

Workforce Race Equality Standard (WRES) Action Plan 20/21

N ^o	WRES Outcome	Concern	12 Month Trend	Actions
1	20% of BME staff experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months, this compares with 26.1% for white colleagues.	Non-BME staff are less likely to experience harassment, bullying or abuse from patients, relatives or the public in the last 12 months than BME staff	Improving – +6.1% gap 2019 compared to -13.4% gap in 2018	Bullying and Harassment Awareness training has been made available from March 2020 via the Learning and Development Team and self-enrolment through ESR. Full review of Bullying and Harassment took place in 2019 resulting in a Bullying and Harassment working group, a new Bullying and Harassment Policy is to be put in place in 2020 with subsequent guidance and tool kits for managers.
2	28.6% of BME staff experienced harassment, bullying or abuse from staff in the last 12 months, this compares with 21.4% for white colleagues.	BME staff are more likely to experience harassment, bullying or abuse from staff in the last 12 months than non-BME staff	Getting worse – 7.2 % gap 2019 compared to 6.3% gap in 2018	
3	11.4% of BME staff have experienced discrimination at work from manager/team leader or other colleagues in the last 12 months, this compares with 5.9% for white colleagues.	BME staff are more likely to have experienced discrimination at work from manager/team leader or other colleagues in the last 12 months than non-BME staff	Getting worse – 5.5 % gap 2019 compared to 4.9% gap in 2018	
4	81.8% of BME staff believe that the organisation provides equal opportunities for career progression or promotion, this compares with 83% for white colleagues.	BME staff are less likely believe that the organisation provides equal opportunities for career progression or promotion than non-BME staff	Marginally improving – 1.2 % gap 2019 compared to 1.6% gap in 2018	