



Workforce Race Equality Standard

Key focus metrics and 2024-25 Action Plan

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



		2023	2024
2	Relative likelihood of White staff being appointed from shortlisting compared to BME staff	1.67	2.12

The likelihood of White staff being appointed compared to BME staff has increased since last year by 0.45.

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. However, white candidates are currently twice as likely to be appointed after shortlisting compared to BME candidates.

Actions:

- **Recruitment Policy:** Approve and launch Recruitment Policy. [Responsibility – Recruitment Manager. Timeframe: September 2025. \(EDI Roadmap Goal 1\)](#)
- **Data analysis:** Break down this data to understand the reasons behind the increase. [Responsibility – Recruitment Manager and Workforce Information Manager – September 2025. \(EDI Roadmap Goal 5\)](#)

5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	2023	2024
		W – 17 B - 13	W – 18 B - 14

This figure has slightly increased since 2023 for both BME colleagues and White colleagues.

Actions:

- **Visible Messaging:** Clear, visible messaging about anti-discrimination via posters on wards and clinical areas. [Responsibility – EDI Team.](#)
[Timeframe: September 2025. \(EDI Roadmap Goal 4\)](#)
- **Active Bystander Training** – Launch Active Bystander training to empower colleagues to call out unacceptable behaviour. [Responsibility – EDI Team.](#) [Timeframe: September 2025. \(EDI Roadmap Goal 2 and Goal 3\)](#)
- **Anti-Racism Framework** – Adopt the anti-racism framework developed by the North West BAME Assembly. [Responsibility – EDI Team.](#)
[Timeframe: September 2025. \(EDI Roadmap Goal 4\)](#)
- **Acceptable Behaviour at Work Policy:** Review of the Acceptable Behaviour at Work Policy. [Responsibility – HR BP Team.](#) [Timeframe: September 2025. \(EDI Roadmap Goal 2\)](#)

		2023	2024
6	Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	W – 16 BME - 25	W – 15 BME - 20

This figure has decreased since 2023, significantly for BME colleagues. However, BME colleagues are still experiencing unacceptable behaviour at a higher rate than White colleagues.

Actions:

- **Cultural Competence:** Improve cultural competence through training, reciprocal mentoring, and increasing knowledge of microaggressions
Responsibility – EDI Team. Timeframe: September 2025. (EDI Roadmap Goal 2 and Goal 3)
- **Microaggressions** – Use intelligence such as the microaggressions reporting tool to highlight hotspot areas for the purpose of targeted intervention. Responsibility – EDI Team. Timeframe: September 2025. (EDI Roadmap Goal 2 and Goal 4)
- **EDI Champions:** Introduce EDI Champions who will champion best practice across the Trust.
Responsibility – EDI Team. Timeframe: September 2025. (EDI Roadmap Goal 2)

7	Percentage believing that trust provides equal opportunities for career progression or promotion	2023	2024
		W – 64 B - 47	W – 63 B-48

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:

- **Recruitment Policy:** Approve and launch Recruitment Policy. Responsibility – [Recruitment Manager](#). Timeframe: [September 2025](#). (EDI Roadmap Goal 1)
- **Review Job Descriptions** – Make job descriptions more inclusive and streamlined so that managers have a bank of job descriptions they can choose from – [Head of Resourcing](#), [September 2025](#). (EDI Roadmap Goal 1)
- **Research promotion pool** – Research into best practice around having a pool of colleagues who are ready for a promotion – [Resourcing Team](#), [EDI Team](#), [September 2025](#). (EDI Roadmap Goal 1)