

Accessing non-mandatory training and CPD

The return shows that Black and Minority Ethnic staff have a higher percentage (88.15%) than White Staff (81.13%) when looking at who in the last 12 months have accessed non-mandatory training and CPD. This could be accounted for due to the medical and dental staff groups having different study leave arrangements to their non-medical colleagues. The medical and dental staff group are also the most diverse group of staff within the Trust.

Workforce Race Equality Indicators (from staff survey)

Bullying, harassment or abuse:

	White Staff			Black and Minority Ethnic Staff		
	2019	2020	2021	2019	2020	2021
% of staff who experience harassment, bullying or abuse from patients, relatives or members of the public	23.2%	22.2%	25.2% ↑	32.8%	36.9%	34.8% ↓
% of staff who experience harassment, bullying or abuse from other colleagues	20.3%	21.1%	20.9% ↓	34.8%	33.0%	27.9% ↓

This data indicates that there has been a decrease in the number of Black and Minority Ethnic staff who have experienced bullying, harassment or abuse in the workplace from either patients, relatives or members of the public compared to last years data. Although White staff report a slight decrease in experiencing this from other colleagues they report an increase from members of the public. compared to a slight decline for White staff. Despite the improvement Black and Minority Ethnic staff are significantly more likely that their White colleagues to report experiencing this abuse.

Equal opportunities with regard to career progression or promotion:

	White Staff			Black and Minority Ethnic Staff		
	2019	2020	2021	2019	2020	2021
% of staff who believe their organisation provides equal opportunity for career progression or promotion	63.6%	61.7%	63.0% ↑	60.0%	44.7%	44.5% ↓

This data shows an increase in White staff and a slight decrease in Black and Minority Ethnic staff

Experience of discrimination at work from manager or other colleague:

White Staff	Black and Minority Ethnic Staff