



Workforce Race Equality Standard (WRES)

Data Summary Report 2024/2025

Spectrum Community Health CIC

Table of Contents

1. Introduction
2. Workforce Race Equality Standard (WRES) Indicators
 1. WRES Indicator 1 – Ethnicity Profiles
 2. WRES Indicator 2 - Relative likelihood of colleagues being appointed from shortlisting
 3. WRES Indicator 3 – Disciplinary Process
 4. WRES Indicator 4 – Non-Mandatory Training and CPD
 5. WRES Indicator 5 – Percentage of colleagues experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
 6. WRES Indicator 6 - Percentage of colleagues experiencing harassment, bullying or abuse from staff in the last 12 months
 7. WRES Indicator 7 - Providing equal opportunities for career progression or promotion
 8. WRES Indicator 8 - Percentage of staff experiencing discrimination at work from a manager, team leader or other colleagues
 9. WRES Indicator 9 - Percentage difference between the organisation's Board voting membership and its overall workforce
3. Workforce Race Equality Standard (WRES) comparison table
4. 4. WRES Action Plan 2025/26

1. Introduction

Cultures and workplaces where people are engaged, experience compassion and feel included will result not only in being a place that our people enjoy working in and thrive, but also in improved patient experience, better outcomes for our beneficiaries (patients) and care too.

Our People Experience Strategy is a critical enabler to the Spectrum Business Strategy 2025-2028. One of the pillars of the People Experience Strategy is focused on Culture & Compassionate Leadership. We want to enable all our staff to feel valued for who they are and be able bring their whole self to work because we celebrate diversity and lived experience and are inclusive. We need our leaders and managers to create compassionate, inclusive and patient outcome focused cultures where our values are evident every day and you can thrive.

The WRES and WDES reports are important to help us understand where we are now, how staff who are from BME backgrounds or those who have a disability feel about working here and develop improvement plans that address any concerns.

The main purpose of the WRES is:

- ✓ to help Spectrum CIC to review their data against the nine WRES indicators,
- ✓ to produce action plans to close the gaps in workplace experience between white and Black and Ethnic Minority (BAME) colleagues, and,
- ✓ to improve BAME representation at the Board level of the organisation.

The following data provides insight into Spectrum's position for the period 1 April 2024 to 31 March 2025 against WRES Indicators.

The WRES metrics for Spectrum will be uploaded to meet the National deadline of 31st October 2025.

2. Workforce Race Equality Standard (WRES) Indicators

There are nine WRES indicators. Four of the indicators focus on workforce data, four are based on data from the national NHS Staff Survey questions, and one indicator focuses upon BAME representation on Boards.

The WRES highlights any differences between the experience and treatment of White staff and BAME staff with a view to closing those gaps through the development and implementation of action plans focused upon continuous improvement over time.

As a whole, the WRES Indicators have been chosen to be as simple and straight forward as possible and are based on existing data sources (Electronic Staff Records and Staff Survey or local equivalent) and analysis requirements which good performing NHS organisation's are already undertaking.

The table below highlights the nine WRES indicators and where the information can be found.

Nº	WRES Indicator
Workforce Indicators (Source ESR)	
1	Percentage of BAME staff in each of the AfC bands 1 – 9 or medical and dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce
2	Relative likelihood of BAME staff being appointed from shortlisting compared to white staff
3	Relative likelihood of BAME staff entering the formal disciplinary process (as measured by entry into a formal disciplinary investigation) compared to white staff
4	Relative likelihood of BAME staff accessing non-mandatory training and CPD compared to white staff
Staff Survey Findings (Source Spectrum CIC Staff Survey)	
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months
6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months
7	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion
8	Percentage of staff experiencing discrimination at work from a manager, team leader or other colleagues
Board Representation (Source ESR)	
9	Percentage difference between the organisation's Board voting membership and its overall workforce

- 1. WRES Indicator 1** - Percentage of BAME staff in each of the AfC bands 1 – 9 or medical and dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.

Table 1: Overall Workforce

Band	BAME	White	Not Stated
Band 1	0.00%	100.00%	0.00%
Band 2	5.00%	95.00%	0.00%
Band 3	6.73%	90.58%	2.69%
Band 4	2.08%	95.83%	2.08%
Band 5	7.39%	92.12%	0.49%
Band 6	4.17%	90.97%	4.86%
Band 7	2.63%	97.37%	0.00%
Band 8A	19.05%	80.95%	0.00%
Band 8B	0.00%	94.74%	5.26%
Band 8C	0.00%	100.00%	0.00%
Band 8D	0.00%	100.00%	0.00%
Director	33.33%	66.67%	0.00%
Medical Staff	30.56%	69.44%	0.00%
Grand Total	7.59%	90.56%	1.84%

Band	BAME	White	Not Stated
Band 1		1	
Band 2	2	38	
Band 3	15	202	6
Band 4	1	46	1
Band 5	15	187	1
Band 6	6	131	7
Band 7	2	74	
Band 8A	12	51	
Band 8B		18	1
Band 8C		9	
Band 8D		1	
Director	2	4	
Medical Staff	11	25	
Grand Total	66	787	16

Table 2: BAME Clinical Staff by band

Band	BAME	White	Not Stated
Band 3	7.53%	88.36%	4.11%
Band 4	0.00%	94.44%	5.56%
Band 5	7.36%	92.02%	0.61%
Band 6	3.25%	93.50%	3.25%
Band 7	1.64%	98.36%	0.00%
Band 8A	21.28%	78.72%	0.00%
Band 8B	0.00%	93.75%	6.25%
Band 8C	0.00%	100.00%	0.00%
Director	50.00%	50.00%	0.00%
Medical Staff	30.56%	69.44%	0.00%
Grand Total	8.10%	89.79%	2.11%

Band	BAME	White	Not Stated
Band 3	11	129	6
Band 4		17	1
Band 5	12	150	1
Band 6	4	115	4
Band 7	1	60	
Band 8A	10	37	
Band 8B		15	1
Band 8C		5	
Director	1	1	
Medical Staff	11	25	
Grand Total	50	554	13

Table 3: BAME Non-Clinical Staff by Band

Band	BAME	White	Not Stated	Band	BAME	White	Not Stated
Band 1	0.00%	100.00%	0.00%	Band 1		1	
Band 2	5.00%	95.00%	0.00%	Band 2	2	38	
Band 3	5.19%	94.81%	0.00%	Band 3	4	73	
Band 4	3.33%	96.67%	0.00%	Band 4	1	29	
Band 5	7.50%	92.50%	0.00%	Band 5	3	37	
Band 6	9.52%	76.19%	14.29%	Band 6	2	16	3
Band 7	6.67%	93.33%	0.00%	Band 7	1	14	
Band 8A	12.50%	87.50%	0.00%	Band 8A	2	14	
Band 8B	0.00%	100.00%	0.00%	Band 8B		3	
Band 8C	0.00%	100.00%	0.00%	Band 8C		4	
Band 8D	0.00%	100.00%	0.00%	Band 8D		1	
Director	25.00%	75.00%	0.00%	Director	1	3	
Grand Total	6.35%	92.46%	1.19%	Grand Total	16	233	3

2. WRES Indicator 2 – Relative likelihood of BAME staff being appointed from shortlisting compared to white staff.

Table 4: Relative likelihood of BAME staff being appointed from shortlisting compared to white staff

	Total	White	BAME	Unknown
Shortlisted applicants	3142	2409	358	22
Appointed from shortlisting	257	170	87	1
Percentage of applicants appointed following shortlisting	8.18%	7.06%	24.30%	4.55%

The relative likelihood of white staff being appointed from shortlisting compared to BAME staff is **0.29**. A figure above '1' indicates that white candidates are more likely than BAME staff to be appointed from shortlisting.

3. WRES Indicator 3 – Relative likelihood of BAME staff entering the formal disciplinary process (as measured by entry into a formal disciplinary investigation) compared to white staff:

Table 5: Relative likelihood of BAME staff entering the formal disciplinary process compared to white staff

	Total	White	BAME	Prefer not to say
Workforce	869	787	66	16
Number of staff entering the formal disciplinary process	6	5	0	1
Percentage of staff entering the formal disciplinary process	0.69%	0.64%	0.00%	6.25%

The relative likelihood of BAME staff entering the formal disciplinary process compared to white staff is **0.00**. A figure above '1' indicates that BAME staff are more likely than white staff to enter the formal disciplinary process.

4. WRES Indicator 4 – Relative likelihood of BAME staff accessing non-mandatory training and CPD compared to white staff

Table 6: Relative likelihood of White staff accessing non-mandatory training and CPD compared to BAME staff

	Total	White	BAME	Not stated
Workforce	869	787	66	16
Number of staff accessing non-mandatory training and CPD	366	341	21	4
Percentage of staff accessing non-mandatory training and CPD	42.11%	43.32%	31.81%	25%
Relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff	1.36			

The relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff is **1.36**. A figure below '1' indicates that white staff members are less likely to access non-mandatory training and CPD than BAME staff.

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

Table 7: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public

	White	BAME
Percentage of staff reporting harassment, bullying or abuse from patients.	27%	17%

- 6. WRES Indicator 6** - Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months:

Table 8: Percentage of staff experiencing harassment, bullying or abuse from staff

	White	BAME
Percentage of staff reporting harassment, bullying or abuse from staff.	17%	0%

- 7. WRES Indicator 7** - Percentage of staff believing that Spectrum CIC provides equal opportunities for career progression or promotion:

Table 9: Percentage of staff believing that Spectrum CIC provides equal opportunities for career progression or promotion

	White	BAME
Percentage of staff believing that Spectrum CIC provides equal opportunities for career progression or promotion	85%	77%

- 8. WRES Indicator 8** - Percentage of staff experiencing discrimination at work from a manager, team leader or other colleagues

Table 10: Percentage of staff experiencing discrimination at work from a manager, team leader or other colleagues:

	White	BAME
Percentage of staff experiencing discrimination at work from a manager, team leader or other colleagues	9%	4%

9.WRES Indicator 9 - Percentage difference between Spectrum's Board and its overall workforce:

Table 11: Percentage difference between Spectrum's Board voting membership and its overall workforce

	Total Workforce	Total Board Members	White Workforce	White Board members	BAME Workforce	BAME Board members	Prefer not to say Workforce	Prefer not to say Board members
	869	15	787	13	66	2	16	0
Percentage overall			90.56%	86.66%	7.59%	13.33%	1.84%	0.00%

The percentage difference between Spectrum's Board BAME voting membership and its overall BAME workforce is **5.74%**

3.Current Workforce Race Equality Standard (WRES)

Workforce Race Equality Standard (WRES) Indicators	Staff	Spectrum 2023/2024	Spectrum 2024/2025	Comparison	National Results	Progress in Comparison to previous year
WRES 1 – Overall workforce % by Ethnicity	White	92.44%	90.56	↓		Slight increase in workforce diversity
	BAME	6.08%	7.59	↑	28.6%	
	Unknown	1.47%	1.84	↑		
WRES 2 – Relative likelihood of White Staff being appointed from shortlisting compared to BAME staff		2.21	0.29	↓	80%	Increase in BAME candidates appointed from shortlisting compared to white candidates.
WRES 3 – Relative likelihood of BAME staff entering the formal disciplinary process compared to White staff		0.022	0.000	↓	51%	Small improvement from last year
WRES 4 – Relative likelihood of White staff accessing non-mandatory training and CPD compared to BAME staff		2.00	1.36	↓	0.80 – 1.25	Increase in the number of BAME staff accessing non-mandatory training compared to white staff
WRES 5 – Percentage of BAME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	BAME	18%	17%	↓	27.8%	Slight improvement
	White	29%	27%	↓	24.1%	Slight improvement
WRES 6 – Percentage of BAME staff experiencing harassment, bullying or abuse from staff in the last 12 months	BAME	21%	0%	↓	24.9%	Large improvement for BAME staff, getting this down to 0%
	White	18%	17%	↓	20.7%	Small improvement for white staff
WRES 7 - Percentage of BAME staff believing that Spectrum provides equal opportunities for career progression or promotion	BAME	65%	77%	↑	48.8%	Significant improvement for BAME staff which is above the national average
	White	84%	85%	↑	59.4%	Small improvement for white staff, still above national average

WRES 8 – Percentage of BAME staff personally experienced discrimination at work from managers/team leader/other colleagues	BAME	11%	4%	↓	15.5%	Decrease in the number of BAME staff who have experienced discrimination at work from managers. This is much lower than the national average.
	White	7%	9%	↑	6.7%	Small increase in white staff experiencing discrimination at work from managers
WRES 9 – Percentage of voting members of the Board representation by ethnicity	BAME	10%	13.33%	↑	16.5%	Increase from last year but still short of the national result

[NHS England » NHS Workforce Race Equality Standard 2024 data analysis report for NHS trusts](#)

5. Workforce Race Equality Standard (WRES) Action Plan 2025/26

Indicator	Objective	Action/s	Time-scales	Lead/s	Why
1	Decrease in 'not stated' Ethnicity on ESR	Continued work needs to be undertaken to encourage staff to complete their EDI information on ESR. Continue to review ethnicity monitoring information for staff and agree ESR updating processes.	on-going	HL/TS	Although there has been an increase in completed ethnicity monitoring, further work is required to encourage staff to complete within ESR. Spectrum CIC still has a small proportion of 'Not Stated' ethnicity declarations in ESR.
2	Improved confidence in managers with recruitment of underrepresented groups	Continue to roll out value-based recruitment across Spectrum. Diverse representation on recruitment panels	On-going	MC	Recruitment training has been reviewed to include unconscious bias.
3	Review of people policies on speaking up and encouraging staff to share their experiences via opportunities to do so	Review and co-produce people management policies and encourage staff to share their lived experiences through routes such as staff networks and engagement sessions. Create a culture of zero-tolerance for racism by collaborating with staff networks to produce an anti-racism framework	on-going	HL/working with Lived Experience coordinator	The successful recruitment of a Lived Experience and EDI Facilitator to support work on areas such as lived experience and staff networks and to embed within organisation. Committed to co-review and co-production for Lived and Learnt Experience through co-production
4	Improve the number of BAME staff who believe that the organisation provides equal opportunities for career progression or promotion.	Continue to communicate and encourage staff to consider their learning and development opportunities during their annual appraisals conversations and identifying opportunities for development - Encourage membership of the BAME staff network - Welcoming applications from under-represented groups - Establishment of reverse mentoring programme for BAME staff by Senior Leaders	on-going	PB/HL	The BAME staff network has recently relaunched. Senior Leaders HR and OD Team

Indicator	Objective	Action/s	Time-scales	Lead/s	Why
4, 7, 8	Improved engagement from BAME staff with equality planning and action planning.	- Established network and encourage engagement. - Involve BAME Staff Network with WRES action planning to co-produce	on-going	HL/working with Lived Experience coordinator	Improved feedback and wider discussion will allow Spectrum to produce more inclusive action planning for BAME staff