

North West Ambulance Service NHS Trust – WRES data Summer 2021 collation

1 - Workforce data – percentage of staff BME / White categories

	Data as of 31 March 2019	Data as of 31 March 2020	Data as of 31 March 2021
Total workforce	6356	6598	6807
Number of BME staff	286	304	342
% BME staff in total workforce	4.5%	4.6%	5.0%

2. Recruitment data

Likelihood of White staff being appointed from shortlisting compared to BME staff is **1.51** (previously **1.29** in 2020).

The target figure is 1.0 which would indicate no difference in experience in likelihood of being appointed.

3: Likelihood of BME staff entering formal disciplinary process compared with White staff:

	2019	2020	2021
Likelihood	1.32	1.89	1.70

4: Likelihood of BME staff accessing non-mandatory training and CPD as compared with White staff:

	2019	2020	2021
Likelihood	1.45	1.31	1.34

5: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in the last 12 months:

	Staff survey 2017/18	Staff survey 2018/19	Staff survey 2019/20	Staff survey 2020/21
White	49.8%	47%	48%	43.5%
BME	45.7%	38%	35%	38.2%

6: Percentage of staff experiencing bullying, harassment, or abuse from staff in the last 12 months:

	Staff survey 2017/18	Staff survey 2018/19	Staff survey 2019/20	Staff survey 2019/20
White	27.5%	25.80%	24.5%	25.7%
BME	30.9%	27.50%	25%	24.2%

7: Percentage of staff believing that Trust provides equal opportunities for career progression or promotion

	Staff survey 2017/18	Staff survey 2018/19	Staff survey 2019/20	Staff survey 2020/21
White	69.1%	74.30%	76%	76%
BME	45.5%	56.50%	57%	63.2%

8: Percentage of staff personally experiencing discrimination at work from manager/team leader or other colleagues

	Staff survey 2017/18	Staff survey 2018/19	Staff survey 2019/20	Staff survey 2020/21
White	13.4%	10.60%	11%	10%
BME	23.2%	12.80%	14%	9%

9: Percentage difference in board voting membership and overall workforce:

(This metric had previously collated data relating to the local population; it now looks at the current workforce).

	2019	2020	2021
White	-17.2%	-5.9%	-5.5%
BME	3.2%	1.3%	0.9%
Ethnicity unknown/NULL as per ESR	14.0%	4.6%	4.6%