

Workforce Race Equality (WRES)

Metrics 2020-21



Walsall Healthcare
NHS Trust

28.01%

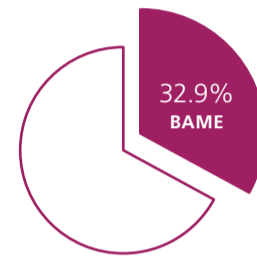


The percentage of **BAME** staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of **BAME** staff in the overall workforce.



-4.7%

The percentage difference between the organisations' Board voting membership and its overall workforce.

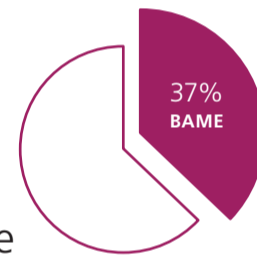


The percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.

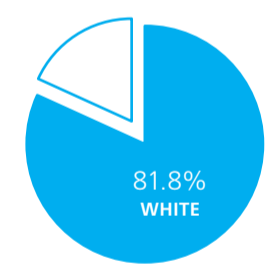
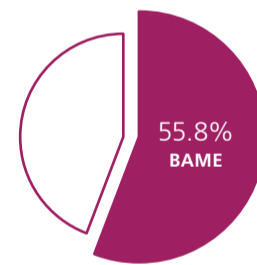


White staff are **1.52 times MORE** likely to be appointed from shortlisting across all posts.

The percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.



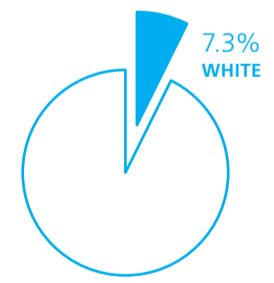
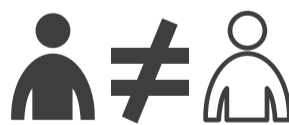
White staff are **1.34 times MORE** likely to access non mandatory training and CPD when compared to their white counterparts.



The percentage believing that trust provides equal opportunities for career progression or promotion.



BAME staff are **0.65 times LESS** likely to enter the formal disciplinary process (as measured by entry into a formal disciplinary investigation) when compared with their white counterparts.



The percentage of staff that personally experienced discrimination at work from their manager/ team leader or other colleagues.

Caring for Walsall together

