

# UHP's Workforce Race Equality Standards (WRES) 2021 Report Infographic



8.52% (786) of our 9,222 staff are from an ethnic minority background\*

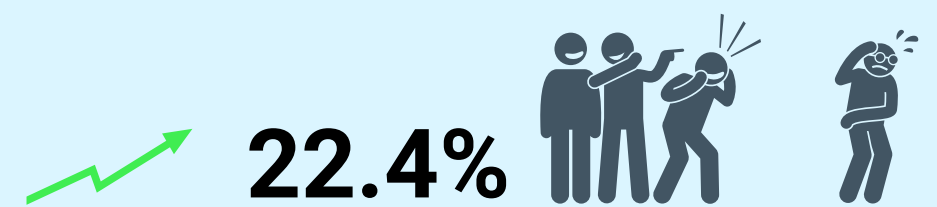
**NHS** 21% nationally



**0.98**

Staff from an ethnic minority background\* are 0.98 times more likely to enter a formal disciplinary process than white staff

**NHS** 1.16 nationally



22.4% of staff from an ethnic minority background\* reported experiencing harassment, bullying or abuse from the public

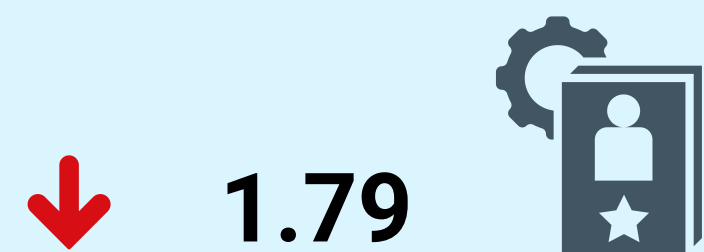
**NHS** 30.3% nationally



**6.3%**

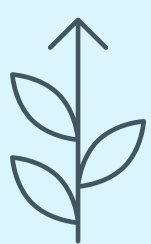
Staff from an ethnic minority background\* representation at Trust Board level is 6.3% which is lower than the overall Trust

**NHS** 10% nationally



White applicants are 1.79 times more likely to be appointed from shortlisting than applicants from an ethnic minority background\*

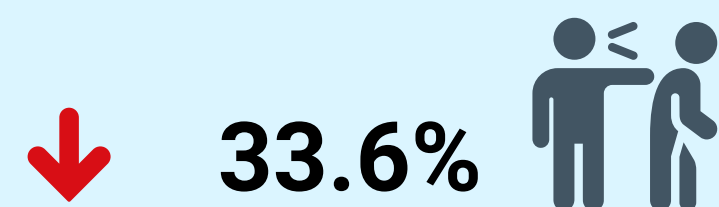
**NHS** 1.61 nationally



**0.90**

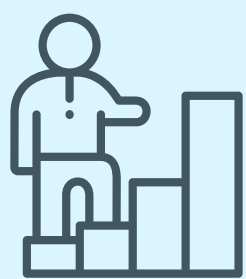
The relative likelihood of colleagues from an ethnic minority background\* accessing non-mandatory training and CPD is 0.90

**NHS** 1.14 nationally



The percentage of colleagues from an ethnic minority background\* experiencing harassment, bullying or abuse from colleagues in the last 12 months has increased by 5.6%.

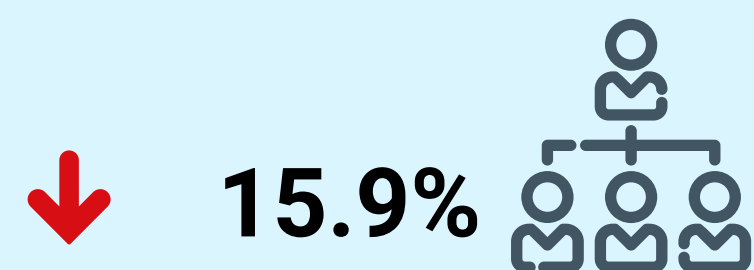
**NHS** 29% nationally



**73.2%**

The perception of fairness in career progression has seen a decrease from 80.7% in 2019 for colleagues from an ethnic minority background\*

**NHS** 71.2% nationally



Discrimination from managers and colleagues has increased for colleagues from an ethnic minority background\* from 11.5% to 15.9%

**NHS** 14.5% nationally

\*Ethnic minority background includes black, asian and minority ethnic groups

## Key

Improved when compared with with UHP's position last year

Stayed the same when compared with UHP's position last year

Declined when compared with UHP's position last year

# UHP's Equality, Diversity & Inclusion Objectives for 2021/22



**Enhance existing education  
to focus on improving the  
workplace**



**Targeted  
recruitment  
campaigns**



**Widen career development  
opportunities for colleagues  
from protected groups**



**Development of a menu  
of easily accessible  
educational documents**



**Staff Networks to  
review the application  
process from the  
applicant's perspective**



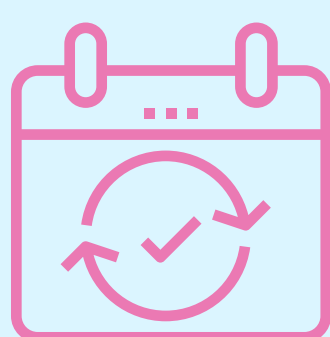
**Greater access to  
relevant courses**



**Achieve Disability  
Confident 3**



**Expanding access to  
career conversations**



**Focus on  
flexible/agile working  
for all colleagues**



**Campaign to  
increase  
declaration rates**



**Foster good relationships  
with our community to  
support identification  
of our blind spots**