Wirral University Teaching Hospital
NHS Foundation Trust

Workforce Race Equality Standards (WRES) Report

June 2025

Sharon Landrum, Head of People Experience

together we will

wuth.nhs.uk

Contents

Background

All the available evidence shows that Black, Asian and Ethnic Minority (BAME) staff have a significantly inferior experience of the NHS as employees when compared to white staff. This report details the background to and the content of the Workforce Race Equality Standard (WRES) report that is required annually of all NHS organisations in order to help ensure the fulfilment of the public sector equality duty as set out in the Equality Act 2010.

The aim of the WRES is to improve the experience of Black, Asian and Ethnic Minority (BAME) staff in the workplace. This includes employment, promotion and training opportunities as well as the experience of employment relations processes. It also applies to BAME people who want to work in the NHS.

In the context of the WRES, "white staff" comprises of white British, white Irish and white other, whereas "BAME staff" comprise all other categories with the exception of "not stated".

The report shows annual comparisons to assess whether any improvements have been achieved.

Executive Summary

Appendix A provides a summary overview of the Trust's performance against the required indicators, compared to national and regional averages.

Data shows improvements in 5 of the 9 WRES indicators with further improvements seen in:

- BAME representation for all groups e.g. clinical; non-clinical and Very Senior Manager (VSM)
- Relative likelihood that staff will enter the formal disciplinary process
- Staff survey related question linked with bullying, harassment, abuse and discrimination.

It is however disappointing to see a decline in:

- Staff believing the Trust provides equal opportunities for career progression and promotion (50.19% last year to 49.46% this year);
- Relative likelihood that BAME applicants will be appointed from shortlisting when compared with white applicants (from 2.02 last year to 2.23 this year).

Whilst there may be potential impacting factors on recruitment linked with national changes to visas and a recent immigration white paper published on 12 May 2025; data will be reviewed in full along with findings from a recent recruitment audit and included within the subsequent full narrative report.

The difference between representation of Board membership has also increased due to the increased representation at Trust level overall (from 7.0% to 7.56%).

Work has continued to further support our BAME staff and understand their experiences, capture ideas for improvement and ultimately to offer additional support.

Led by the Chief People Officer, listening events have been held with BAME staff to understand experiences and identify high impact actions to ensure improvements. Regular discussion and promotion of staff experiences and actions needed were promoted throughout the year to affirm our commitment to being an anti-racist organisation and WUTH was one of only four Trusts in the North West region to achieve new anti-racist framework bronze status.

The Trust continues to support and promote its multicultural staff network with three network co-chairs in place for the majority of the year and following the completion of a three- year tenure, two chairs are currently leading the network for 2025/26. It is hoped that a further co-chair will be recruited this year. An Executive Partner is in place for the staff network and efforts continue to be made to improve Trust wide communications and in celebrating diversity at WUTH.

Leadership and management development programmes continue to run, with equality, diversity and inclusion embedded as a golden thread throughout all programmes and with stand-alone sessions also in place focused on Inclusive leadership and inclusive recruitment. Interview preparation and development sessions have also been offered to BAME staff, following feedback received from listening eve

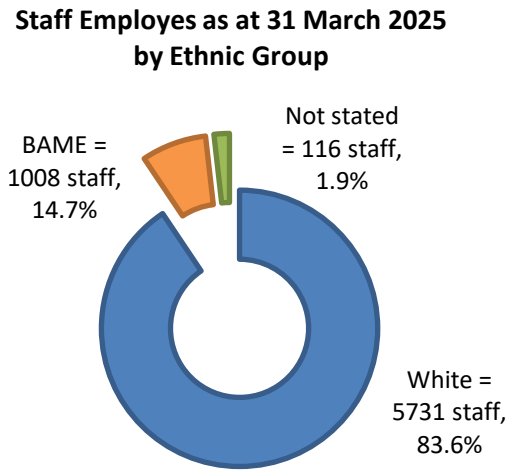
Leaders are encouraged to consider their own sphere of influence and actions they can take to ensure a compassionate and inclusive culture, with a number of examples launched by individuals to share culture, learning and celebration of difference.

Appendix B provides an update on actions identified for 2024/5 and appendix C highlights key objectives for 2025/6 as part of this years' People Strategy key deliverables.

Total Staff by Ethnicity 31 March 2025

As at 31 March 2025, a total of 6855 staff were employed by WUTH. Of these, 1008 (14.7%) were BAME and 5731 (83.6%) were white. 116 staff however, (1.7%) were unstated for their ethnicity.

The results highlight therefore that there continues to be a significant increase in the number of BAME staff within the Trust, with numbers remaining higher than that within the local population (95.2% of residents identified as "white" in the 2021 census). That said, there is a significant disparity between the levels of BAME staff within clinical and non-clinical roles, however increases can be seen in both areas.



The definitions of "Black, Asian and Minority Ethnic" and "White" used have followed the national reporting requirements of Ethnic Category in the NHS Data Model and Dictionary, and as used in Health and Social Care Information Centre data. "White" staff includes White British, Irish and Any Other White. The "Black, Asian and Minority Ethnic" staff category includes all other staff except "unknown" and "not stated."

Section One

The WRES Standard Indicators

Table 1. The Workforce Race Equality Standard Indicators	
Workforce Indicators For each of these four workforce indicators, compare the data for White and BAME staff.	

1	Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (*including executive Board members*) compared with the percentage of staff in the overall workforce disaggregated by:
	• Non-clinical staff
	• Clinical staff – of which
	  • Non-medical staff
	  • Medical and Dental staff

2	Relative likelihood of staff being appointed from shortlisting across all posts.
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation* **Note:** *this indicator will be based on data at 31 March.*
4	Relative likelihood of BAME staff accessing non-mandatory training and CPD.
National NHS Staff Survey findings (or equivalent) For each of the four staff survey indicators, compare the outcomes of the responses for White and BAME staff.	
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.
7	Percentage believing that trust provides equal opportunities for career progression or promotion.
8	In the last 12 months have you personally experienced discrimination at work from any of the following? b) manager/team leader or other colleagues
Boards representation indicator For this indicator, compare the difference for White and BAME staff	
9	Percentage difference between the organisation's Board voting membership and its overall workforce disaggregated: • By voting membership of the Board • By executive membership of the Board

Indicator 1

This indicator relates to the relative numbers of staff in each of the Agenda for Change Bands and VSM compared with the percentage of staff in the overall workforce. The tables below show this data for WUTH as a whole workforce for 2024/5.

Staff breakdown for 2024/5 (clinical and non-clinical combined)

Payband	White	BAME	Not Stated	Grand Total	% in Band 2025	% in band 2024
Band 1	95		2	97	0.00%	0%
Band 2	1549	177	23	1749	10.12%	8.28%
Band 3	719	38	2	759	5.01%	4.36%
Band 4	426	9	5	440	2.05%	2.32%
Band 5	941	391	36	1368	28.58%	28.36%
Band 6	816	90	13	919	9.79%	8.85%
Band 7	492	32	9	533	6.00%	5.48%
Band 8A	209	17	1	227	7.49%	8.37%
Band 8B	92	3	1	96	3.13%	5.15%
Band 8C	32	2		34	5.88%	6.45%
Band 8D	16			16	0.00%	0.00%
Band 9	4			4	0.00%	0%
M&D - Career Grade	31	32	2	65	49.23%	47.62%
M&D - Consultant	180	108	10	298	36.24%	33.87%
M&D - Trainee	106	105	10	221	47.51%	44.02%
Other Incl VSM	9			9	0.00%	0.00%
Senior Medical Manager	14	4	2	20	20.00%	13.66%
Grand Total	**5731**	**1008**	**116**	**6855**	**14.70%**	**13.66%**

Staff breakdown for 2024/5 (by Clinical and non-Clinical staff group)

Count of Employee Nu		Ethnicity Gr				% BAME in group	% BAME in group
Clinical/Non-Clinica	Staff Group	White	BAME	Not Stated	Grand Total	2025	2024
Clinical	Add Prof Scientific and Technic	201	13	1	215	**6.05%**	8.25%
	Additional Clinical Services	1134	175	12	1321	**13.25%**	10.83%
	Allied Health Professionals	424	56	6	486	**11.52%**	9.87%
	Healthcare Scientists	132	16	2	150	**10.67%**	9.27%
	Nursing and Midwifery Registered	1469	428	44	1941	**22.05%**	22.10%
Clinical - Medical	Medical and Dental	331	249	24	604	**41.23%**	38.97%
Non-Clinical	Administrative and Clerical	1089	41	12	1142	**3.59%**	3.56%
	Estates and Ancillary	957	30	15	1002	**2.99%**	2.42%
Grand Total		**5737**	**1008**	**116**	**6861**	**14.69%**	**13.66%**

Clinical staff breakdown for 2024/5 (by pay band)

Count of Employee Nu	Ethnicity Grou				% BAME in
Payband WRES WD	White	BAME	Not Stated	Total	band 2025
Band 2	614	139	9	762	18.2%
Band 3	358	25	1	384	6.5%
Band 4	153	5	2	160	3.1%
Band 5	828	385	33	1246	30.9%
Band 6	741	87	9	837	10.4%
Band 7	428	27	9	464	5.8%
Band 8A	164	15	1	180	8.3%
Band 8B	52	3	1	56	5.4%
Band 8C	16	2		18	11.1%
Band 8D	3			3	0.0%
Band 9	2			2	0.0%
M&D - Career Grade	31	32	2	65	49.2%
M&D - Consultant	180	108	10	298	36.2%
M&D - Trainee	106	105	10	221	47.5%
Other Incl VSM	1			1	0.0%
Senior Medical Manag	14	4	2	20	20.0%
Total	**3691**	**937**	**89**	**4717**	**19.9%**

Non-clinical staff breakdown for 2024/5 (by pay band)

Count of Employee Ethnicity Gr					% BAME in
Payband WRES W	White	BAME	Not Stated	Total	band 2025
Band 1	95		2	97	0.0%
Band 2	935	38	14	987	3.9%
Band 3	361	13	1	375	3.5%
Band 4	273	4	3	280	1.4%
Band 5	113	6	3	122	4.9%
Band 6	75	3	4	82	3.7%
Band 7	64	5		69	7.2%
Band 8A	45	2		47	4.3%
Band 8B	40			40	0.0%
Band 8C	16			16	0.0%
Band 8D	13			13	0.0%
Band 9	2			2	0.0%
Other Incl VSM	8			8	0.0%
Total	**2040**	**71**	**27**	**2138**	**3.3%**

Key Findings:-

- The percentage of BAME staff employed at WUTH has increased from 13.66% last year to 14.7% this year with increases seen across clinical, non-clinical and very senior managers (for clinical staff)
- For non-clinical staff, representation is broadly in line with the overall Trust representation, with the exception of bands 8b and above and band 4, with particularly positive representation in band 7. Clinical staff have a mixture of levels of representation across bandings, with particularly high levels of BAME staff within medical and dental roles and band 5, which may largely be due to a significant international nurse recruitment campaign over the last few years.

- The percentage of BAME staff employed at WUTH (14.7%) continues to be greater than the population of Wirral as a whole, although the percentage is significantly higher in some areas.

Indicator 2

This indicator relates to the relative likelihood of BAME staff being appointed from shortlisting compared to that of white staff being appointed from shortlisting across all posts.

Key Findings
Results this year unfortunately show a further decline, with data highlighting that BAME applicants are less likely to appointed from shortlisting than white applicants this year, with a likelihood of 2.23 (2.02 last year).

A recruitment audit has been developed and piloted, with results awaited, which seeks to understand potential reasons for this.

Indicator 3

This indicator relates to the relative likelihood of BAME staff entering the formal disciplinary process, compared with that of non-BAME staff.

Key Findings:
Within 2024/5, 104 people entered the disciplinary process. 14 staff were BAME (1.4% of workforce numbers), 84 were white (including any “white ethnic group”) (1.5% of workforce numbers) and 8 people have an undisclosed ethnicity.

This data highlights that BAME staff are as likely to enter the disciplinary process than white staff, with a relative likelihood of 0.87.

Indicator 4

Relative likelihood of BAME staff accessing non-mandatory training and CPD.

Key Findings

Data highlights that BAME staff have an equal likelihood of accessing non-mandatory training and CPD as with white colleagues.

National NHS Staff Survey Findings

The next 4 indicators are taken directly from the staff survey report and relate to relative staff experience of bullying and harassment, career progression opportunities and personally experienced discrimination.

Indicator 5

The chart below highlights the percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.

	2018	2019	2020	2021	2022	2023	2024	Trend	National Average 2024
BAME Staff	32.00%	30.10%	22.30%	27.80%	25.60%	30.03%	28.15%		28.27%
Non BAME colleagues	25.20%	25.40%	21.40%	23.40%	22.80%	21.25%	21.32%		23.21%

Indicator 6

The chart below highlights the percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.

	2018	2019	2020	2021	2022	2023	2024	Trend	National Average 2024
BAME Staff	36.00%	25.50%	29.70%	26.20%	21.57%	28.93%	22.01%		24.78%
Non BAME colleagues	29.60%	29.40%	23.90%	24.80%	21.48%	22.35%	19.98%		21.53%

Indicator 7

The chart below shows the percentage believing that the Trust provides equal opportunities for career progression or promotion.

Data prior to 2019 is not included as a national error was identified lasty year and available data updated to 2019 only.

	2019	2020	2021	2022	2023	2024	Trend	National Average 2024
BAME Staff	47.18%	43.54%	49.30%	49.56%	50.19%	49.46%		49.70%
Non BAME colleagues	56.16%	55.35%	54.59%	57.92%	56.86%	57.86%		58.82%

Indicator 8

In the last 12 months have you personally experienced discrimination at work from any of the following? b) Manager/team leader or other colleagues

	2018	2019	2020	2021	2022	2023	2024	Trend	National Average 2024
BAME Staff	13.90%	10.00%	13.40%	15.60%	13.60%	17.36%	16.89%		15.72%
Non BAME colleagues	6.00%	5.00%	5.30%	6.00%	5.60%	5.86%	5.12%		6.69%

Indicator 9

Percentage difference between the organisation's Board voting membership and its overall workforce disaggregated:

- **By voting membership of the Board**
- **By executive membership of the Board**

Key Finding:
The Trust has 14 Board members, 12 of whom are voting members and 13 identify as white (which includes all white categories as defined within ESR).

This gives a percentage difference for both the Trust boards voting and executive membership and its overall workforce of – 7.6%.

Conclusion

Data shows improvements in 5 of the 9 WRES indicators:

- BAME representation for all groups e.g. clinical; non-clinical and Very Senior Manager (VSM)
- Relative likelihood that staff will enter the formal disciplinary process
- Staff survey related question linked with bullying, harassment, abuse and discrimination.

Despite a number of improvements this year, particular areas of decline for attention are:

- Staff believing the Trust provides equal opportunities for career progression and promotion (50.19% last year to 49.46% this year);
- Relative likelihood that BAME applicants will be appointed from shortlisting when compared with white applicants (from 2.02 last year to 2.23 this year).

Appendix C highlights Trust objectives as part of the overarching People Strategy key deliverables for 2025/26 that seek to support further improvements for our Black, Asian and Minority Ethnic Staff at WUTH.

Appendix A

WRES Indicator Summary table for NHS trusts in England compared to WUTH

WRES Indicator			National Average 2024	WUTH 2021-22	WUTH 2022-23	WUTH 2023-24	WUTH 2024-25
1	% of BAME staff	Overall		10.40%	12.30%	13.66%	14.70%
		VSM		0%	5.30%	0%	13.80%
		Clinical		14.60%	17.00%	18.75%	19.86%
		Non-Clinical		1.70%	2.50%	3.01%	3.31%
2	Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BAME applicants			0.96	1.28	2.02	2.23
3	Relative likelihood of BAME staff entering the formal disciplinary process compared to white staff			0.48	0.22	0.6	0.87
4	Relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff			1.1	1	1	1
5	% of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	**BAME**	**28.27%**	**27.78%**	**25.58%**	**30.03%**	**28.15%**
		White	23.21%	23.41%	22.80%	21.25%	21.32%
6	% of staff experiencing harassment, bullying or abuse from staff in the last 12 months	**BAME**	**24.78%**	**26.17%**	**21.57%**	**28.93%**	**22.01%**
		White	21.53%	24.75%	21.48%	22.35%	19.98%
7	% of staff believing that the Trust provides equal opportunities for career progression or promotion	**BAME**	**49.70%**	**49.30%**	**49.56%**	**50.19%**	**49.46%**
		White	58.82%	54.59%	57.92%	56.86%	57.86%
8	% of staff personally experiencing discrimination at work from a manager, team leader or other colleagues	**BAME**	**15.72%**	**15.57%**	**13.62%**	**17.36%**	**16.89%**
		White	6.69%	6.03%	5.60%	5.86%	5.12%
9	Board membership			-10.40%	-6.40%	-7.00%	**-7.56%**

Key:

	≥ last year and ≥ the national average
	≥ last year < national average **or** < last year ≥ national average
	< last year and < national average

Workforce Race Equality Standard (WRES) Action Plan 2024/5

Elements		Action	Responsibility	Deadline	Progress	Comments
Seek to Understand	1	Develop process of regular recruitment audits of processes for under-represented areas / roles to understand challenges / barriers or areas of potential bias	Recruitment Services	30/09/2024	Amber	Process developed and piloted, however due to capacity within the service, this has been unable to be embedded as yet.
	2	Working with the Trust's multicultural staff network to undertake a series of listening events to understand experiences of working at WUTH and identify potential reasons for areas of deterioration and actions needed for improvement	CPO	31/08/24	Green	Listening events held and high impact actions identified and progressed. Improvements seen in 2024 staff survey results, with ongoing feedback and further listening events to be held.
	3	Develop a process to identify and triangulate data relating to incidents/concerns and employee relations case linked to protected characteristics	People Experience	31/12/24	Green	Completed and included within ER reports and individual subject areas as required e.g. sexual safety and bullying and harassment
Support	1	Build capacity and capability of Trust staff networks, with appointment of new co-chairs and re-establishment of regular meetings.	Co-chairs / Exec Partners	31/03/2025	Green	New co-chairs appointed and offering regular opportunities to meet staff. Uptake is however low, however opportunities are available. Whats app groups in place and active. First Multicultural large event held
	2	Increase the number of non-white FTSU Champions to promote and encourage staff to speak up.	FTSU Lead	31/12/24	Green	New multicultural link staff identified.
	3	Continue to encourage staff to enter/update personal information via ESR self-service, with guidance documents and support offered to complete.	Comms / Workforce Information / SL	31/03/25	Green	Work continues to support staff via ESR drop ins and regular promotion is communicated.
Educate and Develop	1	Visible Respect at Work campaign to promote zero tolerance to bullying, harassment or abuse within the workplace	HR / H&S	Ongoing	Amber	Zero tolerance posters and communications have been issued; however a new approach is being taken to staff safety and managing challenging behaviours. Stakeholder review sessions have been held, with a new strategy in development
	2	Application submitted for NHS Northwest Ant-Racist Framework Bronze status with outcome	SL / DG	30/06/24	Green	Submitted and Trust one of 4 in the region to receive accreditation. Action plan in place to achieve silver status

Workforce Race Equality Standard (WRES) Action Plan 2024/5

		reviewed and further areas of priority to be identified				
	3	EDI training to support leaders in understanding how to ensure WUTH is an anti-racist organisation and upholds the principles of the sexual safety charter.	CPO	31/03/25	Green	As with the above section. Key messages are also shared as part of induction programmes for all staff and both through internal and external articles. Letters have also been sent to staff to promote sexual safety in the workplace and offer support for staff, along with the launch of eLearning for managers on sexual safety.
Celebrate and Promote	1	Annual calendar of events to ensure proactive celebration of diversity and raising awareness of key EDI events / festivals/ awareness days sharing staff experiences and linking external / internal support mechanisms to aid and enhance understanding and support	People Experience	Ongoing	Green	In place and ongoing
	2	Promoting WUTH as an inclusive employer that celebrates diversity and harnesses individuality	People Experience / Comms / Recruitment	Ongoing	Green	Regular Trust wide promotions are undertaken, with particular campaigns shared for Race equality Week and Red Card to Racism Day. WUTH was reaccredited with the Navajo chartermark that seeks to recognise inclusive employers.
	3	Develop a series of staff stories to share experiences of non-white staff	OH / Comms / People Experience	31/08/24	Green	Project undertaken within NNU and stories captured and shared. Experiences shared as part of Race Equality Week. Further work to be undertaken to ensure regular stories are shared.

People Strategy Objectives for 2025/26

Objective	Deliverable / Output
Deliver the 2025 elements of the NHS England EDI High Impact Actions	1) Development of an EDI Dashboard that incorporates NHSE High Impact Actions 2) Robust reporting of High Impact Actions through workforce governance 3) Recruitment audit undertaken on a quarterly basis 4) Relative likelihood of staff being appointed from shortlisting, monitored for all protected characteristics 5) Undertake a review to identify the experience of career progression for staff who hold protected characteristics 6) Development and implementation of an inclusive recruitment toolkit 7) Undertake a health assessment for the workforce to identify health inequalities and identify key actions to address.
Implement regular Cultural assessment at Trust and divisional level.	1) Agree a methodology for assessing and monitoring culture 2) Monitoring tool / dashboard developed 3) Divisions are engaged and understand framework for assessing and monitoring culture 4) Data triangulation undertaken, with key findings and analysis embedded within Trust reporting processes.
Work with BAME Staff to support speaking upon bullying and harassment	1) Increase in BAME staff attendance at Multi Cultural network 2) Increase in number of BAME FTSU Champions with particular targeting wards / services with higher number of internationally recruited staff 3) Facilitate a number of BAME staff to become "role models" sharing key messages to encourage colleagues to speak up - One role model per division 4) BAME staff representation at Trust violence and aggression working group to ensure lived experience is represented 5) Series of listening events for BAME staff with Chief People Officer to continue to identify opportunities to address bullying and harassment