

Sheffield Teaching Hospitals

Workforce Race Equality Standard (WRES) performance – 2017 to 2023

WRES Metric	Metric Description	Ethnic Group	2017	2018	2019	2020	2021	2022	2023	Direction	Representative Target	National 2021-22	National 2020-21	National 2019-20	National 2018-19	National 2017-18
Metric 1	Percentage of BME staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of BME staff in the overall workforce	BME Staff in Post	13.01%	13.16%	13.55%	14.07%	14.08%	17.56%	20.69%	↑	20.9%	24.2%	22.4%	21.0%	19.7%	19.0%
		BME 8a + & VSM	4.20%	4.30%	4.35%	5.38%	6.12%	6.88%	7.96%	↑	13%	-	-	6.8%	6.5%	5.4%
Metric 2	Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts	White	1.22	1.21	1.38	1.24	1.33	1.35	1.30	↓	1.00	1.54	1.61	1.61	1.46	1.45
Metric 3	Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff entering the formal disciplinary process	BME	1.57	1.40	1.19	0.95	1.31	1.16	0.84	↓	1.00	1.14	1.14	1.16	1.22	1.24
Metric 4	Relative likelihood of White staff accessing non mandatory training and CPD compared to BME staff	White	1.01	1.06	1.03	1.03	0.99	0.81	0.78	↓	1.00	1.12	1.14	1.14	1.15	1.15
Metric 5	KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	White	20.5%	21.0%	22.1%	21.1%	20.4%	23.9%	24.5%	↑	0%	27.0%	25.9%	27.9%	27.8%	27.7%
		BME	21.5%	21.5%	19.0%	23.6%	21.0%	26.7%	24.9%	↓	0%	29.2%	28.9%	30.3%	29.8%	28.7%

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Metric 6	KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	White	19.1%	18.7%	19.5%	18.6%	18.5%	20.4%	19.9%	↓	0%	22.5%	23.2%	23.6%	24.2%	23.3%
		BME	22.8%	24.3%	21.2%	22.4%	26.8%	28.6%	25.2%	↓	0%	27.6%	28.8%	28.4%	29.0%	27.8%
Metric 7	KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion	White	90.2%	89.9%	89.8%	89.2%	90.0%	59.0%	58.8%	↓	100%	58.7%	87.3%	86.9%	86.3%	86.6%
		BME	71.4%	74.8%	71.2%	73.2%	72.9%	41.4%	42.8%	↑	100%	44.4%	69.2%	71.2%	69.9%	71.5%
Metric 8	Q17. In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team or other colleagues	White	4.5%	4.5%	5.6%	4.7%	4.9%	5.9%	6.4%	↑	0%	6.8%	6.2%	6.0%	6.4%	6.6%
		BME	14.8%	12.7%	11.3%	12.6%	14.1%	18.3%	18.0%	↓	0%	17.0%	16.7%	14.5%	15.3%	15.0%
Metric 9	Percentage of BME Board membership	White	100%	88%	85%	86%	86%	81%	80%	↓	81%	-	82.4%	-	86.6%	-
		Unknown	0%	12%	15%	14%	7%	13%	13%	→	0%	-	5.0%	-	5.0%	-
		BME	0%	0%	0%	0%	7%	6%	7%	↑	19%	13.2%	12.6%	10.0%	8.4%	7.4%