

Workforce Race Equality Standard (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 Hospital NHS Foundation Trust 2019 WRES Data

WRES Indicator	National 2018	Kingston 2017	Kingston 2018	Kingston 2019
2. Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants	1.45	3.4	2.5	1.36
3. Relative likelihood of BME staff entering the formal disciplinary process compared to white staff	1.24	5.77	1.82	1.27
4. Relative likelihood of BME accessing non-mandatory training and CPD compared to white staff	1.15	0.99	1.03	1.02
5. Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	29%	31%	36%	34%
6. Percentage of BME staff experiencing harassment, bullying or abuse from staff in last 12 months	28%	31%	27%	29%
7. Percentage of BME staff believing that trust provides equal opportunities for career progression or Promotion	72%	69%	71%	78%
8. Percentage of BME staff personally experiencing discrimination at work from a manager/team leader or other colleagues	15%	19%	18%	16%
9. BME board membership	7%	0%	7%	7%

The Trust's action plan in relation to the Workforce Race Equality Standard can be found in the Trust's *Equality & Diversity Action Plan 2019 to 2021*.