

METRIC 1- % of Staff in each AfC Pay Band and VSMs March 2023 vs March 2024

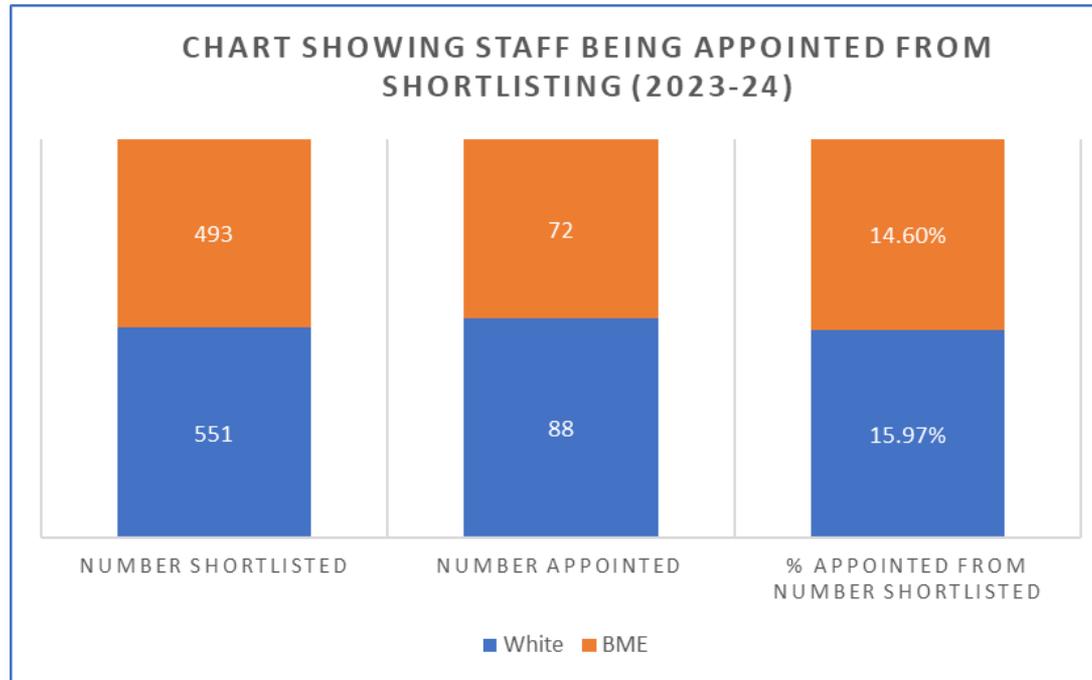
Reporting period as at March 2023						Reporting period as at March 2024						
BME % for WMAS 8.63%	Clinical Staff		Non-Clinical Staff			BME % for WMAS 8.70%	Clinical Staff		Non-Clinical Staff			
AFC Band	BME	White	BME	White		AFC Band	BME	White	BME	White		
Band 1	↓	0.00%	100.00%	↓	0.00%	100.00%	↓	0.00%	100.00%	↑	11.11%	88.9%
Band 2	↓	8.35%	91.65%	↑	9.03%	90.97%	↓	0.00%	100.00%	↓	8.65%	91.4%
Band 3	↑	13.11%	86.89%	↑	18.21%	81.79%	↑	9.80%	90.22%	↓	7.14%	92.9%
Band 4	↑	10.09%	89.91%	↑	8.82%	91.18%	↓	7.40%	92.65%	↓	5.88%	94.1%
Band 5	↓	7.06%	92.94%	↑	9.62%	90.38%	↑	15.00%	84.98%	↑	8.82%	91.2%
Band 6	↓	4.19%	95.81%	↓	7.64%	92.36%	↓	4.00%	95.98%	↑	10.53%	89.5%
Band 7	↑	11.60%	88.40%	↑	18.33%	81.67%	↑	17.50%	82.51%	↑	19.64%	80.4%
Band 8a	↓	7.69%	92.31%	↑	19.51%	80.49%	↑	61.00%	38.96%	↑	20.00%	80.0%
Band 8b	↑	13.64%	86.36%	↓	7.69%	92.31%	↑	10.00%	90.00%	↓	8.33%	91.7%
Band 8c	↑	14.29%	85.71%	↓	0.00%	100.00%	↑	25.00%	75.00%	↓	0.00%	100.0%
Band 8d	↓	0.00%	100.00%	↓	0.00%	100.00%	↑	33.30%	66.67%	↓	0.00%	100.0%
Band 9	↓	0.00%	100.00%	↓	0.00%	100.00%	↓	0.00%	0.00%	↓	0.00%	100.0%
VSM	↑	25.00%	75.00%	↑	14.29%	85.71%	↓	0.00%	100.00%	↑	28.57%	71.4%
Headcount		449	5092	136	991			522	5455	85	809	
Percentage		8.10%	91.90%	12.07%	87.93%			8.73%	91.27%	9.51%	90.49%	

The data is shown separately for **clinical** and for **non-clinical** staff, in each of the AfC bands, plus Very Senior Managers [VSM].

Our data shows the percentage of BME staff in each pay band at March 2023 vs March 2024. The arrows represent whether the proportion of staff in each pay band is higher or lower than the overall BME % for the Trust (8.70% for March 2024).

NB. Band 1 signifies all Apprentices within the Trust.

METRIC 2 - Relative likelihood of staff being appointed from shortlisting across all posts comparing data for White and BME staff

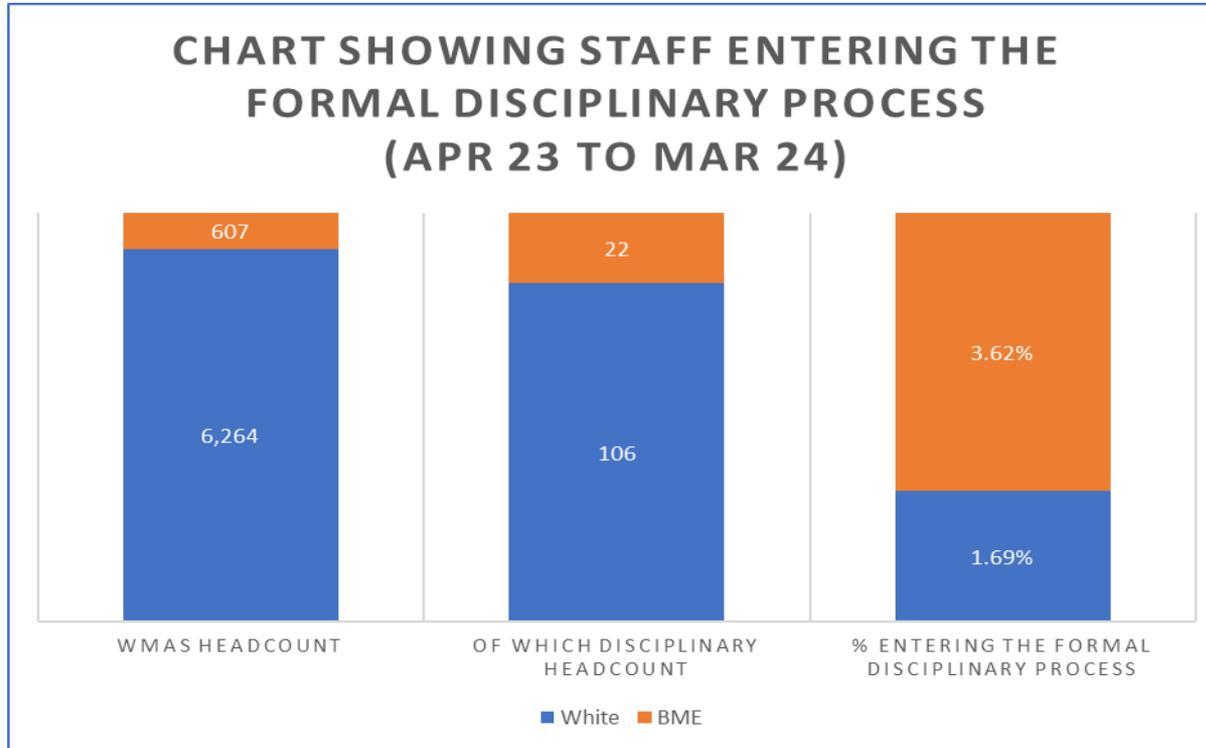


This measure is the relative likelihood of white staff being appointed from shortlisting compared to BME staff.

A figure above “1” would indicate that white candidates are more likely than BME candidates to be appointed from shortlisting.

In March 2024, the metric ratio is **1.09**. In March 2023, the metric ratio was **1.23**. Ratio data this year shows that we have reduced the likelihood by 0.14.

METIRC 3 - Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation comparing data for White and BME staff



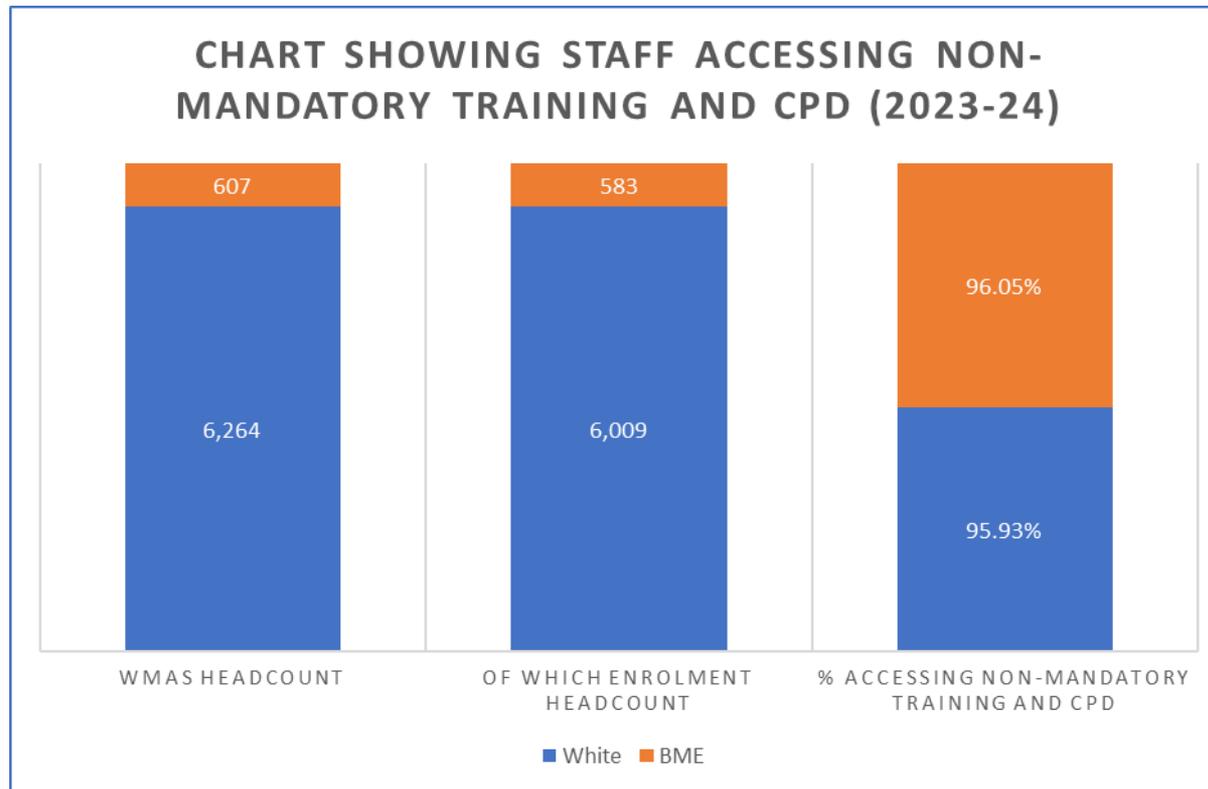
This measure is the relative likelihood of BME staff entering the formal disciplinary process compared to white staff, as measured by entry into a formal disciplinary investigation.

A figure above “1” would indicate that BME staff members are more likely than white staff to enter the formal disciplinary process.

The metric ratio for March 2024 is **2.14** and shows that **BME** staff are more likely to be involved in disciplinary investigations compared to their white colleagues. In 2023, the metric ratio was **0.53**.



METRIC 4 - Relative likelihood of staff accessing non-mandatory training and CPD comparing data for White and BME staff

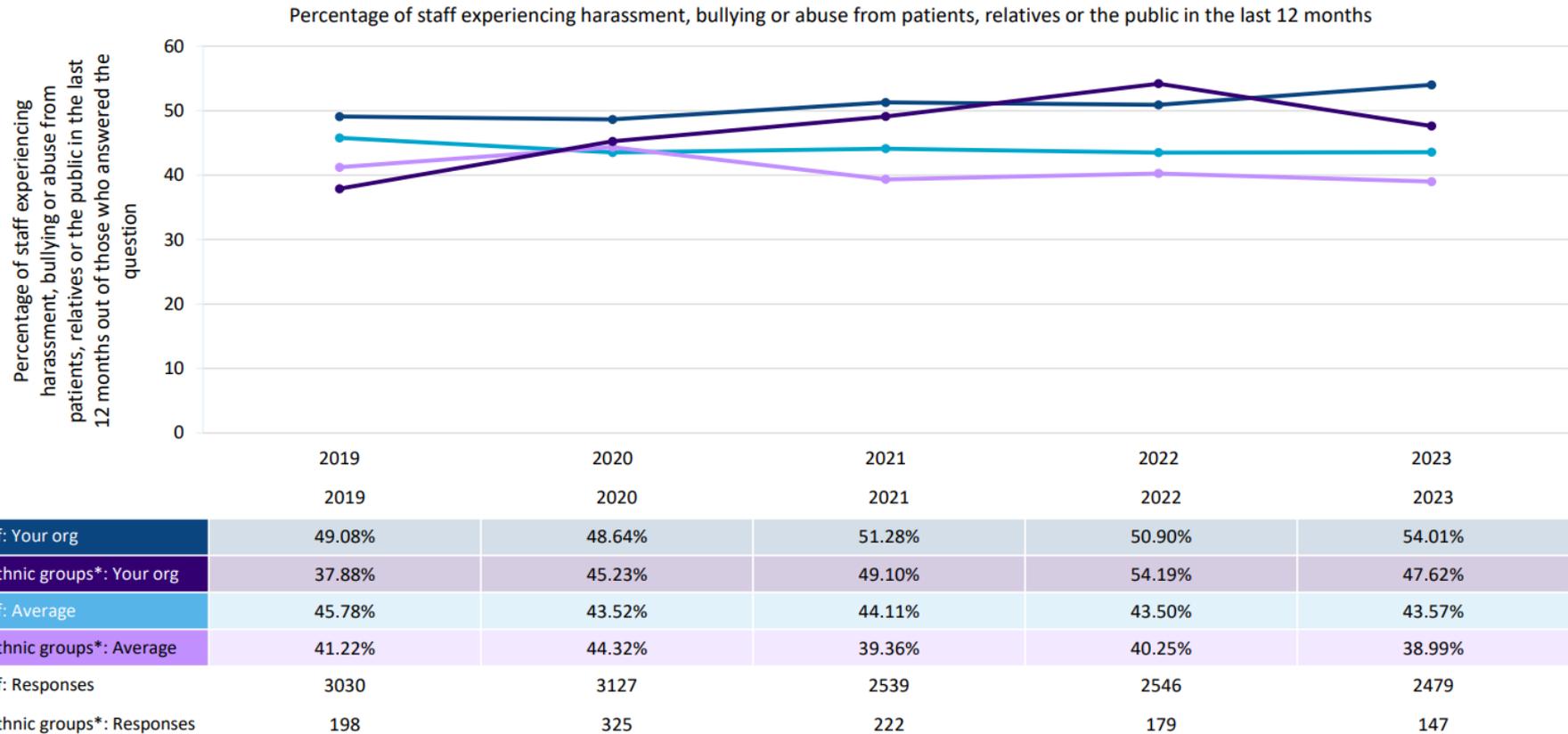


This measure is the relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff

A figure above “1” would indicate that white staff members are more likely to access non-mandatory training and CPD than BME staff

Our data shows the relative likelihood of white staff accessing this type of training is **1.00**. In March 2023, the metric ratio was **1.14**. Ratio data this year shows that we have reduced the likelihood by 0.14.

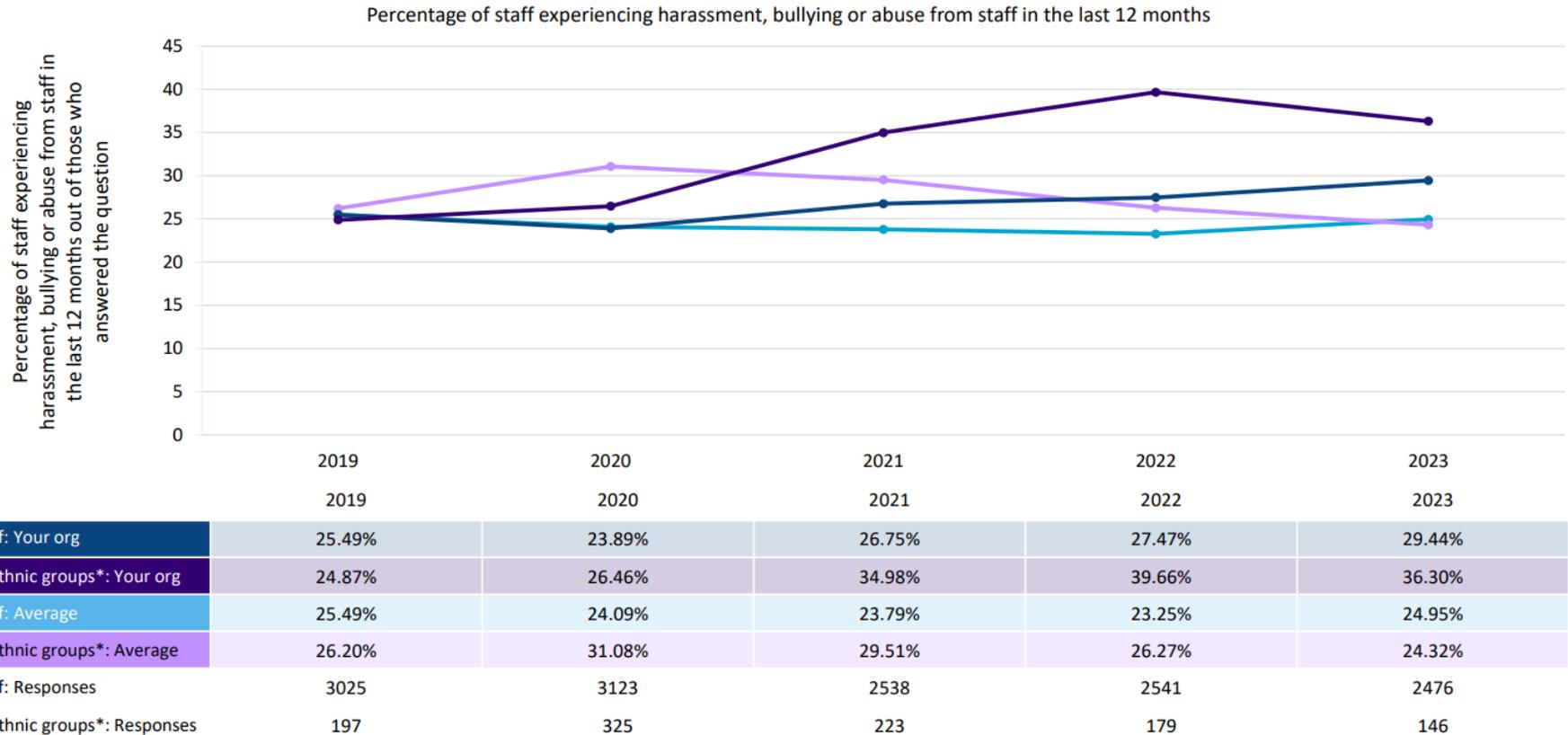
METRIC 5 - Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months



Data for Metric 5 to Metric 8 is sourced directly from the NHS Staff survey results for 2023

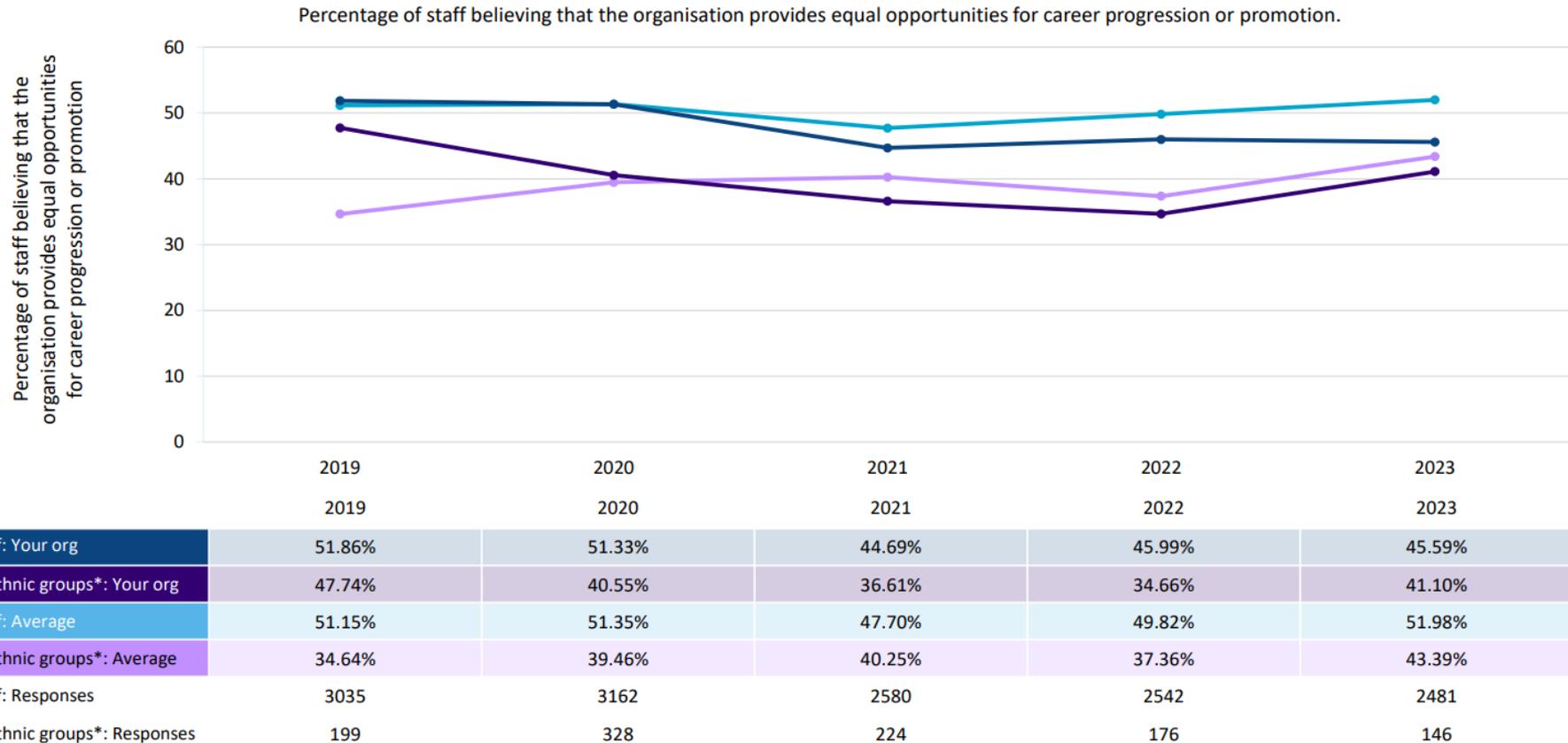
In 2023, 47.62% of BME colleagues reported experiencing harassment, bullying and abuse from patients. 6.57% lower than reported in 2022.

METRIC 6 - Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months comparing



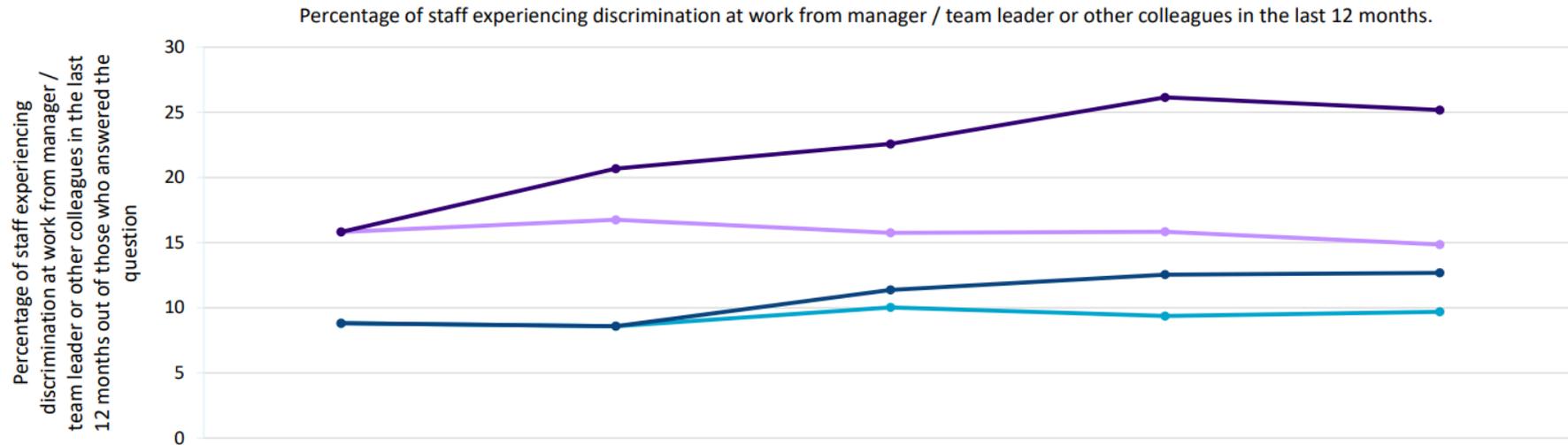
In 2023, 36.3% of BME colleagues reported experiencing harassment, bullying and abuse from staff. 3% lower than reported in 2022.

METRIC 7 - Percentage of staff believing that the trust provides equal opportunities for career progression or promotion



In 2023, 41.10% of BME colleagues reported believing that trust provides equal opportunities for career progression or promotion. This is a 6.4% increase from reported figures in 2022.

METRIC 8 - In the last 12 months have you personally experienced discrimination at work from Manager/Team leader or other colleagues?



2019 2020 2021 2022 2023

2019 2020 2021 2022 2023

White staff: Your org	8.81%	8.58%	11.37%	12.54%	12.68%
All other ethnic groups*: Your org	15.82%	20.67%	22.57%	26.14%	25.17%
White staff: Average	8.81%	8.58%	10.03%	9.36%	9.69%
All other ethnic groups*: Average	15.80%	16.75%	15.75%	15.83%	14.85%
White staff: Responses	3009	3158	2577	2536	2461
All other ethnic groups*: Responses	196	329	226	176	147

In 2023, 25.17% of BME colleagues reported personally experiencing discrimination at work from their Manager/Team leader or other colleagues. 0.97% lower than reported in 2022 but remains 13% higher than white colleagues and 11% higher than the average score.

INDICATOR 9 - Percentage difference between the organisations' Board voting membership and its overall workforce March 2024

Ethnicity	WMAS Headcount %	Board Headcount %
BME	8.7%	33.3%
White	89.9%	66.7%
Z Not Stated/Not Given	1.4%	0.00%

% by Ethnicity 2023-24	White	BME
Total Board Members	66.7%	33.3%
Voting Board Members	75.0%	25.0%
Executive Board Members	77.8%	22.0%
Non Executive Board Members	50.0%	50.0%
Overall Workforce	89.9%	8.7%
Difference (Total Board - Total Workforce)	-23.2%	24.5%

Definitions:

Board & Voting membership – membership in this context includes all members of the Board irrespective of whether they are executive or non-executive members.

Executive membership – An executive board member is an employee of the organisation and sits on an organisation's board of directors and advises current organisational management on specific operations, e.g. Medical Director or Finance Director, as opposed to a non-Executive board member who is a member of the board of directors of the organisation who does not form part of the executive management team.