



Workforce Race Equality Standard (WRES)

Data Summary Report 2025/2026

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 2026/27

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 be 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 2025 to 31 March 2026 against WRES Indicators.

The WRES metrics for Spectrum will be uploaded to meet the National deadline of 31st October 2026.

Wherever possible, Spectrum no longer uses the term BAME and prefers to use global majority, but in order to align this report with the national statistics we have continue to use the term throughout to avoid confusion.

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 2	8.11%	91.89%	0.00%
Band 3	8.56%	89.19%	2.25%
Band 4	1.89%	96.23%	1.89%
Band 5	5.80%	93.72%	0.48%
Band 6	4.11%	91.10%	4.79%
Band 7	2.47%	97.53%	0.00%
Band 8a	19.35%	80.65%	0.00%
Band 8b	0.00%	94.44%	5.56%
Band 8c	0.00%	100.00%	0.00%
Band 8d	0.00%	100.00%	0.00%
Director	40.00%	60.00%	0.00%
Medical Staff	25.00%	75.00%	0.00%
Grand Total	7.60%	90.69%	1.70%

Band	BAME	White	Not Stated
Band 2	3	34	
Band 3	19	198	5
Band 4	1	51	1
Band 5	12	194	1
Band 6	6	133	7
Band 7	2	79	
Band 8a	12	50	
Band 8b		17	1
Band 8c		8	
Band 8d		2	
Director	2	3	
Medical Staff	10	30	
Grand Total	67	799	15

Table 2: BAME Clinical Staff by band

Band	BAME	White	Not Stated
Band 2	0.00%	100.00%	0.00%
Band 3	10.34%	86.21%	3.45%
Band 4	0.00%	94.74%	5.26%
Band 5	5.78%	93.64%	0.58%
Band 6	4.00%	92.80%	3.20%
Band 7	1.54%	98.46%	0.00%
Band 8a	22.00%	78.00%	0.00%
Band 8b	0.00%	93.33%	6.67%
Band 8c	0.00%	100.00%	0.00%
Medical Staff	25.00%	75.00%	0.00%
Grand Total	8.15%	89.97%	1.88%

Band	BAME	White	Not Stated
Band 2		1	
Band 3	15	125	5
Band 4		18	1
Band 5	10	162	1
Band 6	5	116	4
Band 7	1	64	
Band 8a	11	39	
Band 8b		14	1
Band 8c		5	
Medical Staff	10	30	
Grand Total	52	574	12

Table 3: BAME Non-Clinical Staff by Band

Band	BAME	White	Not Stated
Band 2	8.33%	91.67%	0.00%
Band 3	5.19%	94.81%	0.00%
Band 4	2.94%	97.06%	0.00%
Band 5	5.88%	94.12%	0.00%
Band 6	4.76%	80.95%	14.29%
Band 7	6.25%	93.75%	0.00%
Band 8a	8.33%	91.67%	0.00%
Band 8b	0.00%	100.00%	0.00%

Band	BAME	White	Not Stated
Band 2	3	33	
Band 3	4	73	
Band 4	1	33	
Band 5	2	32	
Band 6	1	17	3
Band 7	1	15	
Band 8a	1	11	
Band 8b		3	

Band 8c	0.00%	100.00%	0.00%	Band 8c		3	
Band 8d	0.00%	100.00%	0.00%	Band 8d		2	
Director	40.00%	60.00%	0.00%	Director	2	3	
Grand Total	6.17%	92.59%	1.23%	Grand Total	15	225	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	2854	1946	839	69
Appointed from shortlisting	344	248	59	37
Percentage of applicants appointed following shortlisting	12.05%	12.74%	7.03%	53.62%

The relative likelihood of white staff being appointed from shortlisting compared to BAME staff is **1.81**. 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	881	799	67	15
Number of staff entering the formal capability process	14	12	2	0
Percentage of staff entering the formal disciplinary Process	1.59%	1.50%	2.99%	0.00%

The relative likelihood of BAME staff entering the formal disciplinary process compared to white staff is **3.59**. 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	881	799	67	15
Number of staff accessing non-mandatory training and CPD	182	166	15	1
Percentage of staff accessing non-mandatory training and CPD	20.65%	20.77%	22.38%	6.66%
Relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff	0.93			

The relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff is **0.93**. 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%	28%

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.	19%	22%

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	83%	79%

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	22%	22%

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
	881	14	799	11	67	3	15	0
Percentage overall			90.69%	78.57%	7.60%	21.43%	1.70%	0.00%

The percentage difference between Spectrum's Board BAME voting membership and its overall BAME workforce is **13.83%**

3.Current Workforce Race Equality Standard (WRES)

Workforce Race Equality Standard (WRES) Indicators	Staff	Spectrum 2024/2025	Spectrum 2025/2026	Comparison	National Results	Progress in Comparison to previous year
WRES 1 – Overall workforce % by Ethnicity	White	90.56%	90.69%	↑	65.4	Not much change, but our indicators are much below the national average
	BAME	7.59%	7.60%	↑	30.7%	
	Unknown	1.84%	1.70%	↓	3.9%	
WRES 2 – Relative likelihood of White Staff being appointed from shortlisting compared to BAME staff		0.29	1.81	↓	1.77	Increase in white candidates appointed from shortlisting compared to BAME staff, but only slightly below national average
WRES 3 – Relative likelihood of BAME staff entering the formal disciplinary process compared to White staff		0.00	1.98	↑	1.11	Significant increase in the likelihood of BAME staff entering the disciplinary process, and above the national average
WRES 4 – Relative likelihood of White staff accessing non-mandatory training and CPD compared to BAME staff		1.36	0.93	↓	1.02	There is a small decrease in white staff accessing training over BAME staff, which is positive
WRES 5 – Percentage of BAME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	BAME	17%	28%	↑	28.6%	Significant increase in BAME staff experience harassment
	White	27%	27%	-	23.6%	No change
WRES 6 – Percentage of BAME staff experiencing harassment, bullying or abuse from staff in the last 12 months	BAME	0%	22%	↑	24.0%	Large increase from last year where this was 0%
	White	17%	19%	↑	19.9%	Small increase for white staff
WRES 7 - Percentage of BAME staff believing that Spectrum provides equal opportunities for career progression or promotion	BAME	77%	79%	↑	49.6%	Small improvement for BAME staff
	White	85%	83%	↓	59.1%	Small decrease for white staff

WRES 8 – Percentage of BAME staff personally experienced discrimination at work from managers/team leader/other colleagues	BAME	4%	22%	↑	15.0%	Increase in the number of BAME staff who have experienced discrimination at work from managers.
	White	9%	22%	↑	6.7%	Increase in the number of white staff who have experienced discrimination at work from managers.
WRES 9 – Percentage of voting members of the Board representation by ethnicity	BAME	13.33%	13.83%		16.5%	Increase from last year

[NHS England » Workforce Race Equality Standard: 2025 data analysis report for NHS trusts](#)

5. Workforce Race Equality Standard (WRES) Action Plan 2026/27

Indicator	Objective	Action/s	Timescales	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	People and Culture	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.
1, 2	Improved confidence in managers with recruitment of underrepresented groups	Continue to roll out value-based recruitment across Spectrum, to include unconscious bias. Recruitment training is essential for all recruiting managers	On-going	People and Culture, Recruitment and OD	Recruitment training has been reviewed to include unconscious bias.
1, 2	Review of recruitment activity to analyse by ethnicity	Conduct an annual audit of vacancies to review applications from BAME candidates, identifying areas of improvement and taking action where needed	On-Going	Recruitment Lead	Increase in white candidates being appointed from shortlisting
3	Review of people policies on speaking up and encouraging staff to share their experiences via opportunities to do so	Review and co-production of people management policies and encouraging staff to share their lived experiences through routes such as staff networks and engagement sessions.	on-going	People and Culture/Head of Experience	The Head of Experience/FTSU Guardian has committed to support the co-review and co-production of policies for Lived and Learnt Experience
3	Review of people policies eg, Disciplinary Policy, to ensure the implementation of avoidable harm principles	Review and co-production of people management policies to implement avoidable harm, including the introduction of a 'bias stop check' before formal escalation	On-going	People and Culture	The relative likelihood of BAME staff entering the disciplinary process has significantly increased

Indicator	Objective	Action/s	Timescales	Lead/s	Why
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 Staff Inclusion Network - Welcoming applications from under-represented groups	on-going	People and Culture/Head of Experience	We now have a Staff Inclusion Network so wish to continue with this under their guidance to hopefully see a further improvement. Would like to see the impact next year of working with the Staff Inclusion Network
4, 7, 8	Improved engagement from BAME staff with equality planning and action planning.	- Established network and encourage engagement. - Involve Staff Inclusion Network with WRES action planning to co-produce - The 'Not Part of The Job' campaign was launched in June 2026, supported by Communications. Ongoing review of campaign and materials	on-going	People and Culture working with the Staff Inclusion Network	Improved feedback and wider discussion will allow Spectrum to produce more inclusive action planning with the Staff Inclusion Network.
6	To reduce the percentage of BAME staff experiencing harassment, bullying or abuse from staff in the last 12 months as this has gone up from 0% to 22% in the last year.	- Creating a Zero Tolerance awareness for staff - Providing training - Visible awareness – posters etc. - The 'Not Part of The Job' campaign was launched in June 2026, supported by Communications. Ongoing review of campaign and materials	On-going	People and Culture/Head of Experience/Staff Inclusion Network	This has increased over the last year and it is now a focus of the Staff Inclusion Network who feel it is something that we can support to reduce.