

# WRES indicators

## Indicator 1

- Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM compared with the percentage of staff in the overall workforce

## Indicator 2

- Relative likelihood of BME staff being appointed from shortlisting compared to that of white staff being appointed from shortlisting across all posts

## Indicator 3

- Relative likelihood of BME staff entering the formal disciplinary process, compared to that of white staff entering the formal disciplinary process

## Indicator 4

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

## Indicator 5

- KF 25. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

## Indicator 6

- KF 26. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

## Indicator 7

- KF 21. Percentage believing that trust provides equal opportunities for career progression or promotion








## Indicator 8

- Q17. Percentage of staff experiencing harassment, bullying or abuse from manager/team leader or colleague

## Indicator 9

- Percentage difference between the organisations' Board membership and its overall workforce

## Kingston 2020 WRES data

WRES Indicator	Kingston 2017	Kingston 2018	Kingston 2019	Kingston 2020
2. Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants	3.4	2.5	1.36	1.31 
3. Relative likelihood of BME staff entering the formal disciplinary process compared to white staff	5.77	1.82	1.27	2.7 
4. Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	0.99	1.03	1.02	0.98 
5. Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	31%	36%	34.3 %	36.5% 
6. Percentage of BME staff experiencing harassment, bullying or abuse from staff in last 12 months	31%	27%	28.6%	32.3% 
7. Percentage of BME staff believing that trust provides equal opportunities for career progression or Promotion	69%	71%	77.7%	76% 
8. Percentage of BME staff personally experiencing discrimination at work from a manager/team leader or other colleagues	19%	18%	15.7%	18.2% 
9. BME board membership	0%	7%	6.7%	13.3% 