

Sheffield Teaching Hospitals

Workforce Race Equality Standard (WRES) performance – 2017 to 2024

WRES Metric	Metric Description	Ethnic Group	2017	2018	2019	2020	2021	2022	2023	2024	Direction	Representative Target	National 2022-23	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%	23.40%	↑	21%	26.4%	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%	8.53%	↑	21%	-	-	-	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	1.41	↓	1.00	1.59	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	1.25	↓	1.00	1.03	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	0.88	↑	1.00	1.12	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%	22.3%	↑	0%	26.9%	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%	24.5%	↑	0%	30.5%	29.2%	28.9%	30.3%	29.8%	28.7%
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%	19.1%	↑	0%	21.7%	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%	23.8%	↑	0%	27.5%	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%	57.7%	↓	100%	59.4%	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%	46.8%	↑	100%	46.7%	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%	6.5%	↓	0%	6.6%	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%	16.9%	↑	0%	16.4%	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%	94%	↓	79%	-	-	82.4%	-	86.6%	-
		Unknown	0%	12%	15%	14%	7%	13%	13%	0%	↑	0%	-	-	5.0%	-	5.0%	-
		BME	0%	0%	0%	0%	7%	6%	7%	6%	→	21%	15.6%	13.2%	12.6%	10.0%	8.4%	7.4%