



Element	Area of measurement	KPI	Demographic	2020/21	2021/22	2022/23	2023/24	2024/25	Compliance	Trend	Summary
Recruitment & Progression	RP1 - Relative likelihood of appointment from shortlisting	Ratio between 0.8 and 1.2:1	BAME	3.28	0.96	1.28	2.02	2.23			* Monitoring now in place * Applicants across all PC's listed have an equal likelihood of appointment from shortlisting, with the exception of BAME applicants. This has declined and is a cause for concern. A recruitment audit has been developed and piloted, with findings under review.
			Disabled	1.20	1.80	1.30	1.19	1.00			
			Female					0.87			
			LGB+					0.95			
			Christian					0.90			
			Atheist					1.08			
	RP2 -Staff satisfaction with opportunities for career progression (Q24b from NSS)	≥ national average Improvement from last year	Org. Ave		47.8%	49.8%	48.2%	46.3%			* A decline in experience can be seen for all staff. Findings for BAME staff still remain above the national average, however have declined in line with all staff groups.
			Nat. Ave		52.2%	53.5%	55.2%	54.3%			
			BAME		62.0%	61.5%	56.6%	54.6%			
			White		46.2%	48.6%	48.3%	45.6%			
			Disabled		38.7%	41.9%	41.0%	36.0%			
			Non-disabled		50.2%	52.4%	52.1%	50.5%			
			Female		47.7%	50.1%	48.7%	46.0%			
			Male		48.2%	51.9%	54.7%	50.3%			
			LGB+		45.0%	53.5%	48.9%	45.0%			
			Straight		47.8%	50.5%	49.9%	47.4%			
			Christian		46.5%	49.9%	48.9%	46.7%			
			Other Religions		58.0%	57.0%	54.0%	51.8%			
	RP3: Staff feeling the organisation acts fairly with regards to career progression (Q15 from NSS)	≥ national average Improvement from last year	Org. Ave	54.1%	54.3%	56.8%	55.5%	56.2%			* A mixture of results can be seen in this area with organisational and national averages increasing along with white, non-disabled, female and straight staff groups. * Particular areas of focus are BAME staff and those whose religion is other than Christian as experiences in these areas have declined this year and fall below the national average.
			Nat. Ave	56.5%	55.9%	55.8%	55.9%	56.0%			
			BAME	43.5%	49.3%	49.6%	50.2%	49.5%			
			White	55.4%	54.6%	57.9%	56.9%	57.9%			
			Disabled	46.3%	45.8%	52.5%	51.1%	51.1%			
			Non-disabled	56.6%	56.6%	58.1%	57.7%	58.6%			
			Female	55.5%	55.1%	57.8%	56.7%	57.3%			
			Male	52.2%	52.9%	56.5%	58.2%	56.8%			
			LGB+	55.5%	62.4%	62.4%	52.7%	55.5%			
			Straight	55.1%	54.8%	57.7%	57.4%	57.8%			
			Christian	55.2%	56.3%	57.3%	57.9%	56.6%			
			Other Religions	52.0%	54.0%	58.0%	55.0%	54.0%			
Staff Satisfaction - What's it like to work at WUTH	S1: Staff engagement score	≥ national average Improvement from last year	Org. Ave	6.87	6.67	6.69	6.67	6.56			*Staff engagement scores have declined at an organisational and national level this year. This can also be seen in the majority of staff groups, with the exception of LGB+ who are the only staff group to be more engaged this year
			Nat. Ave	7.03	6.84	6.80	6.91	6.84			
			BAME	7.15	7.22	7.30	7.17	7.08			
			White	6.84	6.63	6.62	6.62	6.51			
			Disabled	6.45	6.28	6.26	6.19	6.07			
			Non-disabled	6.94	6.80	6.82	6.86	6.75			
			Female	6.93	6.70	6.71	6.73	6.61			
			Male	6.68	6.67	6.71	6.74	6.61			
			Straight	6.91	6.72	6.77	6.77	6.64			
			LGB+			6.08	6.02	6.26			
			Christian	7.02	6.79	6.86	6.86	6.72			
			Other Religions	6.91	6.96	7.13	7.19	6.85			
	S2: Equality and Diversity sub-score (NSS)	≥ national average Improvement from last year	Org. Ave		8.20	8.26	8.18	8.18			* The majority of staff groups have seen an increase in experiences relating to equality and diversity this year and are above the national average. * However, experiences of disabled, LGB+ staff and those with other religions have declined and fall below the national average.
			Nat. Ave		8.13	8.10	8.12	8.08			
			BAME		7.66	7.66	7.25	7.27			
			White		8.25	8.35	8.35	8.37			
			Disabled		7.73	7.96	7.90	7.89			
			Non-disabled		8.35	8.36	8.34	8.34			
			Female		8.23	8.30	8.27	8.27			
			Male		8.20	8.26	8.25	8.26			
			LGB+			8.00	8.05	7.90			
			Straight		8.25	8.32	8.28	8.30			
	S3: Inclusion sub-score (NSS)	≥ national average Improvement from last year	Christian		8.29	8.25	8.25	8.22			*LGB+ staff have seen the biggest improvement in this area this year, however disabled and BAME staff have declined and fall below the national average.
			Other Religions		8.02	8.30	8.19	7.91			
			Org. Ave		6.84	6.92	6.83	6.81			
			Nat. Ave		6.78	6.84	6.86	6.81			
			BAME		6.78	7.08	6.70	6.67			
			White		6.80	6.89	6.85	6.85			
			Disabled		6.50	6.60	6.49	6.39			
			Non-disabled		6.90	6.99	6.95	6.98			
			Female		6.80	6.92	6.85	6.85			
			Male		6.83	7.00	6.95	6.92			
Retention	R1: Turnover	≥ org average Improvement from last year	BAME				2.0%	1.6%	2.4%		* Turnover data is deemed to be healthy, with no additional concerns presented
			White				12.2%	10.2%	9.2%		
			Disabled				0.3%	0.5%	0.7%		
			Non-disabled				13.9%	11.6%	10.9%		
			Female				10.6%	9.0%	8.4%		
			Male				3.5%	2.9%	3.1%		
			LGB+				1.7%	1.5%	1.0%		
			Straight				12.4%	10.4%	11.1%		
			Christian				6.0%	4.9%	4.8%		
			Other Religions				8.2%	7.0%	6.8%		
	R2: Thinking of leaving (NSS score)	≥ national average Improvement from last year	Org. Ave	6.23	5.99	5.91	5.82	5.79			* Only two staff groups have seen improvements in this area, with less male staff and those with religions other than Christian, thinking of leaving. * Trend analysis shows a reducing picture over the last few years, however with a slowed reduction more latterly.
			Nat. Ave	6.31	5.97	5.86	6.06	6.04			
			BAME	6.73	6.55	6.41	6.13	6.11			
			White	6.28	6.00	5.86	5.86	5.84			
			Disabled	5.78	5.53	5.39	5.38	5.34			
			Non-disabled	6.43	6.21	6.08	6.07	6.04			
			Female	6.38	6.05	5.97	5.95	5.90			
			Male	6.15	6.15	5.90	5.87	5.93			
			LGB+			5.51	5.12	4.99			
			Straight	6.37	6.09	5.98	5.97	5.97			
			Christian	6.46	6.16	6.06	6.08	6.02			
			Other Religions	6.49	6.37	6.10	6.39	6.49			

NHS EDI Improvement Plan	HIA 2: Embed fair and inclusive recruitment processes and talent management strategies that target under-representation and lack of diversity.		Christian					0.90		Very Good Progress	* A decline in experience can be seen for all staff. Findings for BAME staff still remain above the national average, however have declined in line with all staff groups.	
			Atheist					1.08				
			Success Metric Overall									
		Success Metric 2 Access to career progression, training and development opportunities.	Org. Ave		47.8%	49.8%	48.2%	46.3%		Limited progress		
			Nat. Ave		52.2%	53.5%	55.2%	54.3%				
			BAME		62.0%	61.5%	56.6%	54.6%				
			White		46.2%	48.6%	48.3%	45.6%				
			Disabled		38.7%	41.9%	41.0%	36.0%				
			Non-disabled		50.2%	52.4%	52.1%	50.5%				
			Female		47.7%	50.1%	48.7%	46.0%				
			Male		48.2%	51.9%	54.7%	50.3%				
			LGB+		45.0%	53.5%	48.9%	45.0%				
			Straight		47.8%	50.5%	49.9%	47.4%				
			Christian		46.5%	49.9%	48.9%	46.7%				
			Other Religions		58.0%	57.0%	54.0%	51.8%				
			Success Metric Overall									
		Success Metric 3 -Improvement in race and disability representation leading to parity over the life of the plan.	Disability		2.0%	2.8%	3.6%	3.8%		Very Good Progress	* Year on year improvement in representation of both disabled and BAME staff. * Self declaration rates still remain low however for disabled staff, with 20% of staff still remaining undefined * Whilst BAME representation is increasing, this is not equal across all areas, with significantly higher levels of BAME clinical staff compared to non-clinical.	
			Race		10.4%	12.3%	13.7%	14.7%				
			Success Metric Overall									
		Success Metric 4 - Improvement in representation of senior leadership (Band 8C and above) over the life of the plan.	Disability					0.98%	1.07%		Good Progress	* Whilst bands 8c and above have increased representation, diversity at Board level for BAME and disability is low.
			Race					3.45%	8.00%			
			Success Metric Overall									
		Success Metric 5 - HEE National Education and Training Survey (NETS) Score metric on quality of training.				69.24%	70.48%	71.54%		Excellent progress	* Year on year improvement in NETS results	
		Success Metric 6 - Diversity in shortlisted candidates.	Data to be included moving forwards								No progress	* Data reviewed as part of wider WRES and WDES metrics, however to be included as separate reporting item moving forwards
		HIA 2: Progress overall									Good progress	Progress is varied across the metrics, with focus to be placed on areas of improvement for 2025/26
	HIA 3: Develop an improvement plan to eliminate pay gaps.	Success metric 1 - Improvement in the gender, race and disability pay gaps (Mean average used)	Gender		21.1%	21.2%	19.4%	20.1%		Very Good Progress	* Whilst reporting commenced in 2023 as a pilot, full reporting has been completed this year and published as part of Gender pay gap reporting. * Whilst gender pay gap has increased slightly this year, the median pay gap has improved, along with bonus gaps and the gap has reduced over a number of years.	
			Ethnicity				-11.7%	-14.9%				
			Disability				10.2%	10.2%				
			Sexual Orientation				7.8%	6.1%				
	HIA 4: Develop an improvement plan to address health inequalities within their workforce.	Success Metric 1 - Organisation action on staff health and wellbeing (NSS Q 11a)			50.01%	52.94%	49.18%	46.51%		Limited progress	* WUTH staff experiences have been reducing for Q11a, the Trust has launched a health inequalities plan and has seen improvements in experiences from immediate managers regarding action on health and wellbeing.	
		Success Metric 2 - HEE National Education & Training Survey (NETS) Separate Indicator Score metric on quality of training.			69.24%	70.48%	71.54%		Excellent progress			
		HIA 4: Progress overall								Limited progress		
	HIA 5: Develop a comprehensive induction, onboarding and development programme for internationally recruited staff.	Success Metric 1 - Sense of belonging for internationally recruited staff (Inclusion sub score used from NSS)			7.05	6.82	6.55	6.5		Limited progress	* There is no specific question regarding "sense of belonging" in the staff survey. The people promise "Inclusion" score has therefore been used as an alternative and feedback provided as part of reporting processes * Despite an increase last year, an improvement in experiences can be seen over the last four years. * WUTH has been awarded a pastoral certificate for its onboarding and development programme for IR staff. * Listening events held with staff; staff network support in place and surveys sent to staff to understand experiences with a range of Trust activities to support improvements	
		Success Metric 2 - Reduction in instances of bullying and harassment from team/line manager experienced by (internationally recruited staff).	By colleagues		26.00%	21.69%	26.95%	22.67%		Very good progress		
			By line manager		16.00%	8.48%	12.69%	13.91%		Limited progress		
		HIA 5: Progress overall								Limited progress		
	HIA 6: Create an environment which eliminates the conditions in which bullying, discrimination, harassment and physical violence at work occurs	Success Metric 1 - Improvement in staff survey results of bullying and harassment from line managers or teams	% of staff experiencing bullying, harassment or abuse from managers in the last 12 months (NSS Q14b)	14.28%	13.91%	11.56%	11.34%	10.33%		Excellent progress	* Excellent progress made following a series of actions to understand staff experiences and support improvements	
			% of staff experiencing bullying, harassment or abuse from colleagues in the last 12 months (NSS Q14c)	18.48%	20.23%	16.79%	19.16%	16.99%		Excellent progress		
		Success Metric 2 - Improvement in National Education and Training Survey (NETS) bullying and harassment score metric				92.40%	83.73%	86.46%		Good progress		
		Success Metric 3 - Improvement in staff survey results of discrimination from line managers or teams (All staff NSS results)	No. of staff experiencing discrimination at work from colleagues/managers/team leaders (NSS Q16b)	5.87%	6.80%	6.70%	7.34%	7.18%		Excellent progress		
		HIA 6: Progress overall								Excellent progress		