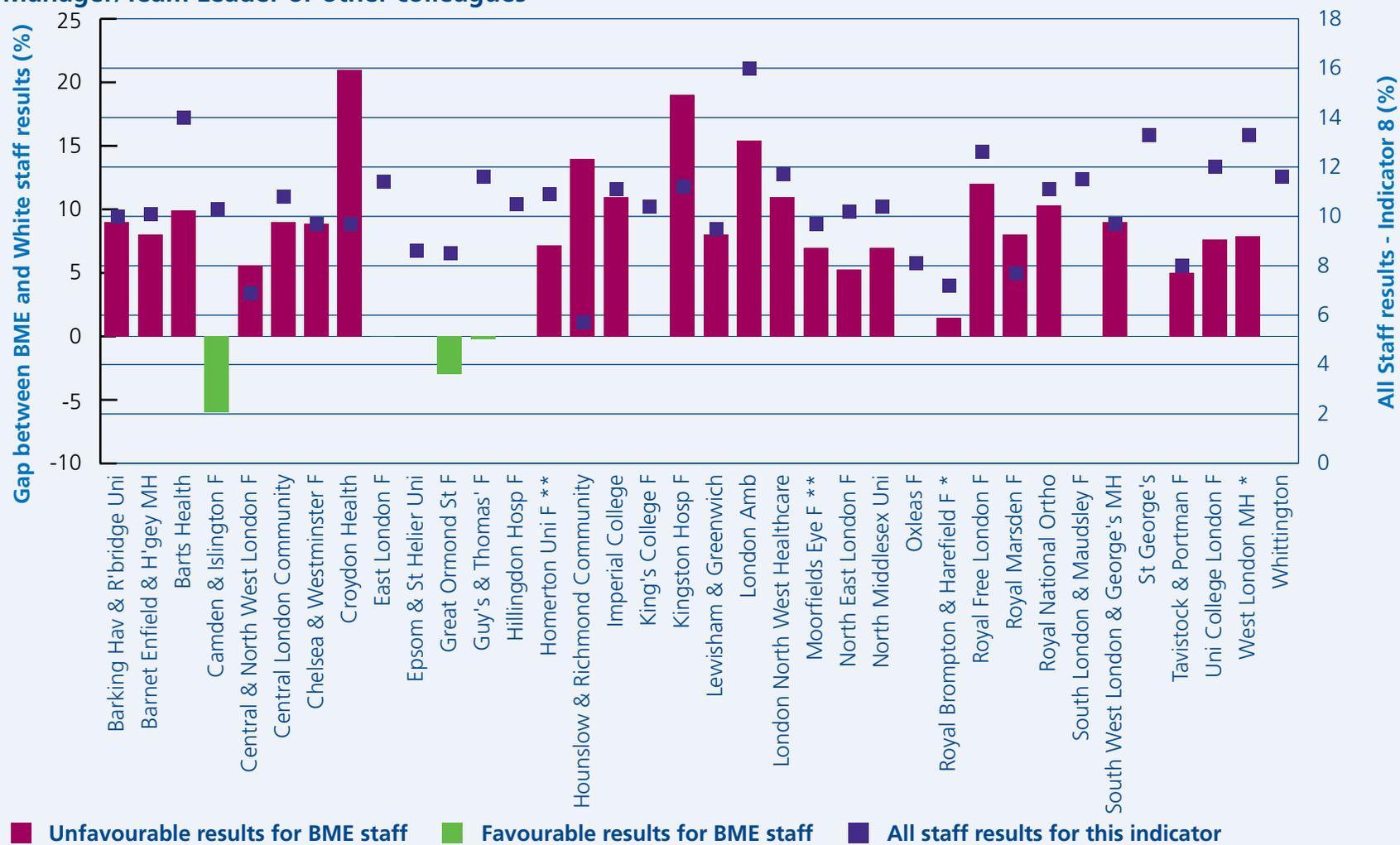
Three trusts report a lower proportion of BME staff than White staff personally experiencing discrimination from a manager, team leader or colleague. Data for seven trusts was not analysed due to small BME sample sizes or null answers.

All trusts in the London region report between 5-16% of all staff responses indicate personally experienced discrimination from a manager, team leader or colleague.

8

Indicator

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Midlands and East of England

Indicator 5: Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months compared to White staff

53% of trusts in the Midlands and East of England region report a higher percentage of BME staff being harassed, bullied or abused from patients, relatives or the public in comparison to White staff. The largest gap between the experience of BME and White staff is reported where 43.5% of BME staff reported harassment, bullying or abuse from patients, relatives or the public in comparison to only 24.1% of White staff, a gap of 19.4 percentage points.

Comparative figures are not available for 2 trusts due to small BME sample sizes. Two trusts report no difference in the responses for White and BME staff.

41% of trusts in the Midlands and East of England region report lower percentages of harassment, bullying or abuse from patients, relatives or the public from BME staff than their White counterparts.

For the majority of trusts in the Midlands and East of England region, between 20-35% of all staff responses report the experience of being harassed, bullied or abused from patients, relatives or the public in the last 12 months. For two trusts, all staff responses to the question are above the 40% mark – with two of the trusts reporting an all staff response as high as 50%.

Indicator

5

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

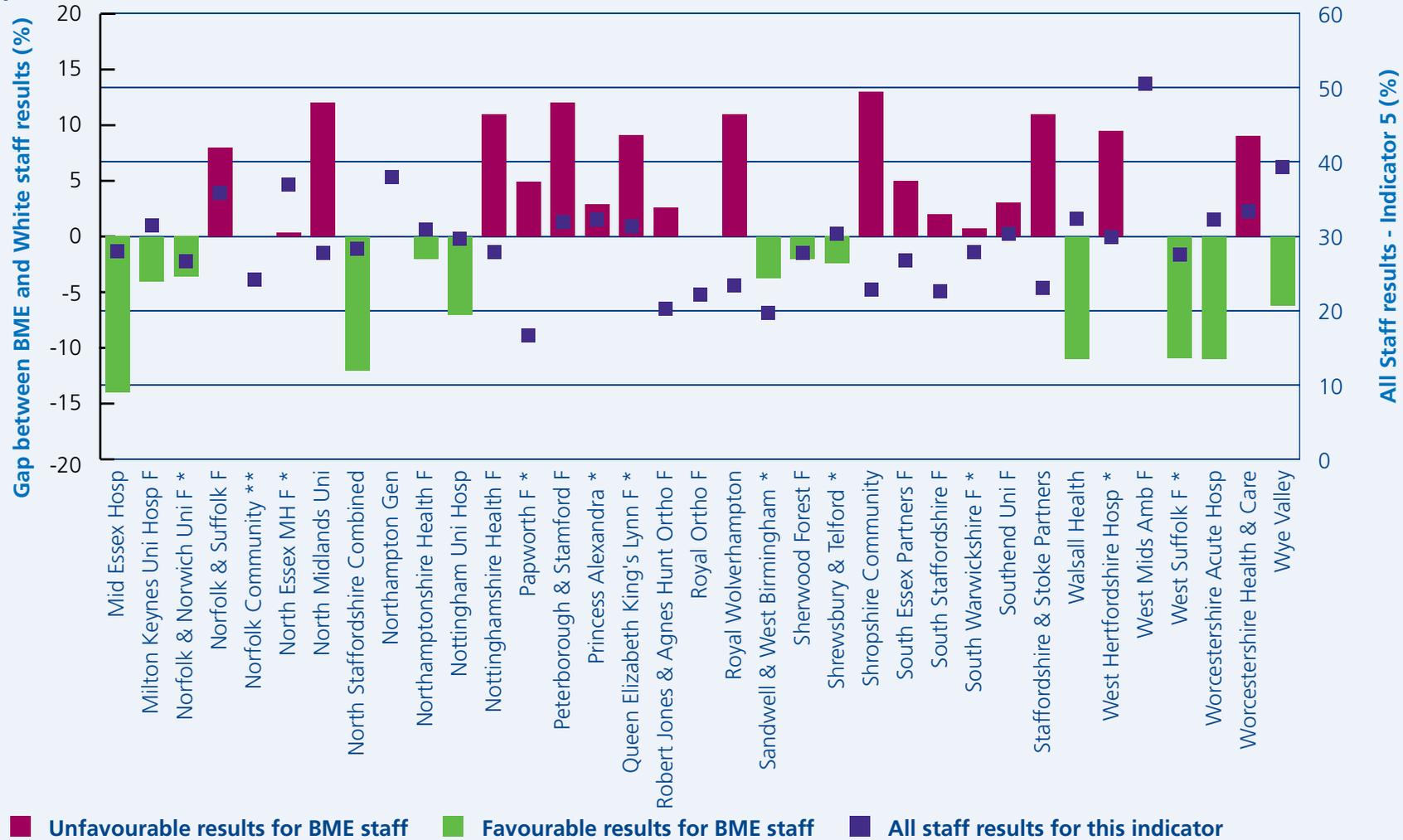


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

5

Indicator

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator 6: Percentage of BME staff experiencing harassment, bullying or abuse from staff in the last 12 months compared to White staff

In 71% of all trusts in the Midlands and East of England region, a higher proportion of BME staff report being harassed, bullied or abused by staff in comparison to the responses of White counterparts. In the largest outlier, 18.2% of White staff reported harassment, bullying or abuse from staff in comparison to 41.7% of BME staff, a gap of 23.5 percentage points.

Within this region, 23% of organisations have a lower percentage of BME staff who reported harassment, bullying or abuse from staff in comparison to responses from White counterparts, including one trust where just 5.0% of BME staff report harassment, bullying or abuse from staff in comparison to 18.0% of White staff.

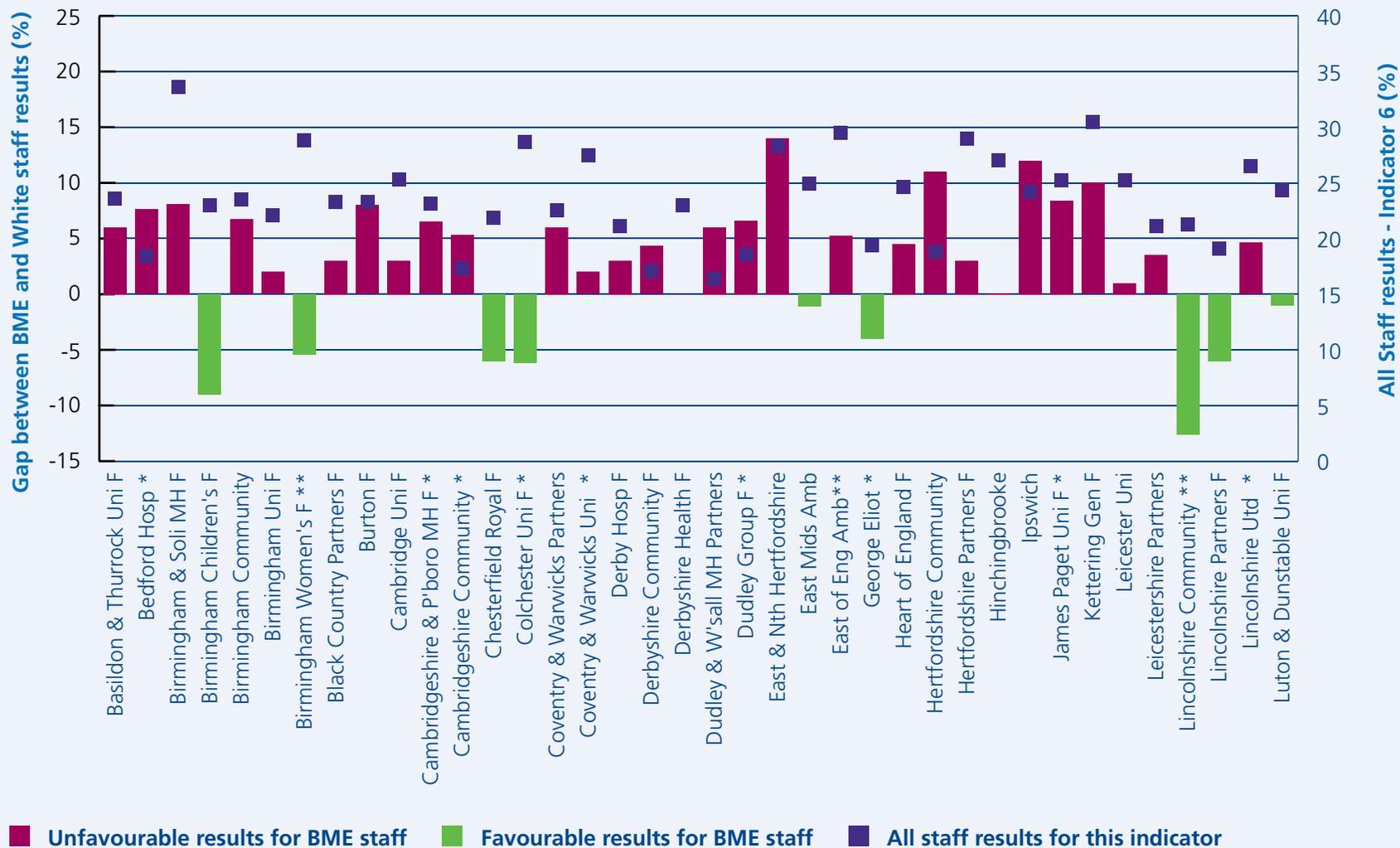
Two trusts reported the same figures for White and BME staff – thus indicating there is no gap in between BME and White staff experiences in the workplace.

For the majority of trusts in the Midlands and East of England region, between 15-30% of all staff responses report the experience of being harassed, bullied or abused from staff in the last 12 months.

6

Indicator

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

6

Indicator

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator 7: Percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion compared to White staff

85% of all trusts within the Midlands and East of England region report lower percentages of BME staff who consider that their employer offers equal opportunities for career progression or promotion in comparison to the responses of White staff.

The least favourable return is from one trust where just 47.0% of BME staff believes that their organisation offers equal opportunities for career progression or promotion in comparison to 87.0% of White staff, a difference of 40.0 percentage points.

Only three trusts within this region report higher percentages of BME staff who consider that their employer offers equal opportunities for career progression or

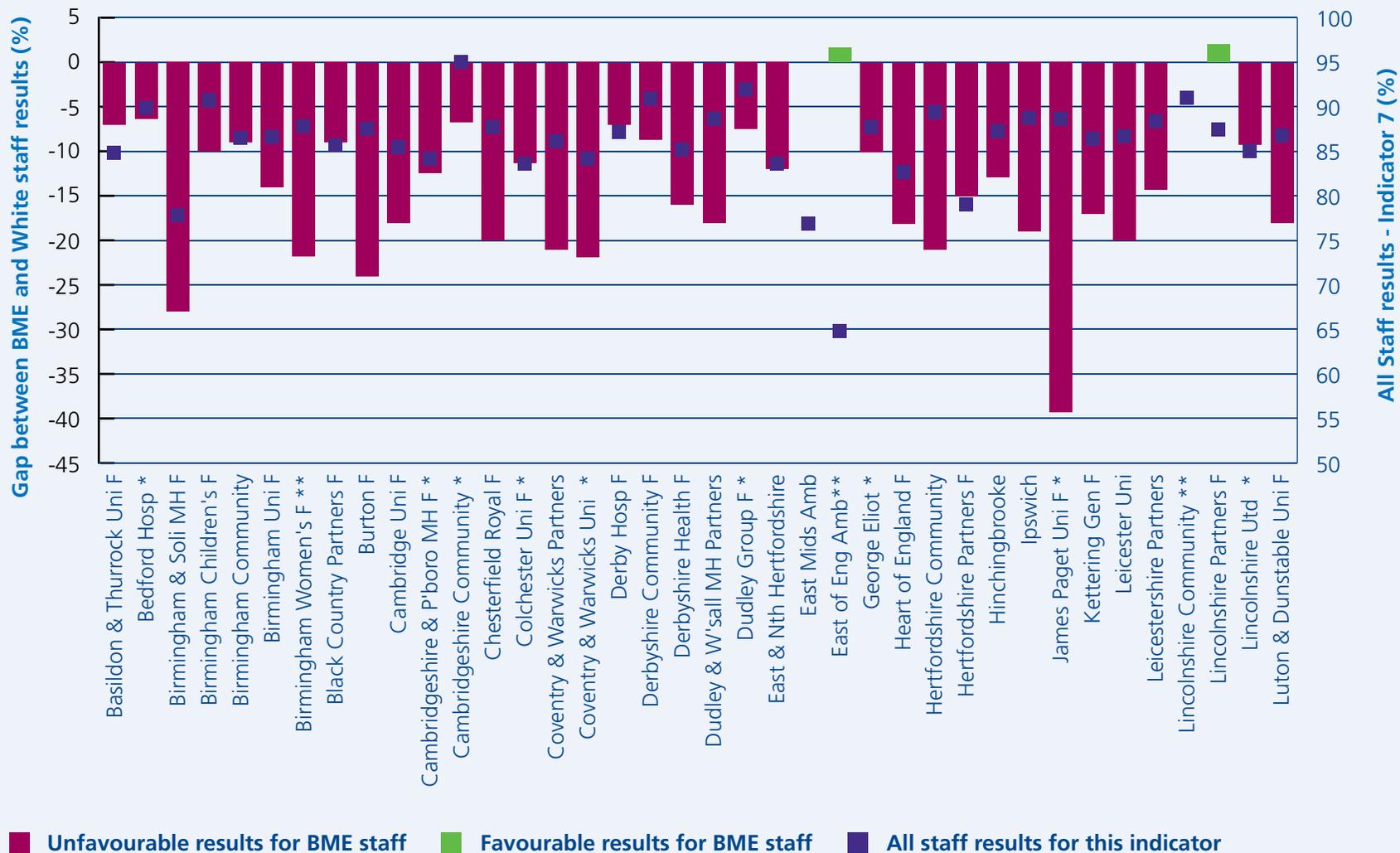
promotion in comparison to the responses of White staff. However, in two of these organisations, the gap between BME and White experience is just 2.0 percentage points. Comparative figures for eight organisations are unavailable due to small BME sample sizes.

All but six trusts in the Midlands and East of England region, report between 75-90% of all staff responses indicate that their employer offers equal opportunities for career progression or promotion. Five trusts report all staff responses to the question above the 90% mark, with one trust in the region reporting a response below the 65% mark.

7

Indicator

Percentage of staff who believe that trust provides equal opportunities for career progression or promotion

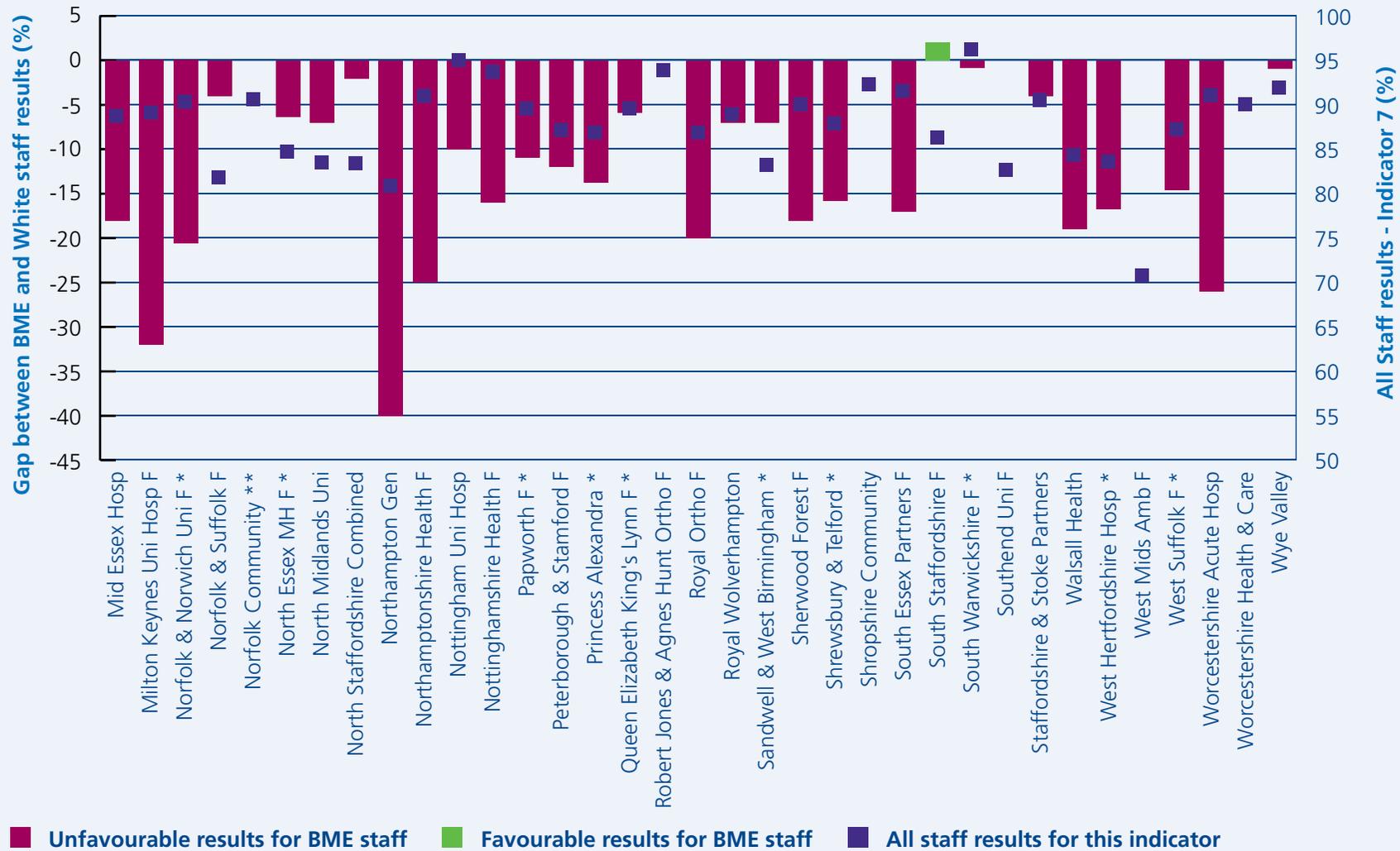


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator



Percentage of staff who believe that trust provides equal opportunities for career progression or promotion



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator 8: BME staff experiencing discrimination at work from a manager, team leader or other colleagues compared to White staff

In 85% of trusts in the Midlands and East of England, higher proportions of BME staff have personally experienced discrimination from a manager, team leader or colleague in comparison to White staff.

In the largest outlier, 10.0% of White staff reported having personally experienced discrimination from a manager, team leader or colleague in comparison to 41.0% of BME staff – a difference of 31.0 percentage points. There were a number of other outliers.

Only 5% organisations (four organisations) in this region report a lower proportion of BME staff than White staff personally experiencing discrimination from a manager, team leader or colleague.

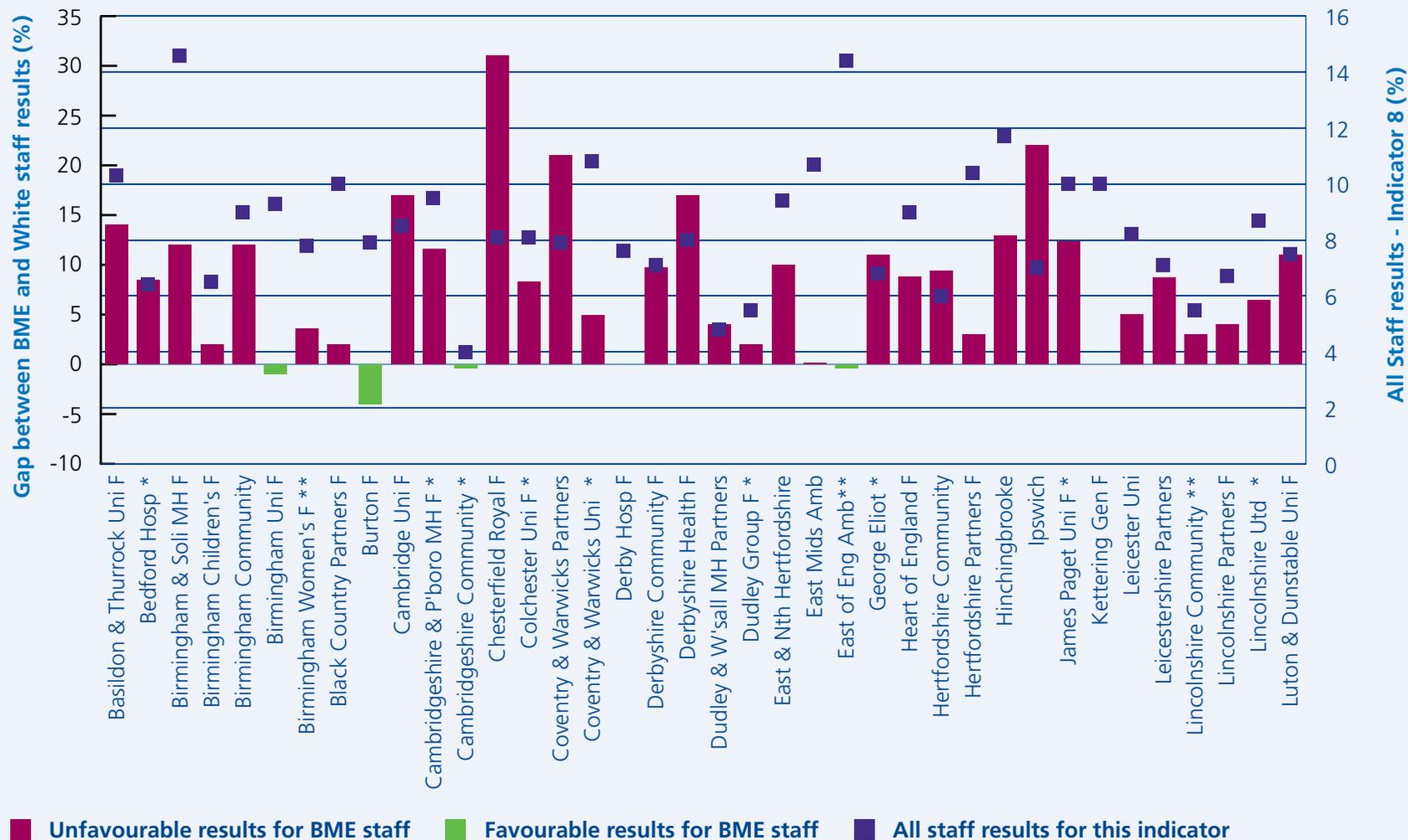
One trust reports the same response rate for this indicator from BME and White staff. Data for six trusts was not analysed due to small BME sample sizes or null answers.

All trusts in the Midlands and East of England region, report between 4-15% of all staff have personally experienced discrimination from a manager, team leader or colleague.

8

Indicator

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues

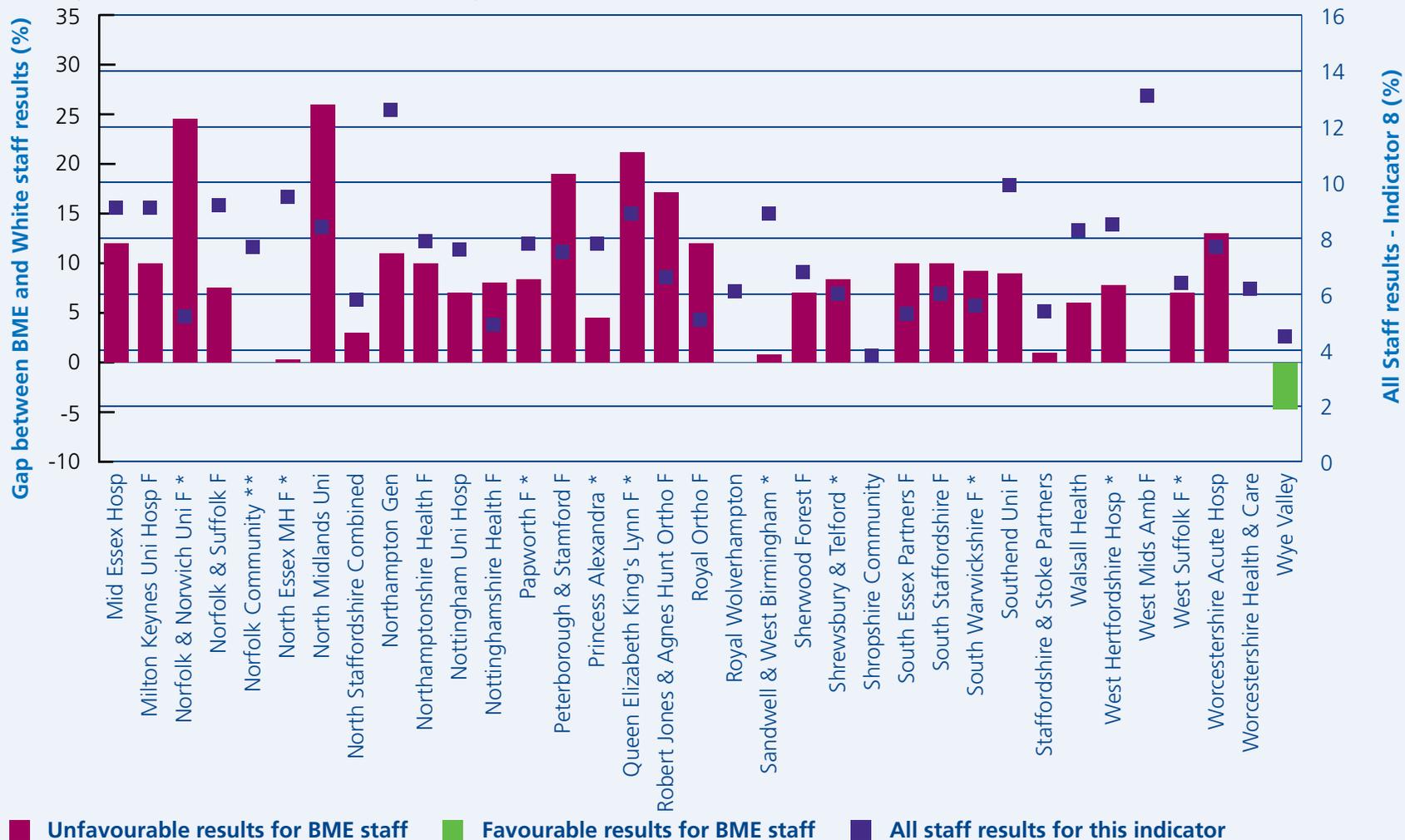


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

8

Indicator

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

North of England

Indicator 5: Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months compared to White staff

46% of the trusts in the North of England region report a higher percentage of BME staff being harassed, bullied or abused from patients, relatives or the public in comparison to White staff. The largest gap between the experience of BME and White staff is reported in one trust where 50.0% of BME staff reported harassment, bullying or abuse from patients, relatives or the public in comparison to just 31.0% of White staff, a gap of 19.0 percentage points.

46% of trusts in the North region report lower percentages of harassment, bullying or abuse from patients, relatives or the public from BME staff than their White counterparts. Therefore, in this region, the split between positive/negative outcomes for BME staff is equal for Indicator 5.

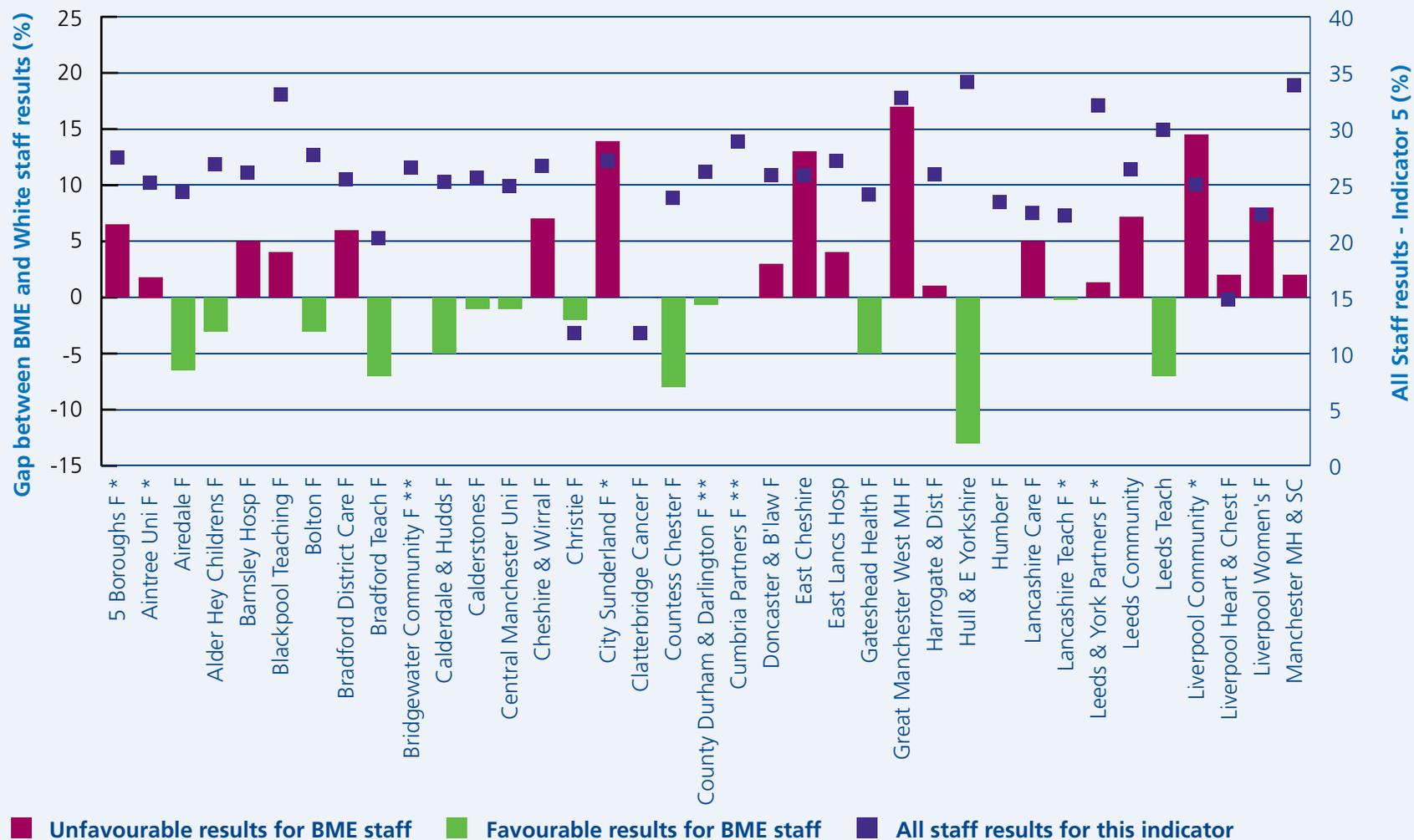
Comparative figures are not available for five trusts due to small BME sample sizes. One trust reports no difference in the responses for White and BME staff.

For the majority of trusts in the North of England region, between 15-35% of all staff responses report the experience of being harassed, bullied or abused from patients, relatives or the public in the last 12 months. For three trusts, all staff responses to the question are below the 15% mark.

Indicator

5

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

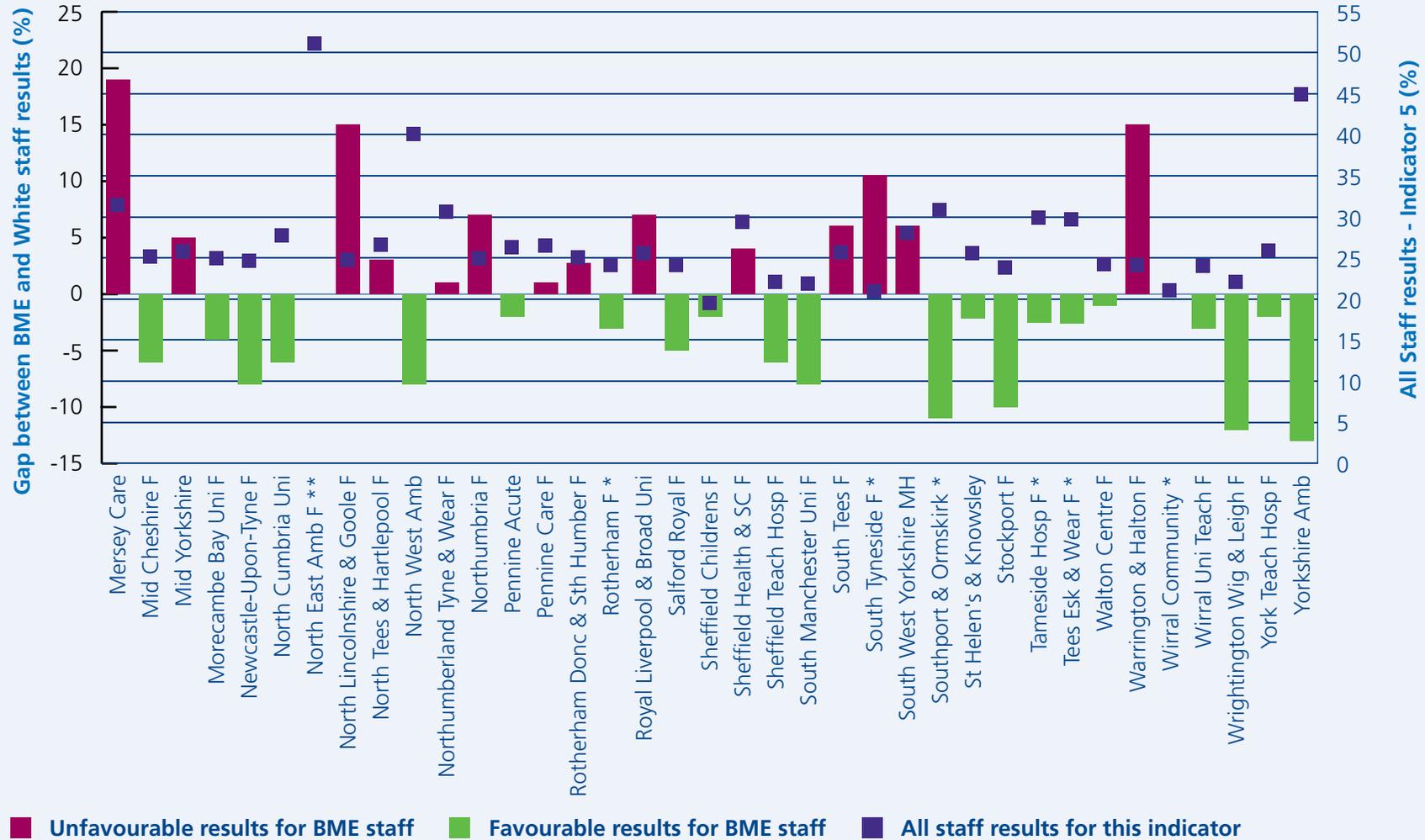


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

5

Indicator

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator 6: Percentage of BME staff experiencing harassment, bullying or abuse from staff in the last 12 months compared to White staff

In 69% of all trusts in the North of England region, a higher proportion of BME staff report being harassed, bullied or abused by staff in comparison to the responses of White counterparts. In the largest outlier, just 13.6% of White staff reported harassment, bullying or abuse from staff in comparison to 36.4% of BME staff, a gap of 22.7 percentage points.

Within this region, just 18% of trusts have a lower percentage of BME staff who reported harassment, bullying or abuse from staff in comparison to responses from White counterparts.

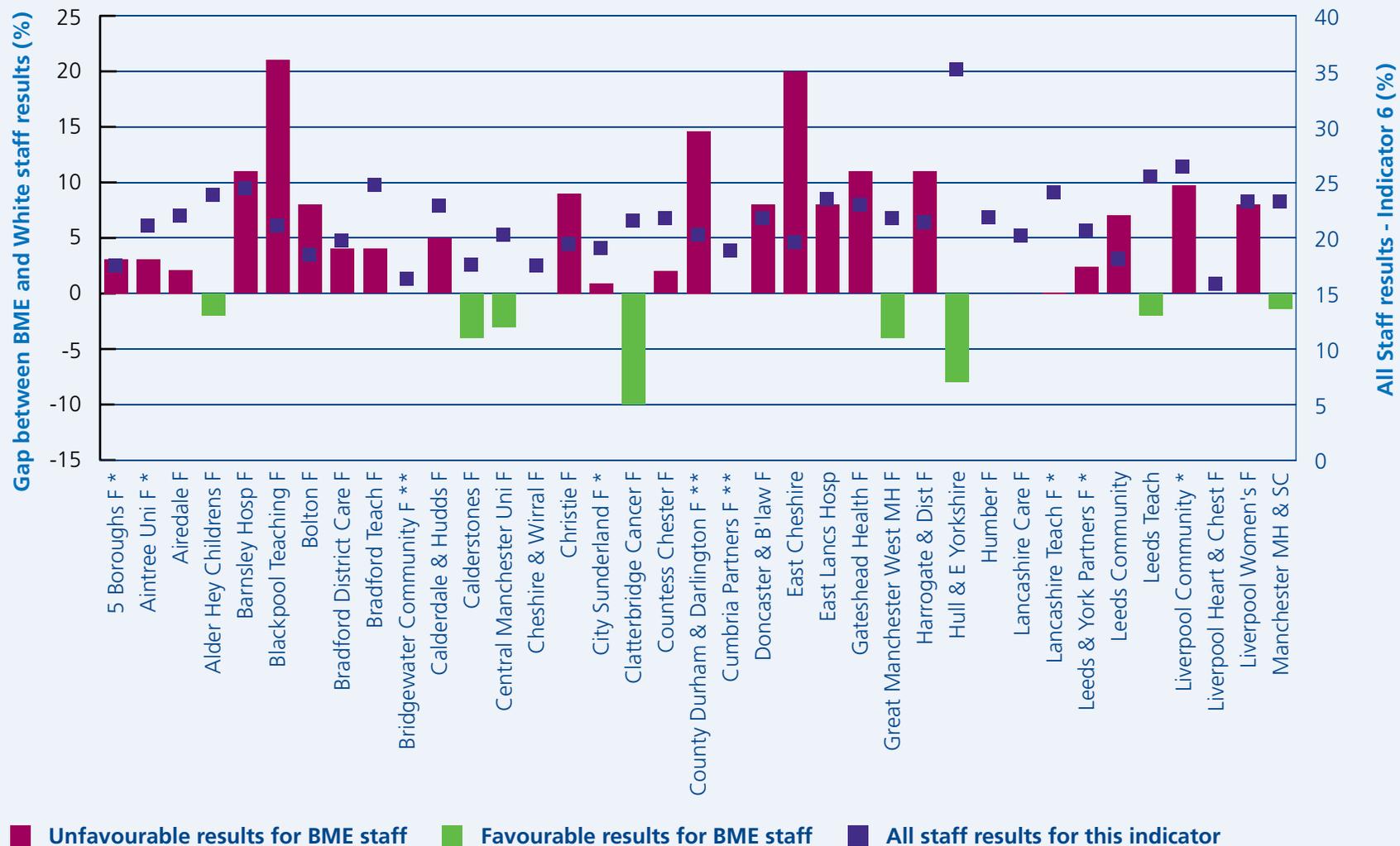
A total of five organisations reported the same figures for White and BME staff – thus indicating there is no gap in between BME and White staff experiences in the workplace. Data is unavailable for a further five organisations due to small BME sample sizes or null answers.

For the majority of trusts in the North of England region, between 15-25% of all staff responses report the experience of being harassed, bullied or abused from staff in the last 12 months. Three trusts report overall staff responses that are above 25%, one of those being at the 35% mark.

6

Indicator

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

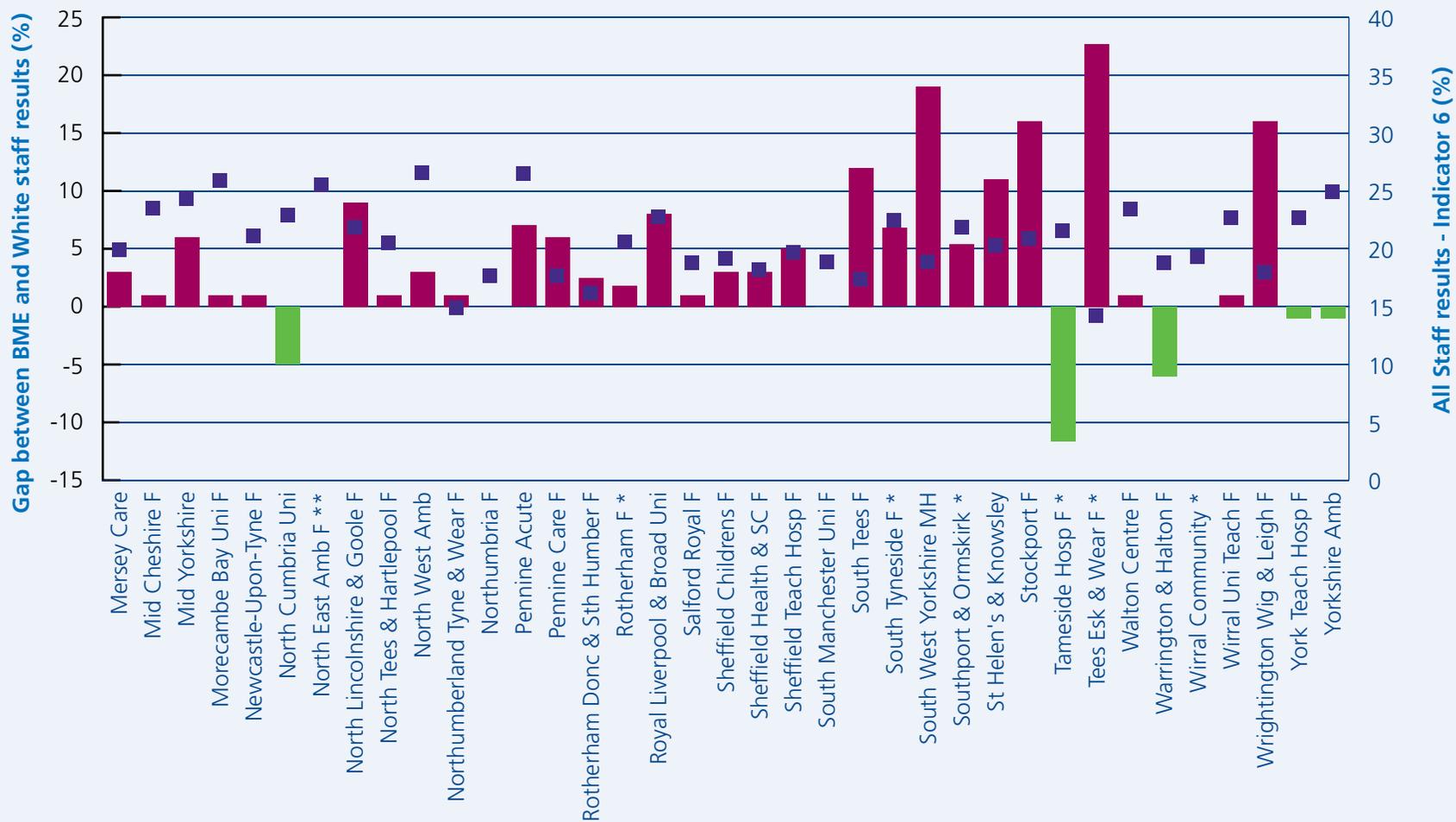


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

6

Indicator

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



■ Unfavourable results for BME staff ■ Favourable results for BME staff ■ All staff results for this indicator

*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator 7: Percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion compared to White staff

69% of all trusts within the North of England region report lower percentages of BME staff who consider that their employer offers equal opportunities for career progression or promotion in comparison to the responses of White staff.

Only 9% of trusts (seven organisations) within this region report higher percentages of BME staff who consider that their employer offers equal opportunities for career progression or promotion in comparison to the responses of White staff. However, in three of these organisations, the gap between BME and White experience is just 2.0 percentage points or less.

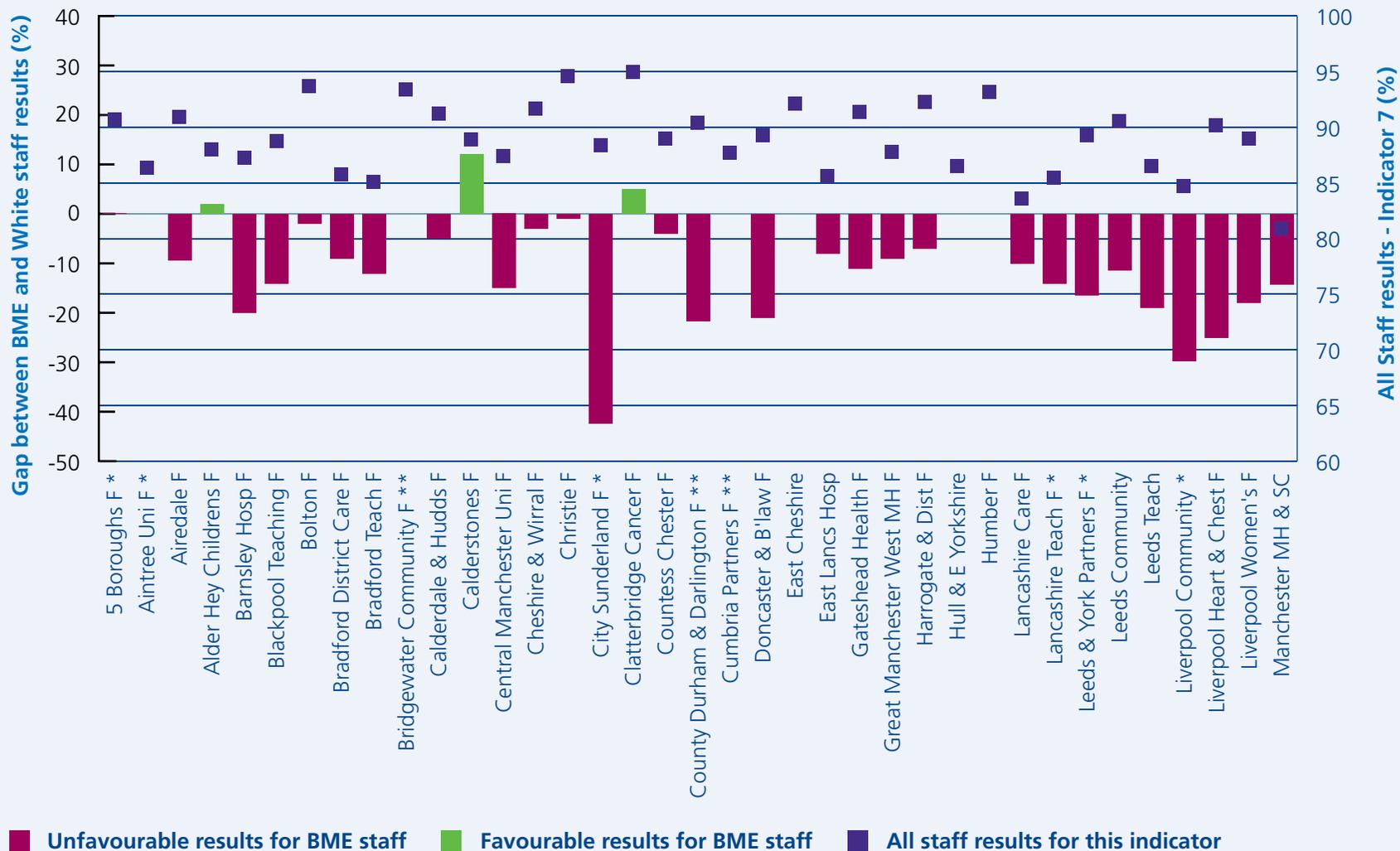
Comparative figures for thirteen organisations are unavailable due to small BME sample sizes. Three organisations reported the same figures for White and BME staff – thus indicating there is no gap between BME and White staff experiences in the workplace.

The majority of trusts in the North of England region, report between 80-95% of all staff responses indicate that their employer offers equal opportunities for career progression or promotion. Three trusts in the region report overall staff responses lower than 75%, including one at 63%.

7

Indicator

Percentage of staff who believe that trust provides equal opportunities for career progression or promotion

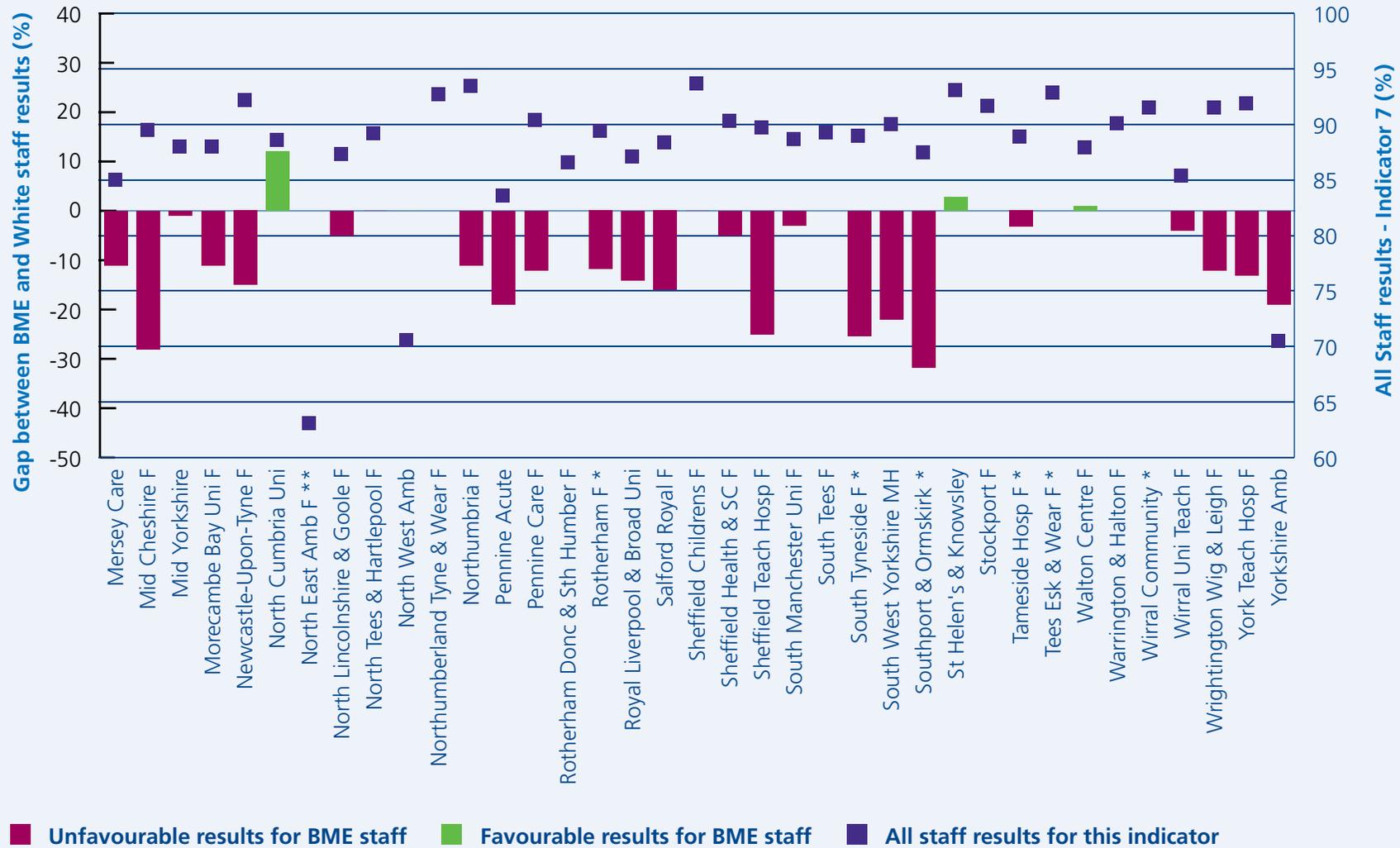


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

7

Indicator

Percentage of staff who believe that trust provides equal opportunities for career progression or promotion



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator 8: BME staff experiencing discrimination at work from a manager, team leader or other colleagues compared to White staff

In 77% of trusts in the North of England, higher proportions of BME staff have personally experienced discrimination from a manager, team leader or colleague in comparison to White staff.

In the largest outlier, 9.8% of White staff reported having personally experienced discrimination from a manager, team leader or colleague in comparison to 41.2% of BME staff – a difference of 31.4 percentage points. There are several other outliers

Only 7% (five) organisations in this region report a lower proportion of BME staff than White staff have personally experienced discrimination from a manager, team leader or colleague.

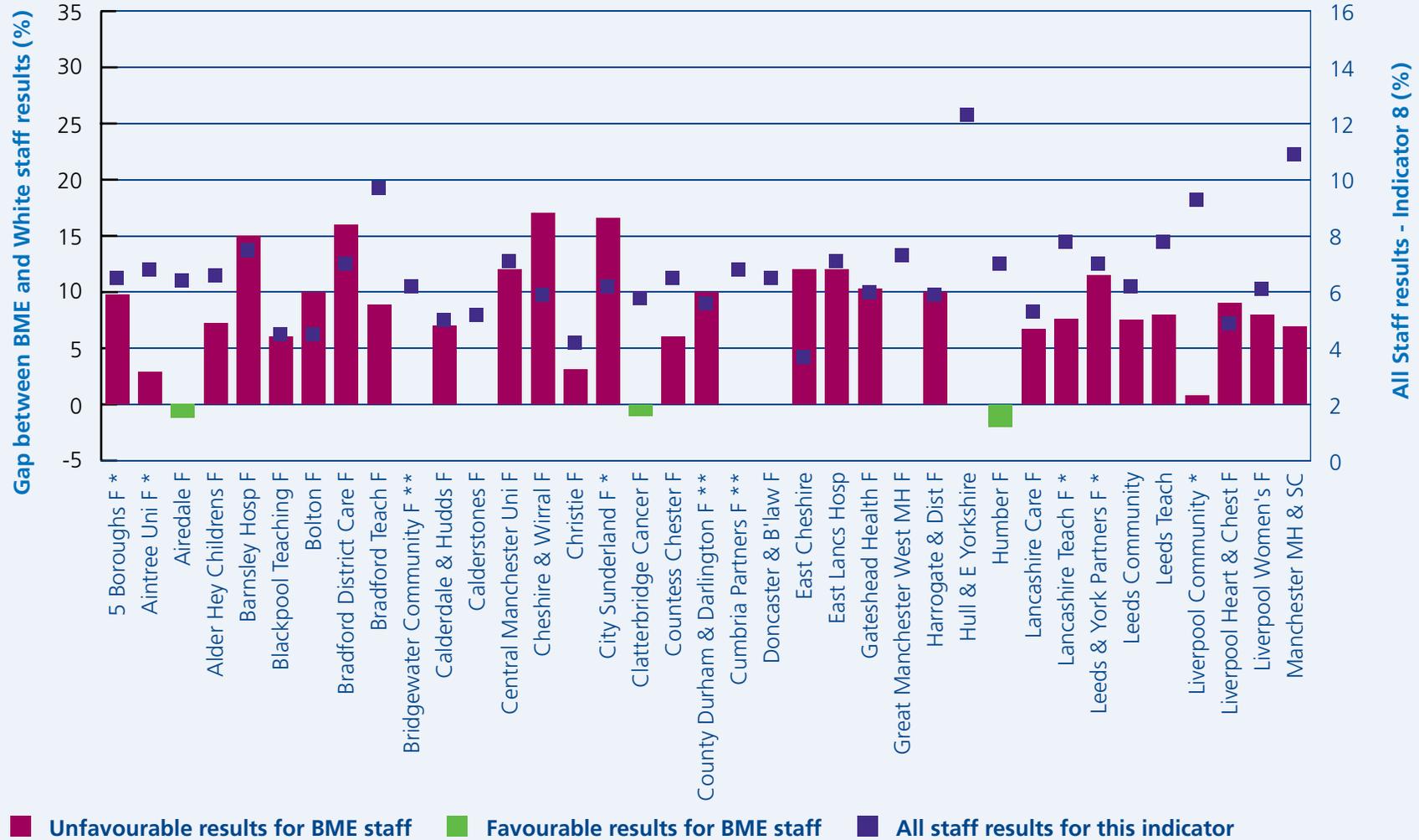
One trust reports the same response rate for BME and White staff for this indicator. Data for eleven trusts was not analysed due to small BME sample sizes or null answers.

All trusts in the Midlands and East of England region, report between 3-12% of all staff have personally experienced discrimination from a manager, team leader or colleague.

8

Indicator

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues

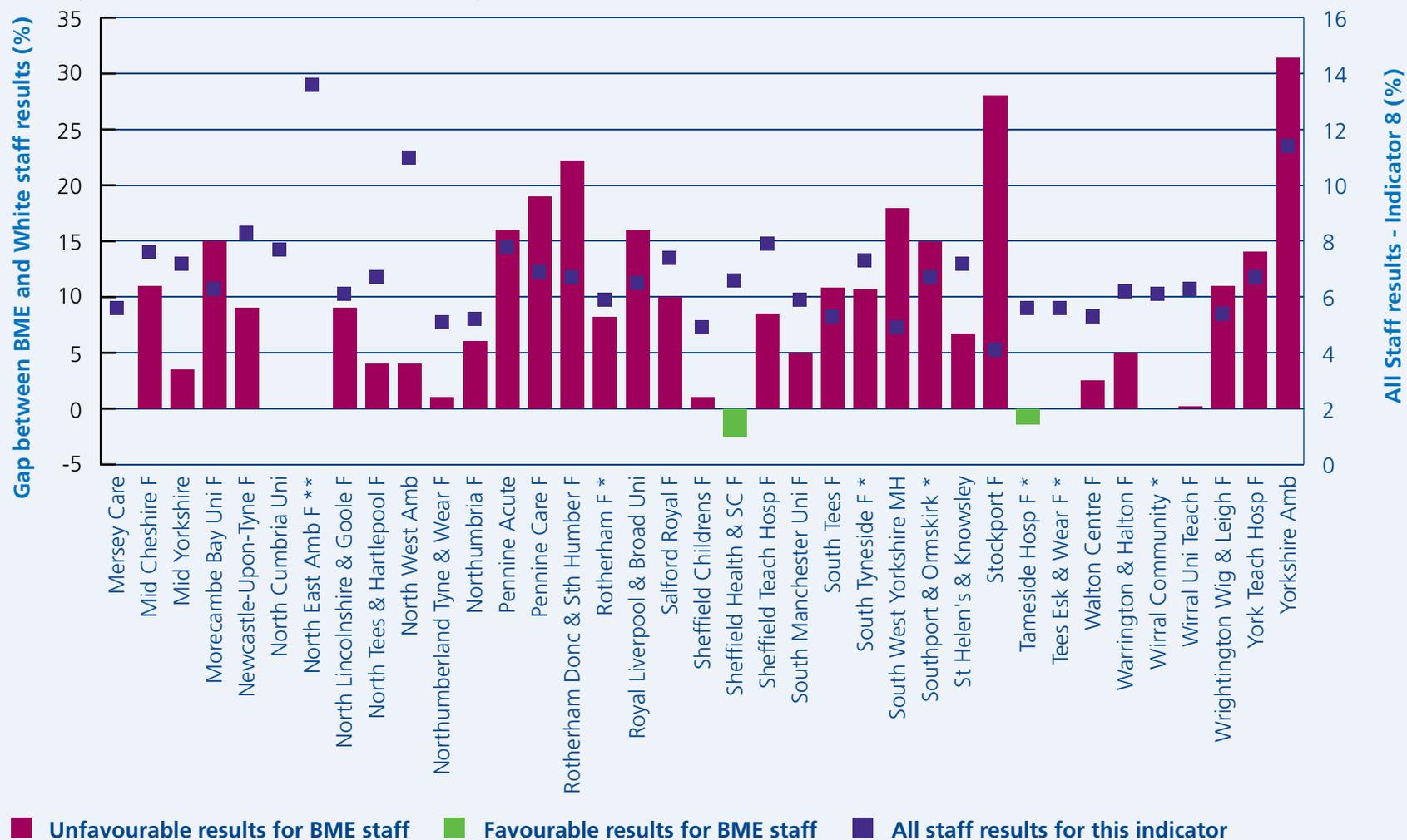


*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

8

Indicator

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

South of England

Indicator 5: Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months compared to White staff

Almost half (49%) of the trusts in the South of England region report a higher percentage of BME staff being harassed, bullied or abused from patients, relatives or the public in comparison to White staff. The largest gap between the experience of BME and White staff is reported in one trust where 53.0% of BME staff reported harassment, bullying or abuse from patients, relatives or the public in comparison to just 24.0% of White staff, a gap of 29.0 percentage points.

42% of trusts in the South of England region report lower percentages of harassment, bullying or abuse from patients, relatives or the public from BME staff than their White counterparts so the split between positive/negative outcomes for BME staff is fairly equal for Indicator 5. In the largest positive outlier for BME staff, 13.0% of BME staff experienced harassment, bullying or abuse from patients, relatives or the public in comparison to 30.0% of White staff.

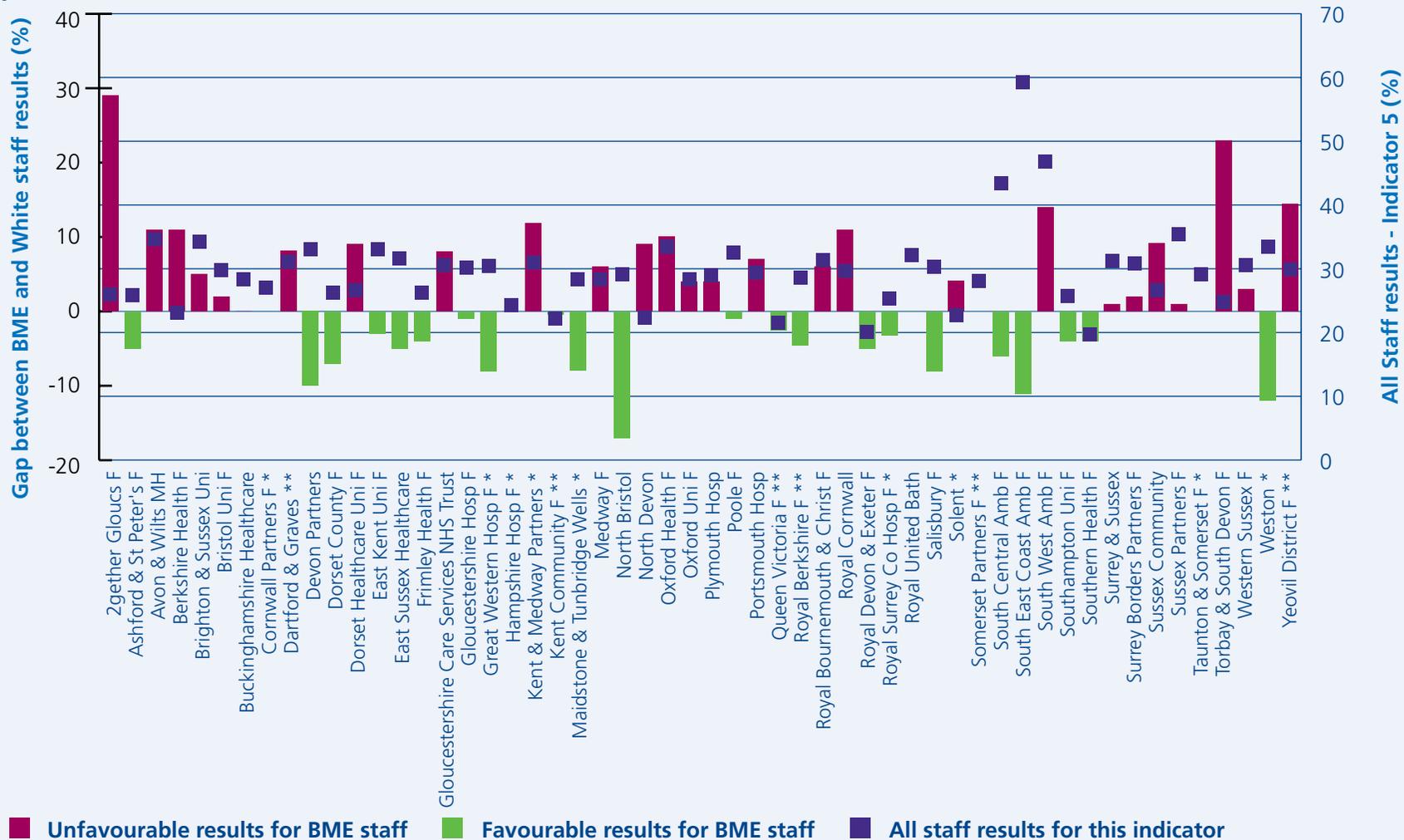
Comparative figures are not available for three trusts due to small BME sample sizes. Two trusts report no difference in the responses for White and BME staff.

For the majority of trusts in the South of England region, between 20-40% of all staff responses report the experience of being harassed, bullied or abused from patients, relatives or the public in the last 12 months. For three trusts, all staff responses to the question are above the 40% mark.

5

Indicator

Percentage of staff who report experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator 6: Percentage of BME staff experiencing harassment, bullying or abuse from staff in the last 12 months compared to White staff

In 62% of all trusts in the South of England region, a higher proportion of BME staff report being harassed, bullied or abused by staff in comparison to the responses of White counterparts. In the largest outlier, 25.0% of White staff reported harassment, bullying or abuse from staff in comparison to 56.0% of BME staff – a gap of 31.0 percentage points.

Within this region, 31% of organisations have a lower percentage of BME staff who reported harassment, bullying or abuse from staff in comparison to responses from White counterparts. This equates to 17 trusts.

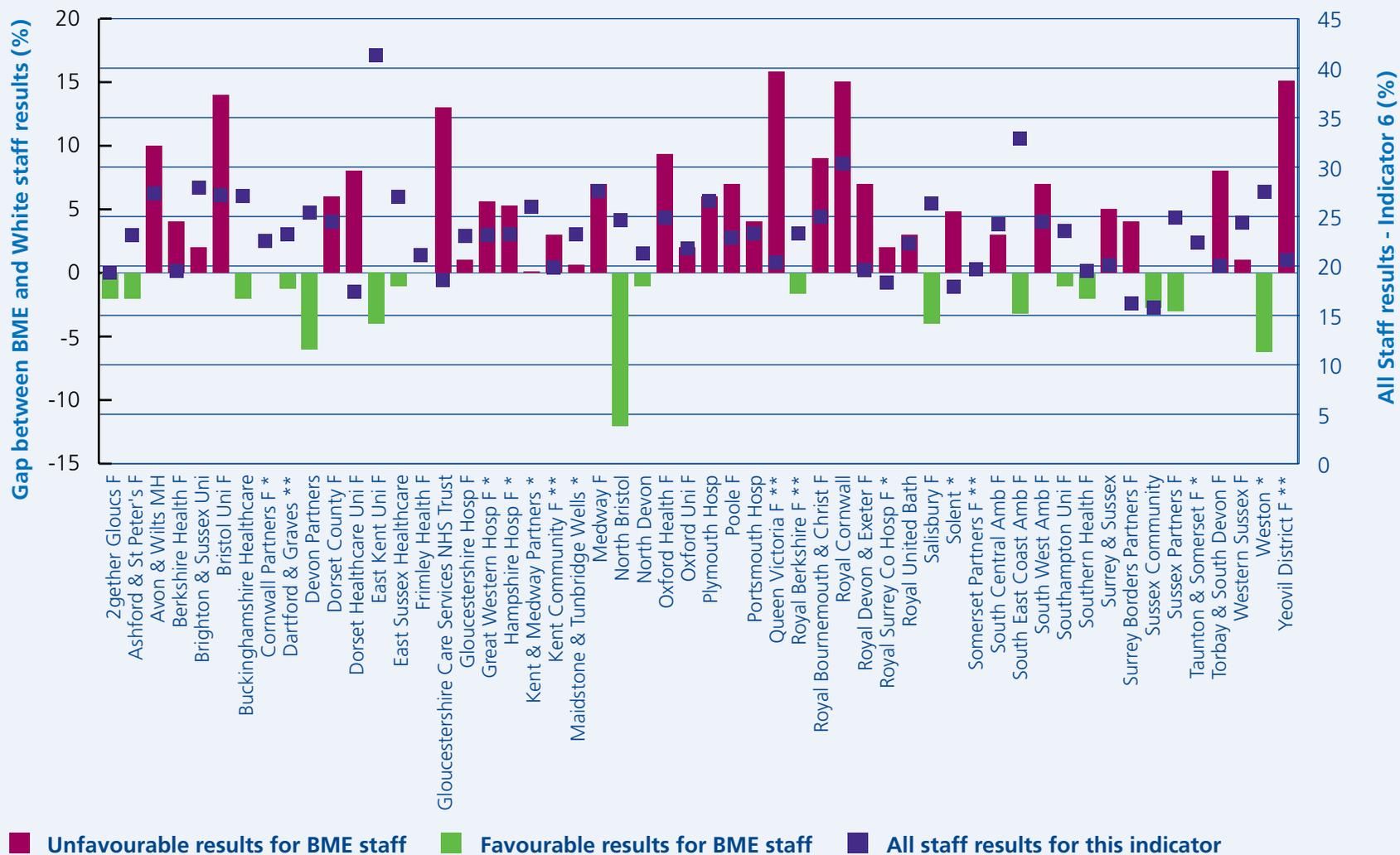
One trust reported the same figures for White and BME staff – thus indicating there is no gap in between BME and White staff experiences in the workplace. Data is unavailable for a further 3 organisations due to small BME sample sizes or null answers.

For the majority of trusts in the South of England region, between 15-30% of all staff responses report the experience of being harassed, bullied or abused from staff in the last 12 months. Three trusts report overall staff responses that are above 30%, one of those being at the 41% mark.

6

Indicator

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator 7: Percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion compared to White staff

80% of all trusts within the South of England region report lower percentages of BME staff who consider that their employer offers equal opportunities for career progression or promotion in comparison to the responses of White staff.

The least favourable return is from a trust where 44.0% of BME staff believes that their organisation offers equal opportunities for career progression or promotion in comparison to 86.0% of White staff, a difference of 42.0 percentage points. There are a number of other significant outliers.

Only 4% of trusts within this region report higher percentages of BME staff who consider that their employer offers equal opportunities for career progression or promotion in comparison to the responses of White staff. This translates to 3 organisations. However, in all of these organisations, the gap between BME and White experience is only 5.0 percentage points or less.

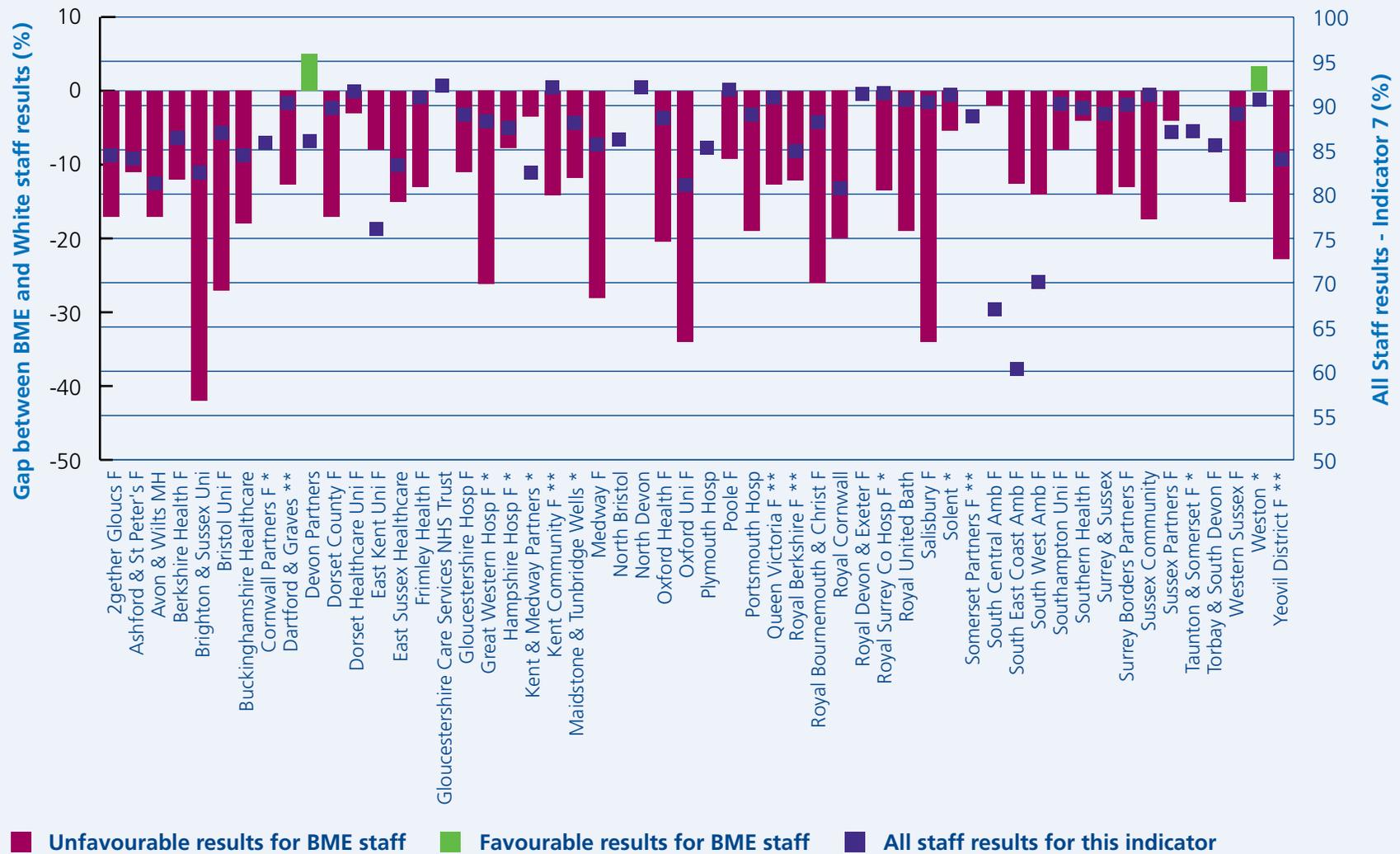
Comparative figures for nine organisations are unavailable due to small BME sample sizes or null answers. For further details on data quality, see section 6.1 of this report.

The majority of trusts in the South of England region, report between 80-91% of all staff responses indicate that their employer offers equal opportunities for career progression or promotion. Four trusts in the region report overall staff responses lower than 80%, including one at 60%.

7

Indicator

Percentage of staff who believe that trust provides equal opportunities for career progression or promotion



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

Indicator 8: BME staff experiencing discrimination at work from a manager, team leader or other colleagues compared to White staff

In 74% of trusts in the South of England, higher proportions of BME staff have personally experienced discrimination from a manager, team leader or colleague in comparison to White staff.

In the largest outlier, 12.0% of White staff reported having personally experienced discrimination from a manager, team leader or colleague in comparison to 57.0% of BME staff – a difference of 45.0 percentage points.

Only 5% of organisations (3 organisations) in this region report a lower proportion of BME staff than White staff personally experiencing discrimination from a manager, team leader or colleague.

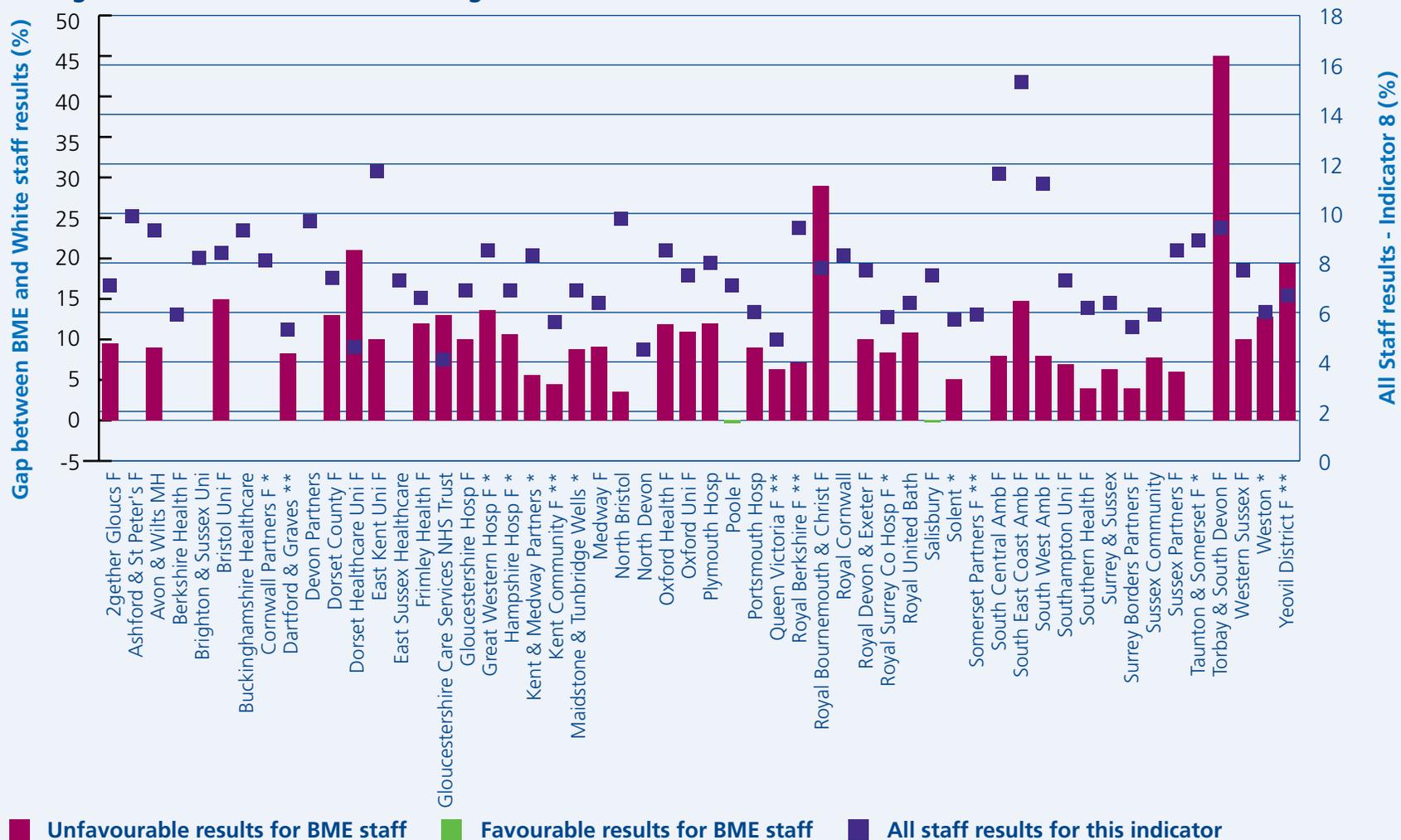
Data for 11 trusts was not available to analyse due to small BME sample sizes or null answers. Further details on data quality issues with WRES indicator 8 can be found in section 6 of this report.

All but one trust in the South of England region report between 4-12% of all staff responses indicate personally experienced discrimination from a manager, team leader or colleague. One trust in the region reports an overall response of 15% for the question.

8

Indicator

In the last 12 months have you personally experienced discrimination at work from any of the following?
 Manager/Team Leader or other colleagues



*Published staff survey data used; WRES report unavailable **Published staff survey data used; WRES report incomplete/inconsistent

