Workforce Race Equality Standard 2023

By Sandy Zavery Head of EDI

Key Findings

WRES indicators for UHL and NHS trusts in England : 2018 - 2023

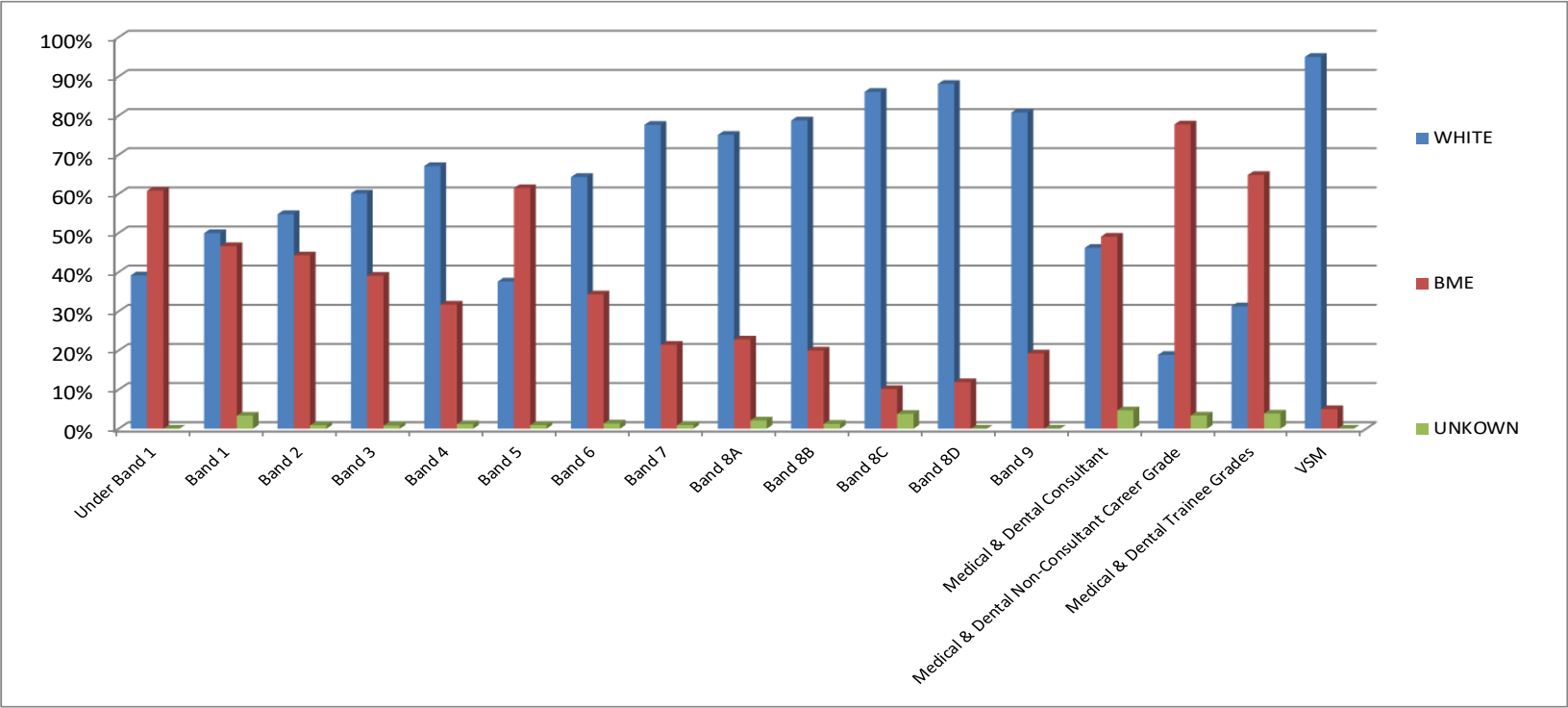| WRES Indicator			University Hospitals of Leicester						
			2018	2019	2020	2021	2022	2023	Trend
1	Percentage of BME Staff	Overall	31.87%	34.09%	35.89%	37.28%	40.65%	44.23%	
		VSM	11.11%	16.67%	16.67%	10.00%	4.35%	5.00%	
2	Relative likelihood of White staff being appointed from shortlisting compared to BME staff		1.60	1.80	1.81	1.67	2.04	1.37	
3	Relative likelihood of BME staff entering the formal disciplinary process compared to White staff		0.82	1.18	0.89	0.83	0.89	0.72	
4	Relative likelihood of White staff accessing non-mandatory		1.20	0.76	0.90	0.86	0.97	0.99	
	Total Board members - % by Ethnicity	BME	11.11%	16.67%	16.67%	10.53%	13.00%	13.64%	
9	%Diff between Voting Board Membership and Overall Workforce	BAME	-20.80%	-17.50%	-19.30%	-27.7%	-37.0%	-30.56%	

WRES Indicator 1

Staff In UHL by ethnicity: 2018 - 2023

YEAR	HEADCOUNT			PERCENTAGE		
	WHITE	BME	UNKOWN	WHITE	BME	UNKOWN
2018	10147	4878	272	66.33%	31.89%	1.78%
2019	10199	5416	258	64.25%	34.12%	1.63%
2020	9987	5716	224	62.70%	35.89%	1.41%
2021	9991	6067	214	61.40%	37.28%	1.32%
2022	9660	6777	236	57.94%	40.65%	1.42%
2023	9451	7691	248	54.35%	44.23%	1.43%
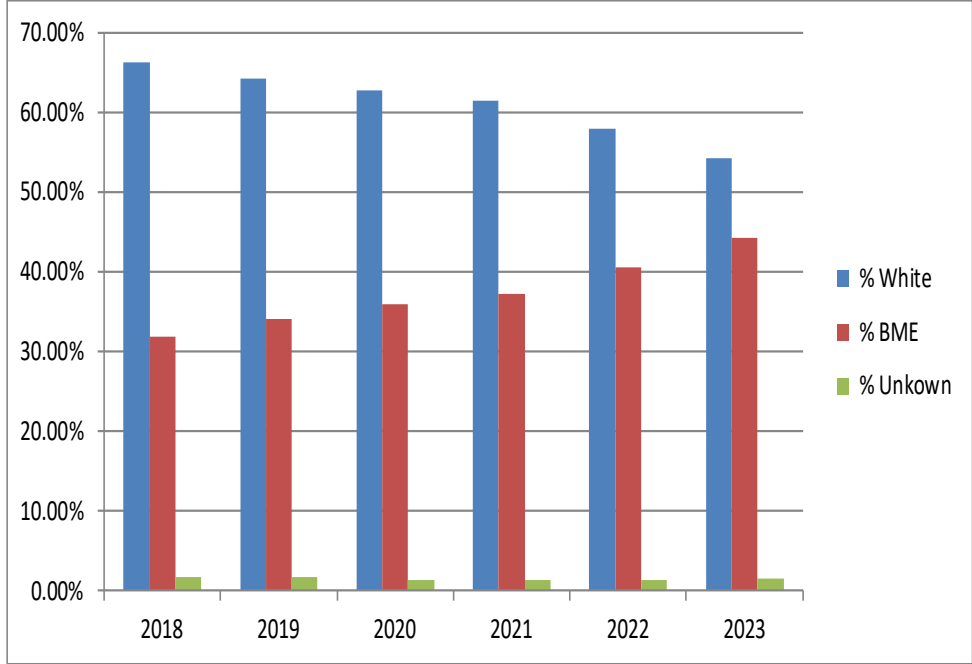
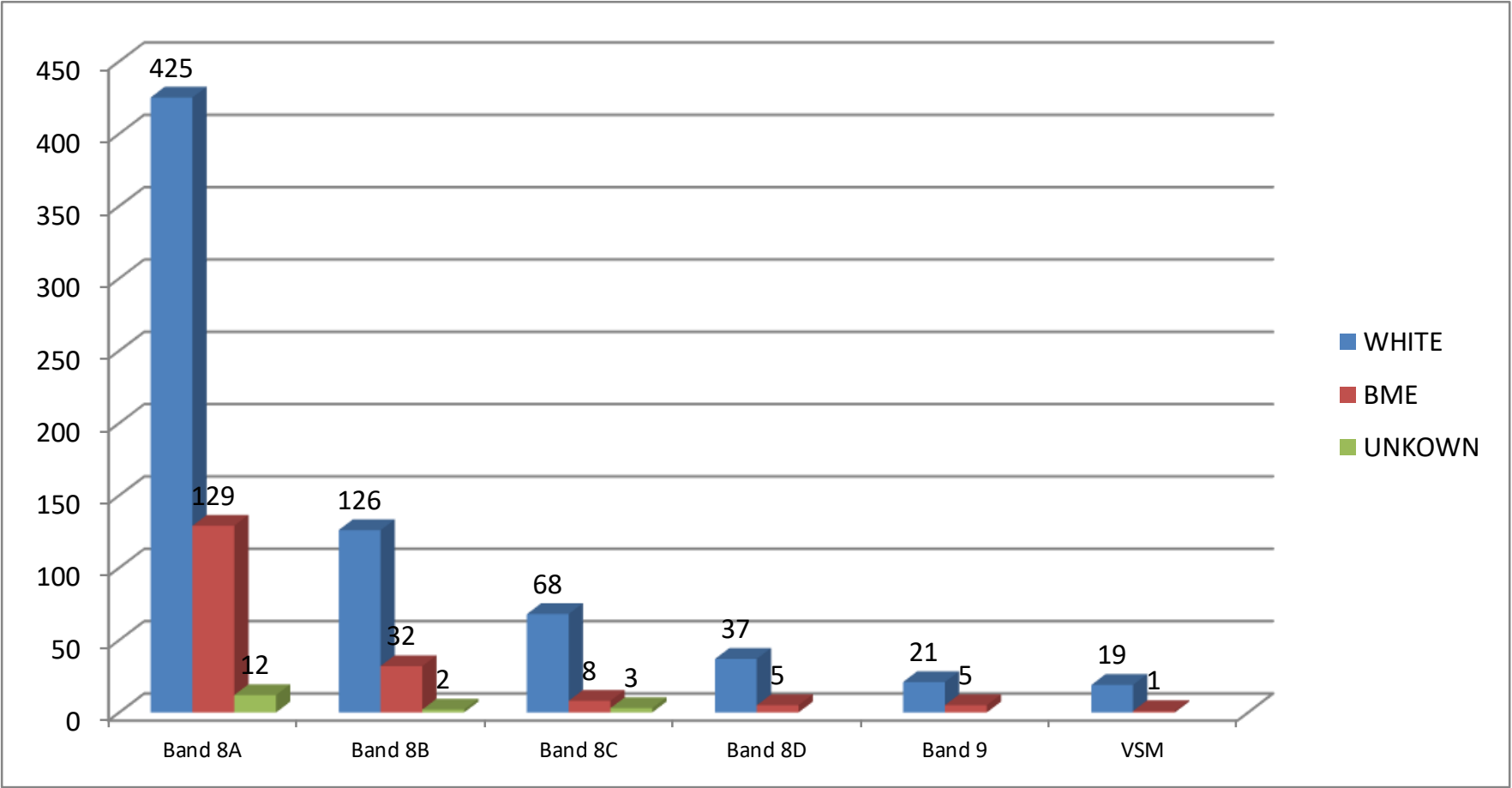| % of Workforce			
	WRES Category	2022	2023
Non Clinical	White	18.17%	16.46%
	BME	9.77%	9.74%
	Other	0.31%	0.28%
Clinical	White	39.77%	37.88%
	BME	30.88%	34.49%
	Other	1.11%	1.15%
Total	White	57.94%	54.35%
	BME	40.65%	44.23%
	Other	1.42%	1.43%

WRES Indicator 1

Percentage Split of Staff by AFC pay band and Ethnicity: 2023

WRES Indicator 1

Number of staff by AFC pay bands (8a to VSM) and ethnicity: 2023

	WHITE	BME	UNKOWN
Band 8A	425	129	12
Band 8B	126	32	2
Band 8C	68	8	3
Band 8D	37	5	
Band 9	21	5	
VSM	19	1	

WRES Indicator 2

Relative likelihood of White staff being appointed from shortlisting compared to BME staff 2018 - 2023

	2018	2019	2020	2021	2022	2023
Relative likelihood of White staff being appointed from shortlisting compared to BME staff	1.60	1.80	1.81	1.67	2.04	1.37

Relative likelihood of White staff being appointed from shortlisting compared to BME staff
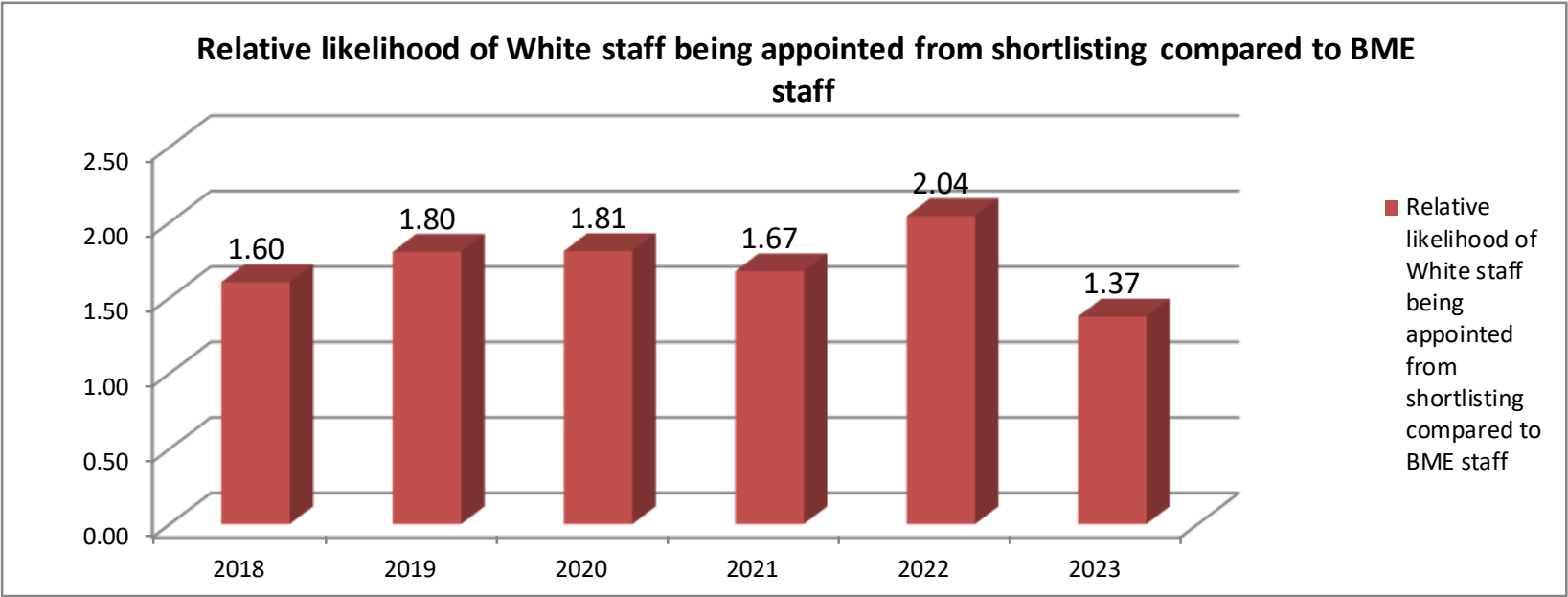
WRES Indicator 3

Relative likelihood of BME staff entering the formal disciplinary process compared to White staff 2018 - 2023

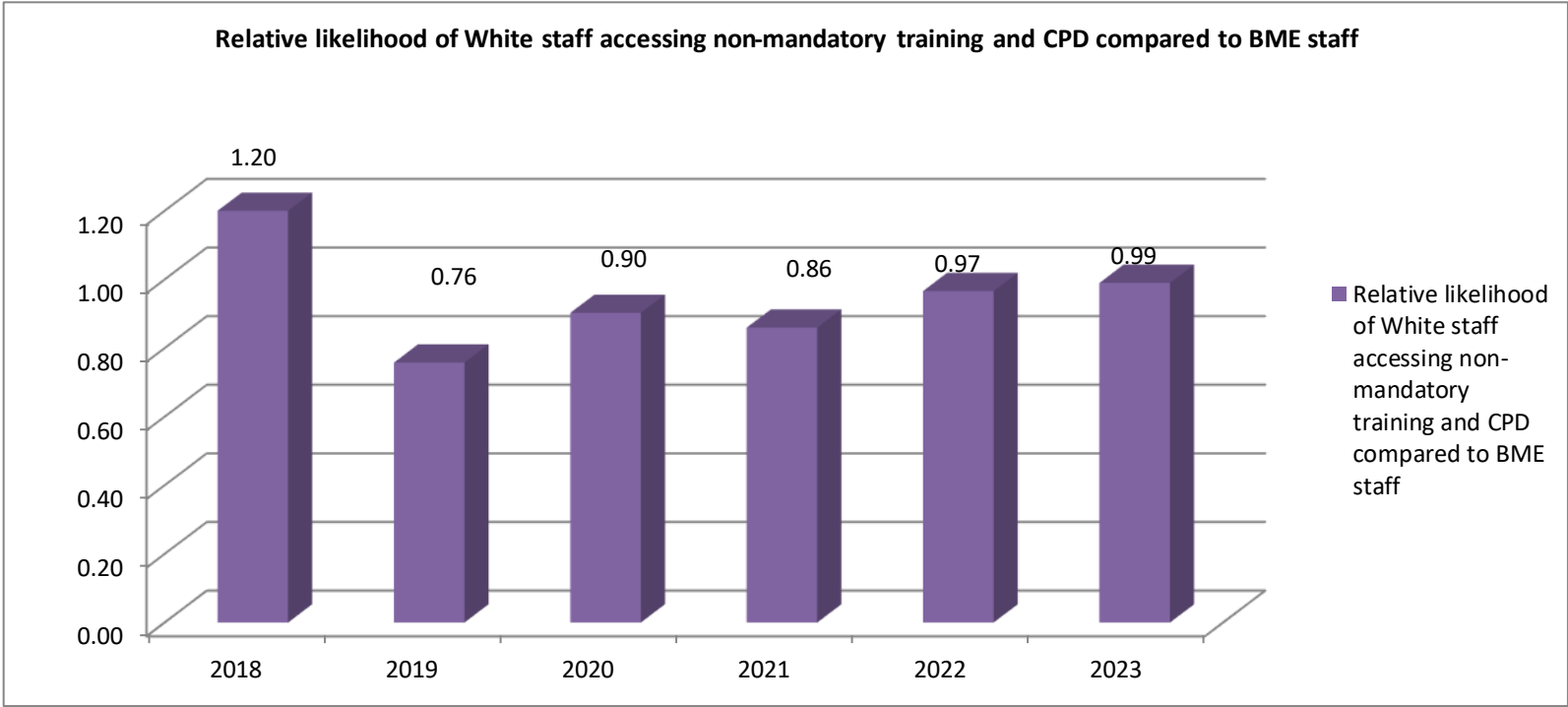|	2018	2019	2020	2021	2022	2023
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff	0.82	1.18	0.89	0.83	0.89	0.72

Relative likelihood of BME staff entering the formal disciplinary process compared to White staff
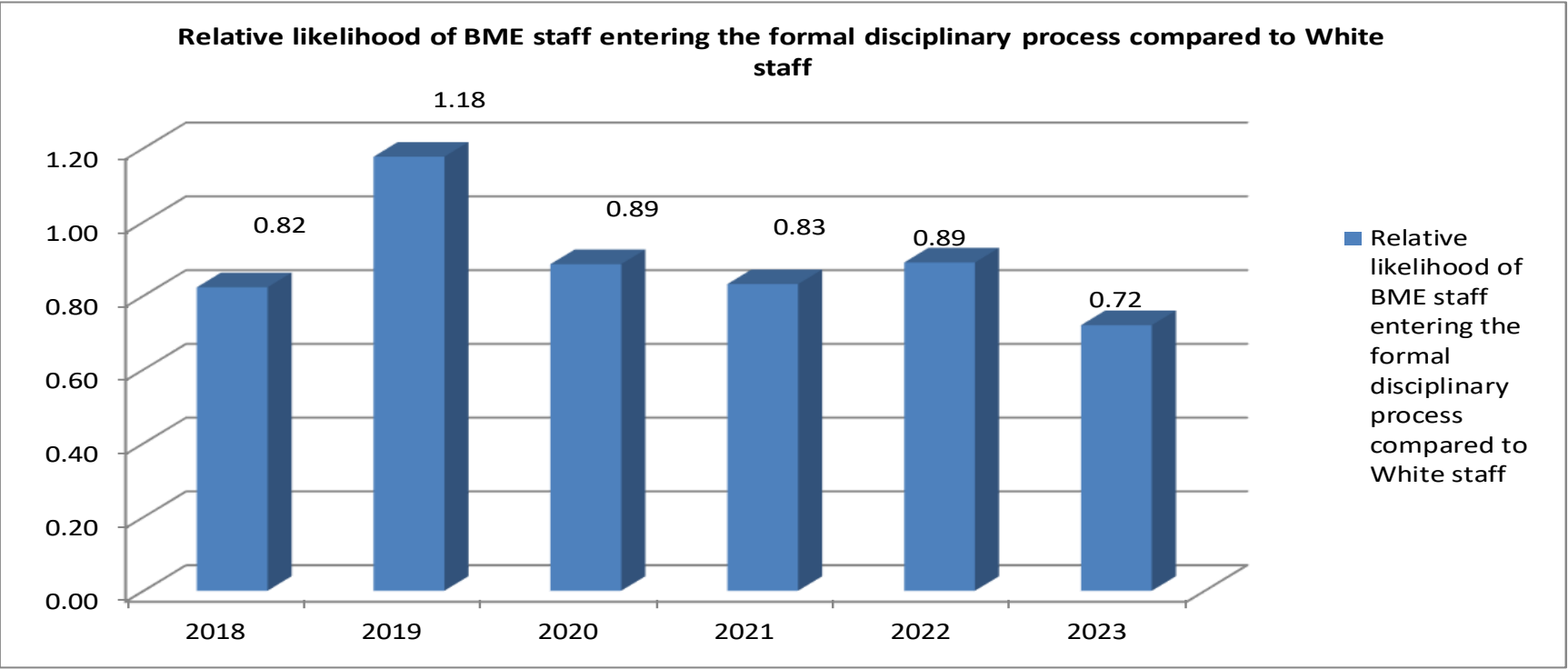
WRES Indicator 4

Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff

|	2018	2019	2020	2021	2022	2023
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	1.20	0.76	0.90	0.86	0.97	0.99

WRES Indicator 9

Percentage of board members by ethnicity

Total Board Members - % by Ethnicity							
	2018	**2019**	**2020**	**2021**	**2022**	**30/09/2022**	**2023**
White	88.9%	83.3%	83.3%	89.5%	94.4%	87.0%	86.4%
BME	11.1%	16.7%	16.7%	10.5%	5.6%	13.0%	13.6%
UNKNOWN	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

| Total Board Members							
	2018	**2019**	**2020**	**2021**	**2022**	**30/09/2022**	**2023**
White	16	15	15	17	17	20	19
BME	2	3	3	2	1	3	3
UNKNOWN	0	0	0	0	0	0	0

Percentage of Board Members by Ethnicity
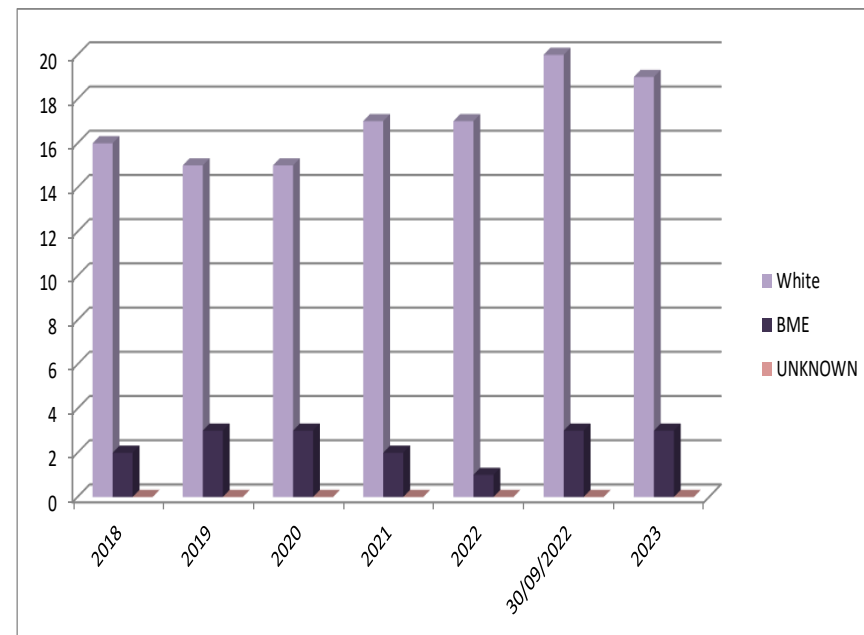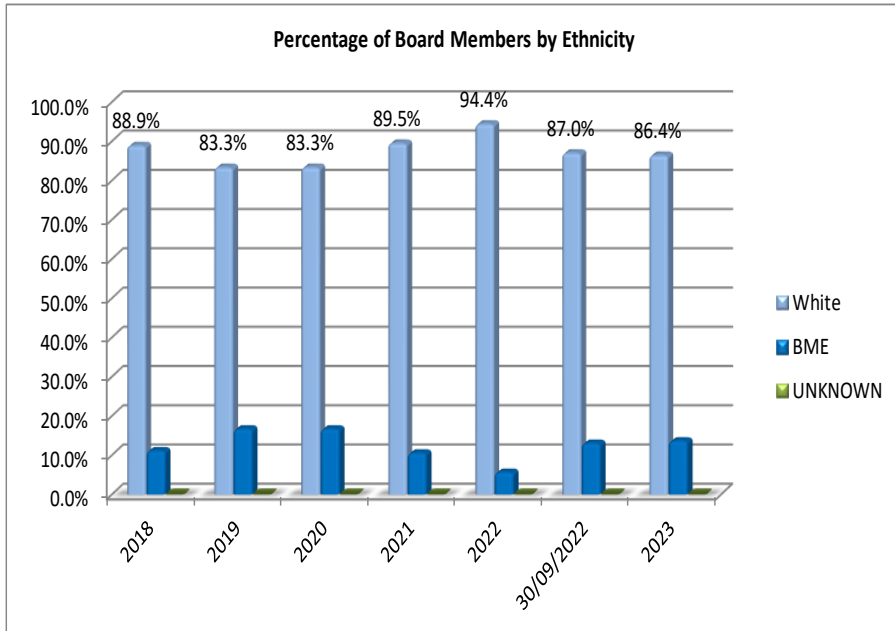
WRES Staff Survey

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

	2018	2019	2020	2021	2022
WHITE	27.0%	27.7%	24.6%	24.3%	25.5%
BME	22.6%	22.4%	20.7%	19.4%	20.6%

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

	2018	2019	2020	2021	2022
WHITE	28.1%	24.6%	23.9%	22.2%	23.7%
BME	28.7%	25.7%	28.7%	24.1%	23.8%
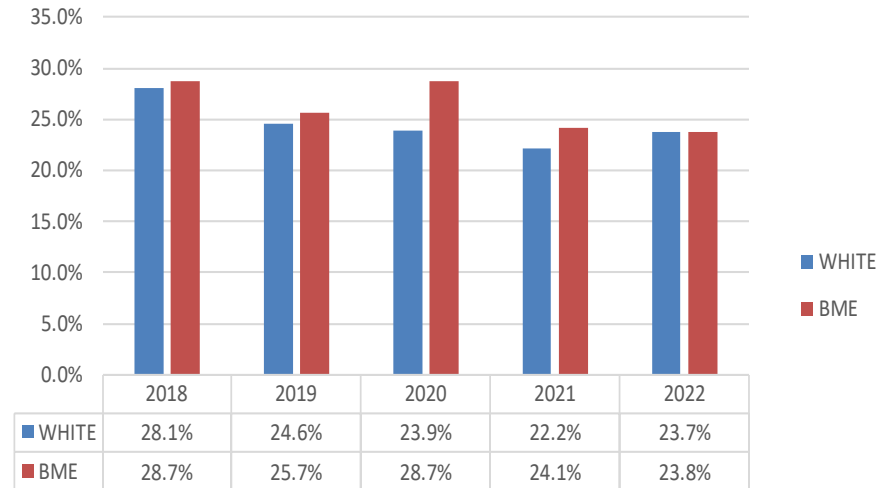
Percentage of people believing that the Trust provides equal opportunities for career progression or promotion

	2018	2019	2020	2021	2022
WHITE	60.2%	59.4%	60.7%	59.2%	59.9%
BME	43.1%	43.1%	41.7%	41.8%	46.4%
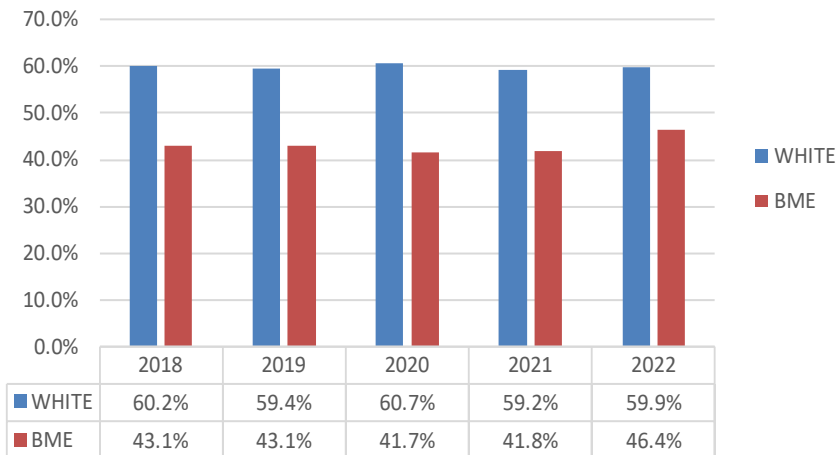
In the last 12 months have you personally experience discrimination at work from Manager / Team Leader or other colleagues

	2018	2019	2020	2021	2022
WHITE	7.5%	5.9%	5.3%	7.0%	6.6%
BME	15.1%	12.9%	15.0%	15.3%	15.4%