



METRIC 1- % of Staff in each AfC Pay Band and VSMs March 2025

Reporting period as at March 2025				
BME % for WMAS 9.14%	Clinical Staff		Non-Clinical Staff	
AfC Band	BME	White	BME	White
Band 1	↓ 3.70%	96.30%	↓ 0.00%	100.0%
Band 2	↑ 11.28%	88.72%	↓ 7.73%	92.3%
Band 3	↑ 13.58%	86.42%	↑ 9.95%	90.0%
Band 4	↑ 11.71%	88.29%	↑ 13.89%	86.1%
Band 5	↑ 8.74%	91.26%	↓ 6.72%	93.3%
Band 6	↓ 5.04%	94.96%	↑ 11.18%	88.8%
Band 7	↑ 13.39%	86.61%	↑ 19.64%	80.4%
Band 8a	↓ 0.00%	100.00%	↑ 15.79%	84.2%
Band 8b	↓ 5.00%	95.00%	↑ 9.09%	90.9%
Band 8c	↓ 0.00%	100.00%	↑ 12.50%	87.5%
Band 8d	↓ 0.00%	100.00%	↓ 0.00%	100.0%
Band 9	↓ 0.00%	0.00%	↓ 0.00%	100.0%
VSM	↓ 0.00%	100.00%	↑ 28.57%	71.4%
Headcount	565	5665	93	802
Percentage	9.07%	90.93%	10.39%	89.61%

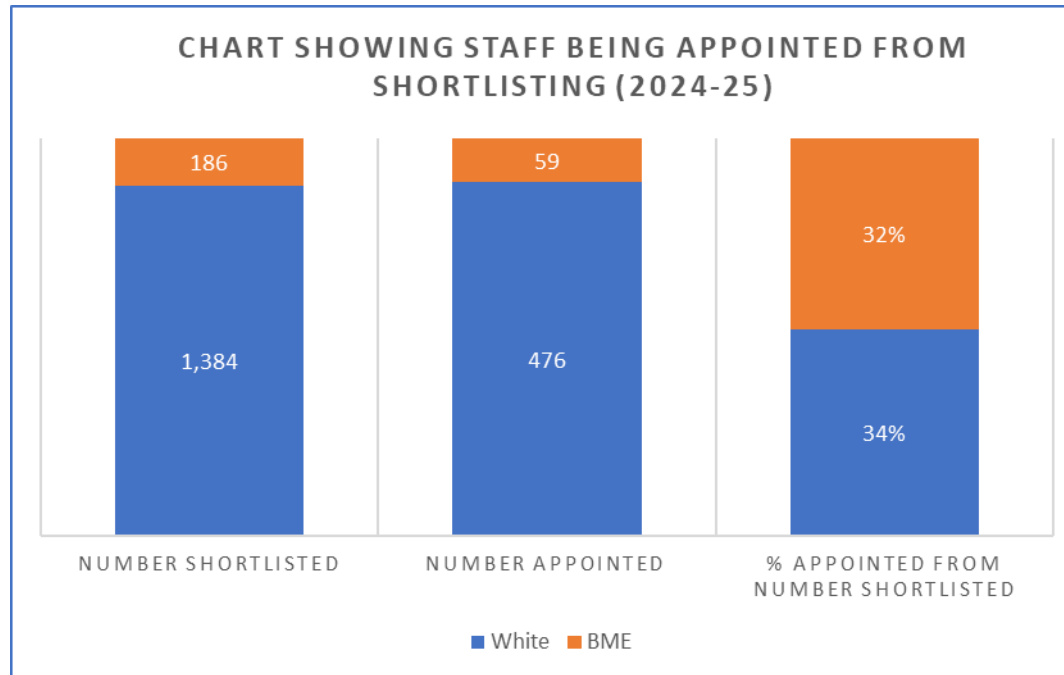
The data is shown separately for **clinical** and for **non- clinical** staff, in each of the AfC bands, plus Very Senior Managers [VSM].

Our data shows the percentage of BME staff in each pay band in March 2025.

The arrows represent whether the proportion of staff in each pay band is higher or lower than the overall BME % for the Trust (9.41% for March 2025).

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

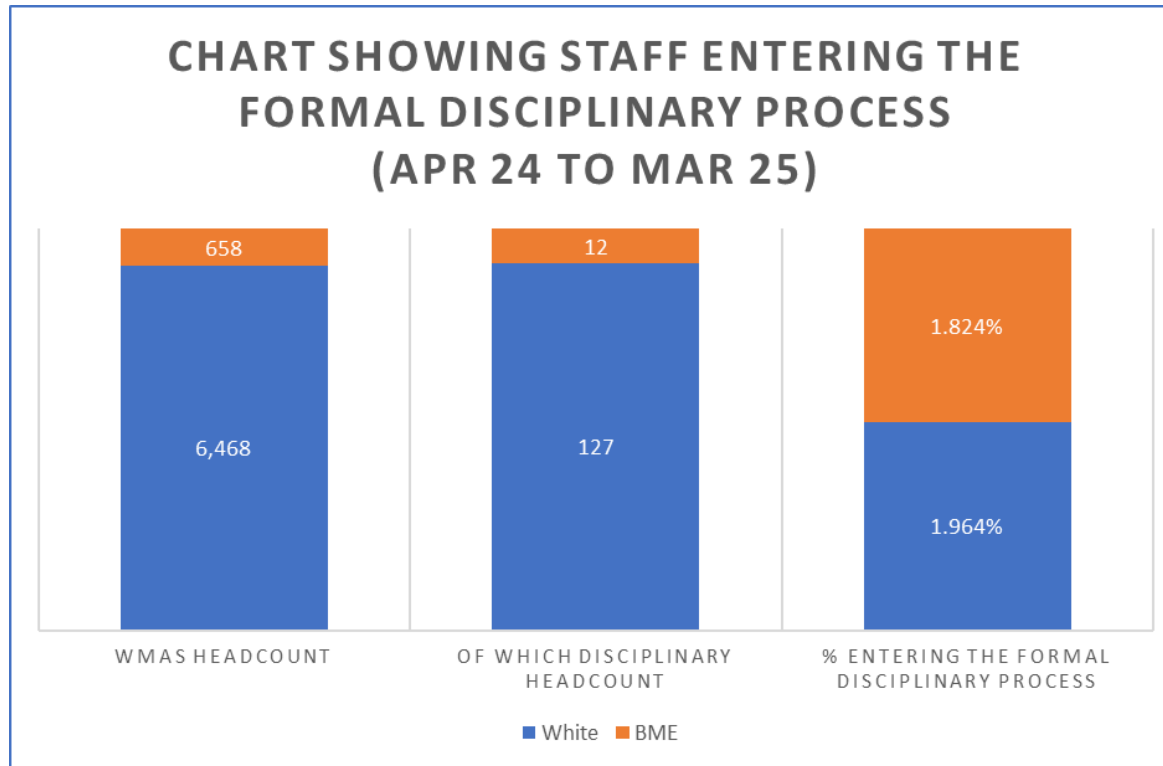


This measure is the relative likelihood of white staff being appointed from shortlisting compared to BME staff.

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

In March 2025, the metric ratio is **1.08**. In March 2024, the metric ratio was **1.09**.

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



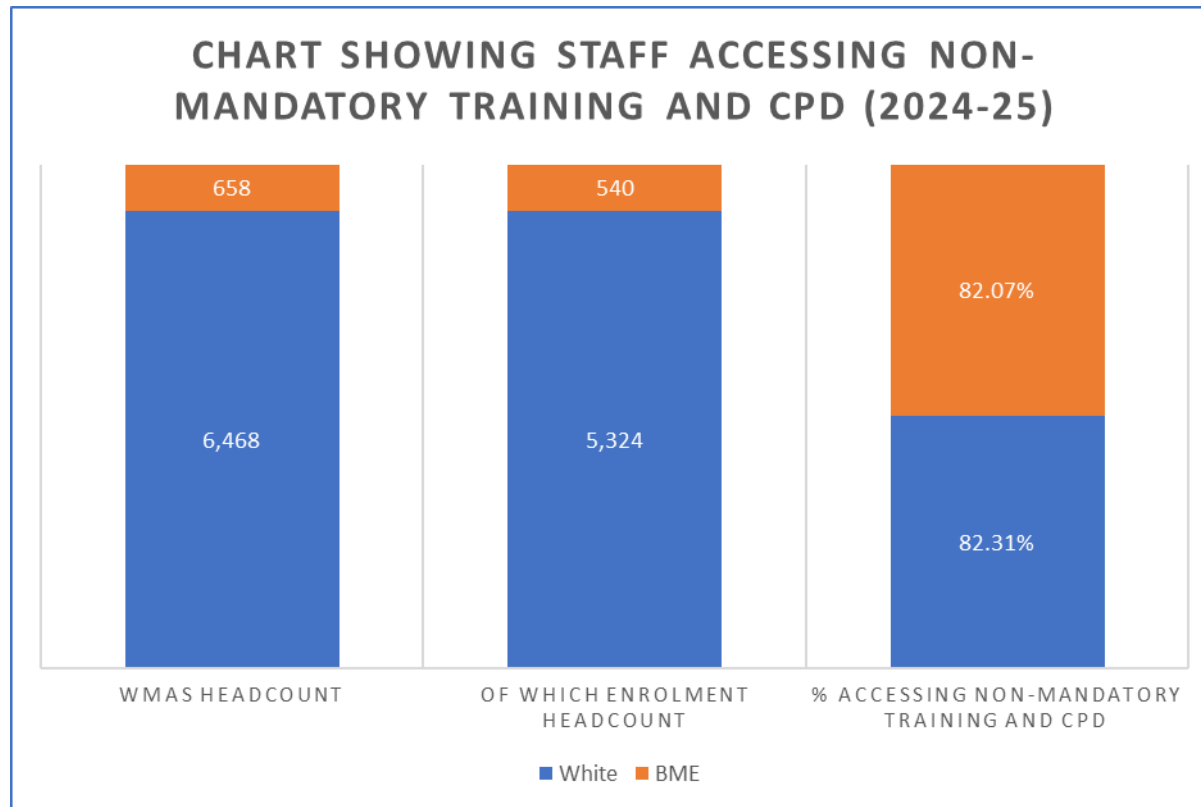
This measure is the relative likelihood of BME staff entering the formal disciplinary process compared to white staff, as measured by entry into a formal disciplinary investigation.

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 2025 is **0.92** and shows that **BME** staff are less likely to be involved in disciplinary investigations compared to their white colleagues. In 2024, the metric ratio was **2.14**



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



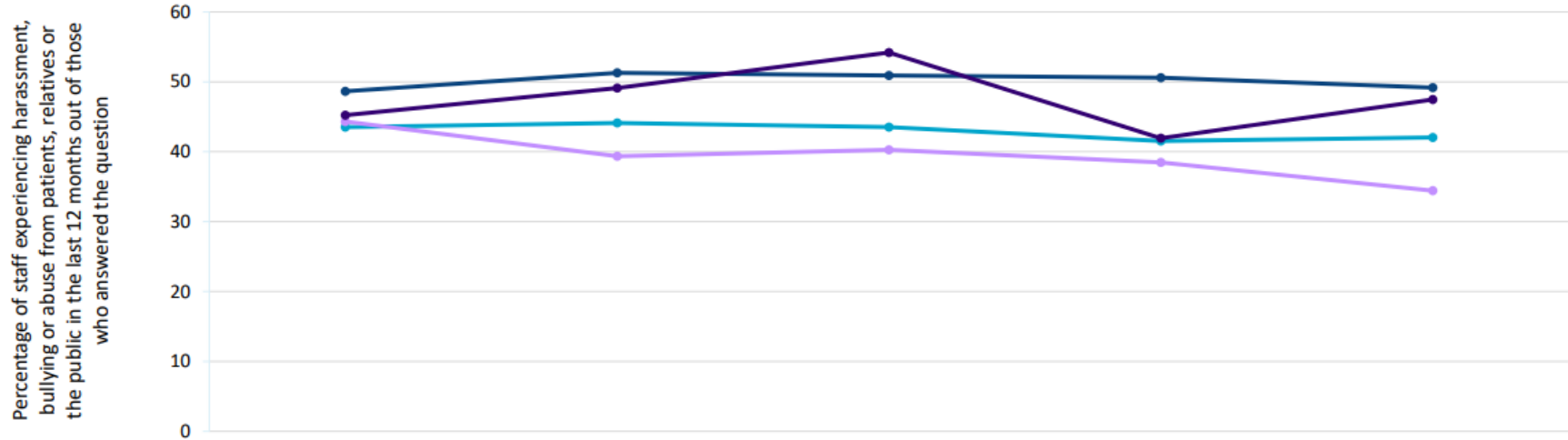
This measure is the relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff

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 2024, the metric ratio was **1.00**

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

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



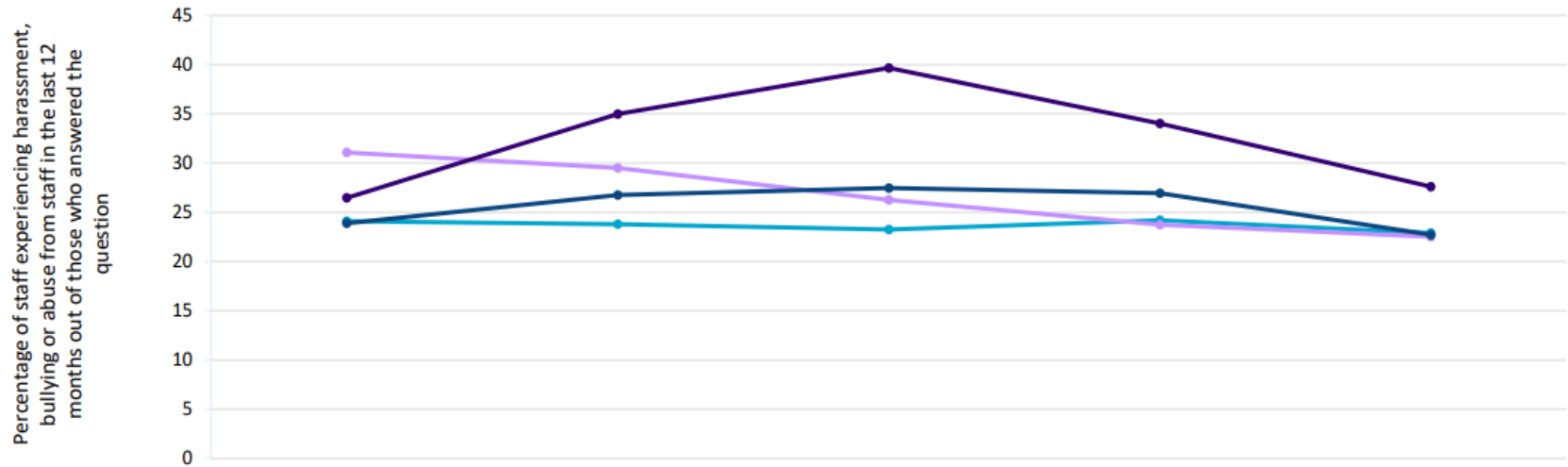
	2020	2021	2022	2023	2024
White staff: Your org	48.64%	51.28%	50.90%	50.60%	49.17%
All other ethnic groups*: Your org	45.23%	49.10%	54.19%	41.92%	47.47%
White staff: Average	43.52%	44.11%	43.50%	41.53%	42.03%
All other ethnic groups*: Average	44.32%	39.36%	40.25%	38.45%	34.42%
White staff: Responses	3127	2539	2546	2067	4289
All other ethnic groups*: Responses	325	222	179	119	356

Data for Metric 5 to Metric 8 is sourced directly from the NHS Staff survey results for 2024

In 2024, 47.47% of BME colleagues reported experiencing harassment, bullying and abuse from patients. 6.27% higher than reported in 2023.

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

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

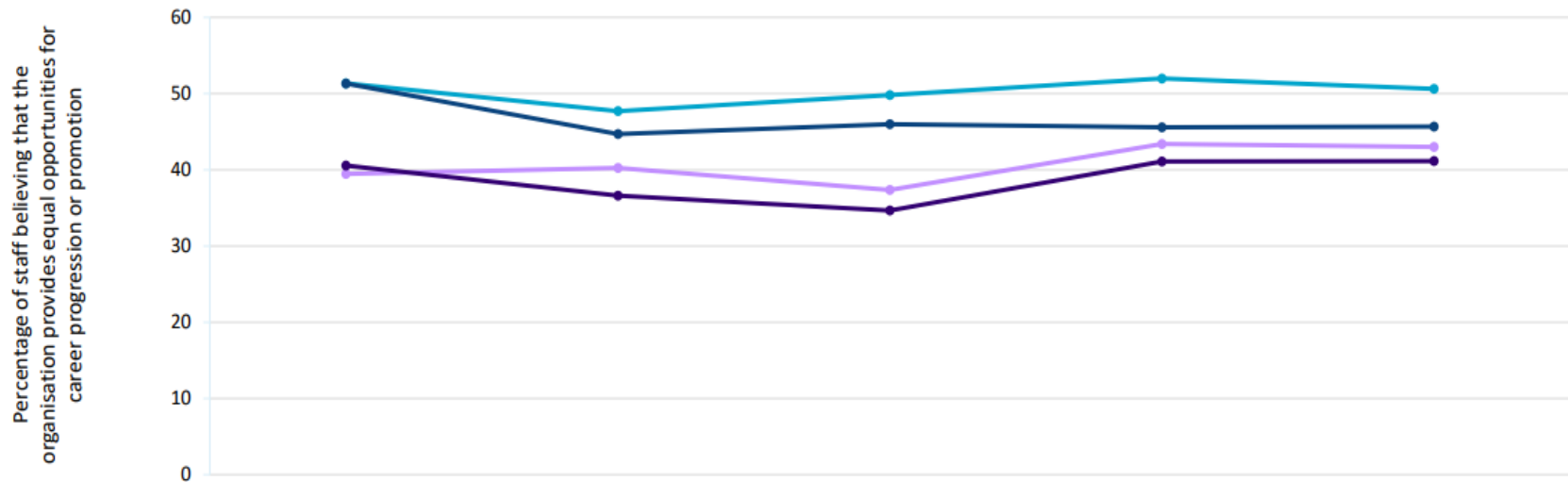


	2020	2021	2022	2023	2024
White staff: Your org	23.89%	26.75%	27.47%	26.94%	22.72%
All other ethnic groups*: Your org	26.46%	34.98%	39.66%	34.02%	27.61%
White staff: Average	24.09%	23.79%	23.25%	24.19%	22.89%
All other ethnic groups*: Average	31.08%	29.51%	26.27%	23.76%	22.52%
White staff: Responses	3123	2538	2541	2067	4274
All other ethnic groups*: Responses	325	223	179	119	355

In 2024, 27.61% of BME colleagues reported experiencing harassment, bullying and abuse from staff. 6.41% lower than reported in 2023. The % spiked in 2022 for all staff and has continued to steadily reduced to similar figures reported in 2020.

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

Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.



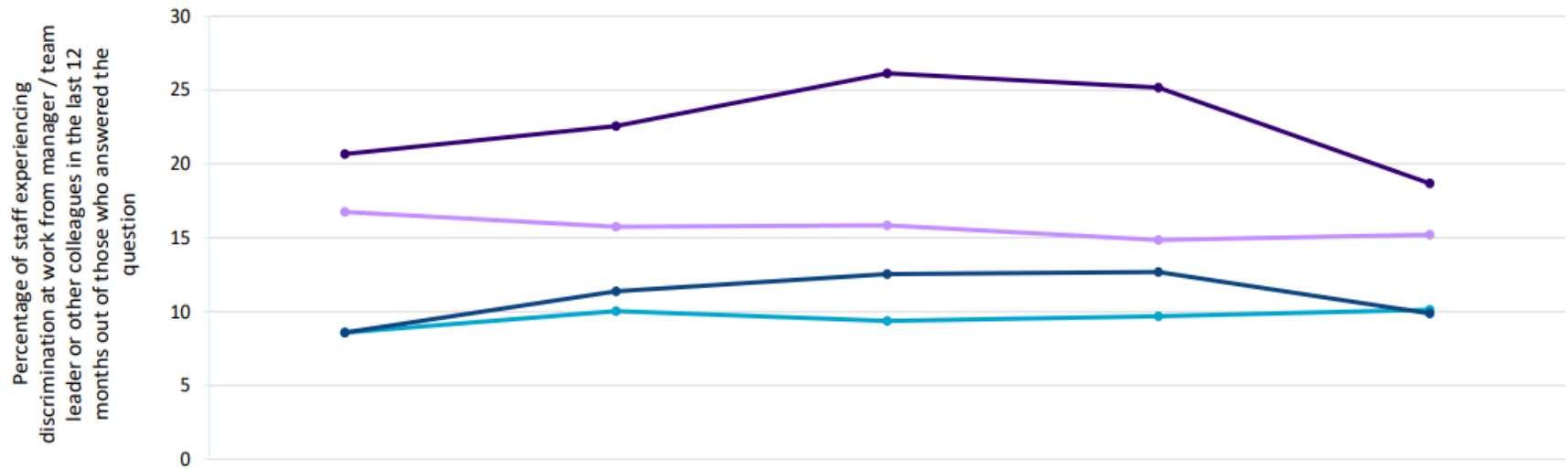
	2020	2021	2022	2023	2024
White staff: Your org	51.33%	44.69%	45.99%	45.59%	45.67%
All other ethnic groups*: Your org	40.55%	36.61%	34.66%	41.10%	41.14%
White staff: Average	51.35%	47.70%	49.82%	51.98%	50.62%
All other ethnic groups*: Average	39.46%	40.25%	37.36%	43.39%	43.01%
White staff: Responses	3162	2580	2542	2481	4204
All other ethnic groups*: Responses	328	224	176	146	350

In 2024, 41.14% of BME colleagues reported believing that Trust provides equal opportunities for career progression or promotion. This has remained relatively similar for all staff over a two-year period.



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

Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months.



	2020	2021	2022	2023	2024
White staff: Your org	8.58%	11.37%	12.54%	12.68%	9.87%
All other ethnic groups*: Your org	20.67%	22.57%	26.14%	25.17%	18.68%
White staff: Average	8.58%	10.03%	9.36%	9.69%	10.13%
All other ethnic groups*: Average	16.75%	15.75%	15.83%	14.85%	15.21%
White staff: Responses	3158	2577	2536	2461	4174
All other ethnic groups*: Responses	329	226	176	147	348

*Staff from all other ethnic groups combined

In 2024, 18.68% of BME colleagues reported personally experiencing discrimination at work from their Manager/Team leader or other colleagues. 6.49% lower than reported in 2023 but this remains 8.81% higher than white colleagues and 3% 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	9.1%	31.3%
White	89.5%	68.8%
Z Not Stated/Not Given	1.4%	0.00%

Ethnicity	WMAS Headcount %	Board Headcount %
BME	9.1%	31.3%
White	89.5%	68.8%
Z Not Stated/Not Given	1.4%	0.00%
Executive Board Members	22.3%	77.70%
Non Executive Board Members	42.9%	57.1%
Overall Workforce	9.1%	89.5%
Difference (Total Board - Total Workforce)	22%	-21%

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.