

North West Ambulance Service NHS Trust – WRES data summer 2020 collation

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

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

2. Recruitment data

Likelihood of BME staff being appointed from shortlisting is 1.29.

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
Likelihood	1.32	1.89

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

	2019	2020
Likelihood	1.45	1.31

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

	Staff survey 2017	Staff survey 2018	Staff survey 2019
White	49.8%	47.00%	48%
BME	45.7%	38.00%	35%

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

	Staff survey 2017	Staff survey 2018	Staff survey 2019
White	27.5%	25.80%	24.5%
BME	30.9%	27.50%	25%

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

	Staff survey 2017	Staff survey 2018	Staff survey 2019
White	69.1%	74.30%	76%
BME	45.5%	56.50%	57%

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

	Staff survey 2017	Staff survey 2018	Staff survey 2019
White	13.4%	10.60%	11%
BME	23.2%	12.80%	14%

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
White	-17.2%	-5.9%
BME	3.2%	1.3%
Ethnicity unknown/NULL as per ESR	14.0%	4.6%