





### Clinical Staff (ESR Data)

Band Clusters	% White	% Black and Minority Ethnic	% Unknown/Null
Cluster 1: AfC Bands <1 to 4	83.24%	7.78%	8.98%
Cluster 2: AfC bands 5 to 7	79.80%	12.07%	8.13%
Cluster 3: AfC bands 8a and 8b			

required training is still being included in this figure, there will be ongoing work on improving the accuracy of the data which should be excluding such training. As such it may look like reported figures next year are lower and inconsistent with this report but they should be more accurate.

## 2.6 Workforce Race Equality Indicators (from staff survey)

In 2022 4,672 Trust employees completed the staff survey, 6.76% of which identified as from a Black and Minority Ethnic background.

As there are only two years of data to compare, benchmarking for 2022 has also been included for the below staff survey metrics. Arrow indicators for 2022 are to indicate the comparison with the previous year figures. Column marked difference allows us to see the percentage difference between the 2022 figures for BME staff relative to White staff.

### Bullying, harassment or abuse:

	White Staff			Black and Minority Ethnic Staff			Diff.
	2021	2022	Benchmark	2021	2022	Benchmark	
% of staff who experience harassment, bullying or abuse from patients, relatives or members							



## Experience of discrimination at



4.3 As an integrated Trust we are planning to run a programme called Driving Your Career, aimed at