

BEH WRES indicators progress 2014-15 to 2017-18

Indicator	2015	2016	2017	2018	Narrative/trends
1. Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. In 2015 the indicator was expressed as the difference between the percentages of BME staff in Bands 8-9, VSM compared with the percentage of BME staff in the overall workforce. This is still a useful indicator	the difference was: 30 50% (%BME staff in workforce): 20% (%BME staff in band 8 and above).	the difference was: 24 48% (%BME staff in workforce): 24% (%BME staff in band 8 and above).	the difference was: 21 48% (% BME staff in workforce): 27% (%BME staff in band 8 and above).	The difference was: 27 55% (BME staff in the Workforce):28% (%BME staff in band 8 and above).	The proportion of BME staff in the workforce has increased by a much greater percentage that the proportion in senior roles. The trend continues to be positive (increase in the proportion of BME staff in bands 8-VSM)
2. Compare the data for White and BME staff: The relative likelihood of staff being appointed from shortlisting across all posts	1.21	1.20	1.44	1.39	Slight improvement over 2017
3. Compare the data for White and BME staff: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. (This indicator is based on data from the most recent two-year rolling average)	3.41	6.18	2.02	5.10	The annual score is worse and the running average has worsened from 4.15 to 4.18.
4. Compare the data for White and BME staff: Relative likelihood of staff accessing non-mandatory training and CPD	1.11	0.91	0.91	0.94	This is an improvement as it is moving towards parity (1)
For each of these staff survey indicators, the standard compares the metrics for each survey question response for White and BME staff					

	White	BME	White	BME	White	BME			Narrative/trends
5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	28%	31%	31%	40%	30%	38%			Improved
	3		9		8				
6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	22%	26%	25%	29%	24%	31%			Worsened
	4		4		7				
7. Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	86%	69%	85%	71%	81%	72%			Improved, though declining positive perceptions of white staff is a concern, when taken with figure below
	17		14		9				
8. Percentage of staff reporting that they have personally experienced discrimination (in the last 12 months) at work from any of the following manager/team leader/other colleague	5%	15%	7%	13%	8%	13%			Improved
	10		6		5				
9. Difference between the percentage of BME voting Board membership and its overall workforce	-53		-51		-34.2		-29.1		Improved