



Workforce Race Equality Standard

2023 Results

- Outstanding patient care
- Brilliant place to work
- Leader in children's health



	2022	2023
2 Relative likelihood of White staff being appointed from shortlisting compared to BME staff	1.38	1.67

The likelihood of White staff being appointed compared to BME staff has increased since last year by 0.29.

Ideally, this figure would sit at 1.0, meaning there is no difference in the likelihood of a BME person and a White person being appointed after shortlisting.

Actions:

- **Recruitment Policy:** Finalise redraft of Recruitment Policy.
Responsibility – Recruitment Manager. Timeframe: July 2024.
- **Interview panels** – Implement a ‘bank’ of interviewers for diverse panels. *Responsibility – Recruitment Manager. Timeframe: April 2024.*
- **Interview questions:** Finalise and implement a bank of interview questions
Responsibility – Recruitment Manager. Timeframe: August 2024.

7	Percentage believing that trust provides equal opportunities for career progression or promotion	2022	2023
		W – 61 B - 45	W – 64 B-47

This figure has increased for both White colleagues and BME colleagues, but BME colleagues are still less likely to believe the Trust provides equal opportunities for career progression or promotion.

These figures have stayed consistent since 2018.

Actions for next year:

- **Promotion Pool:** Begin to develop a package to support “Rising Stars” in the Trust to develop and progress their career. [Responsibility – Resourcing team, EDI team. Timeframe: September 2024](#)
- **Mentoring:** Begin to develop a Reciprocal Mentoring scheme for diverse ethnic colleagues to mentor and be a mentee to other colleagues in a more/less senior role to them within the organisation. [Responsibility – Board, EDI team. Timeframe: January 2024](#)
- **Communications:** Increased communication of the pathway colleagues can take to progress in their careers via highlighting career development roadmaps. [Responsibility – ELOD Team. Timeframe: January 2024](#)