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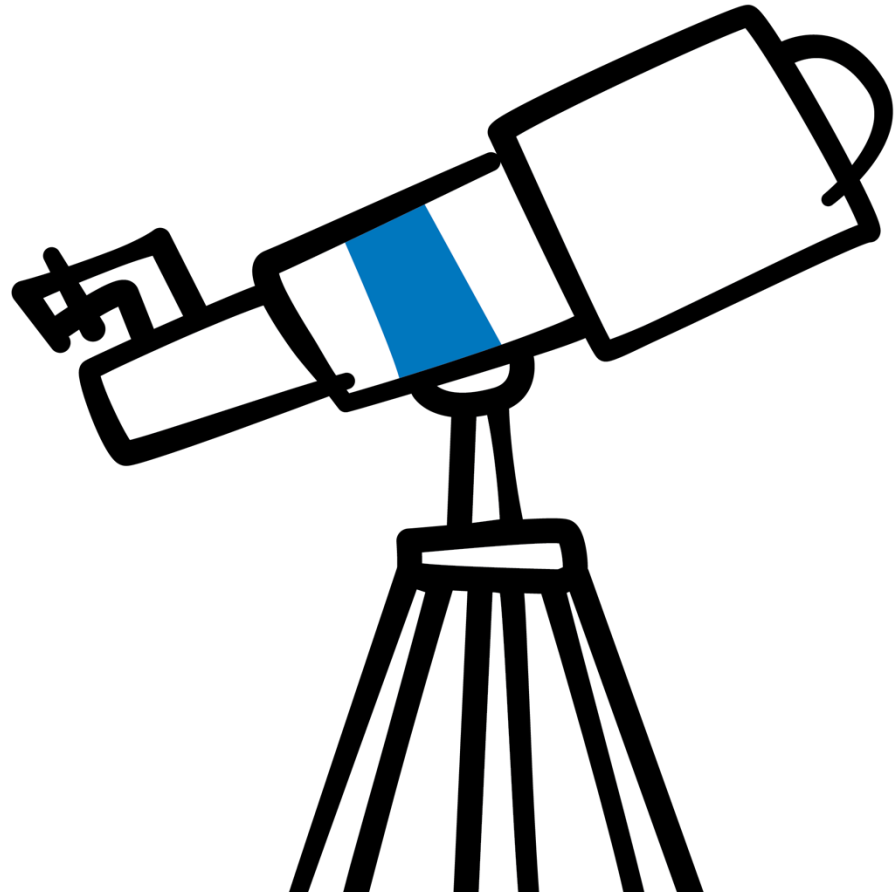
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Diversity and Inclusion

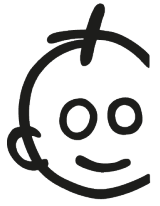
**Seen  
and  
Heard.**

# Workforce Race Equality Standard (WRES) 2021 data analysis

# What is WRES?



- The NHS Workforce Race Equality Standard (WRES) was introduced in 2015 to improve the workplace experiences and career aspirations of BAME staff working in the NHS.
- GOSH reports annually against the 9 WRES metric indicators: workforce representation, career progression, access to training, workplace culture, Board representation.
- To build awareness of the WRES, and our progress against the metrics, we are delivering today's engagement event for GOSH colleagues.
- We believe this event will give our BAME colleagues an opportunity to voice their views about the priorities GOSH should take to further race equality within the organisation
- In response, we will take actions across the organisation so our colleagues feel seen and heard

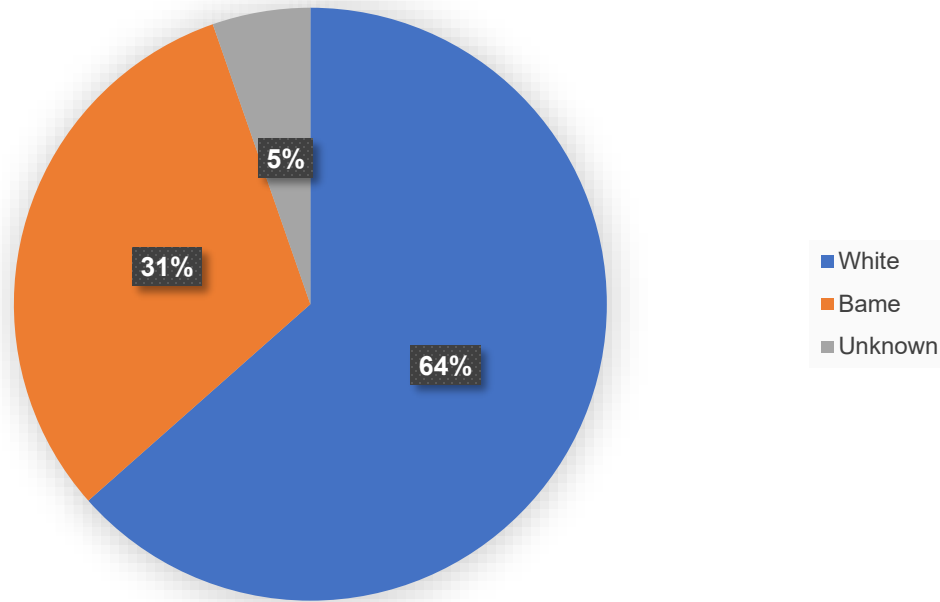


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# Indicator 1 – Workforce metrics

**Gosh Staff Break down by Ethnicity 2021**



Gosh Staff Break down by Ethnicity 2021	White	Bame	Unkn wn
Under Band 1	0	0	0
Band 1	0	0	0
Band 2	82	96	19
Band 3	192	292	35
Band 4	222	208	38
Band 5	643	293	55
Band 6	686	260	54
Band 7	675	175	22
Band 8A	290	71	10
Band 8B	115	20	6
Band 8C	59	9	3
Band 8D	22	2	1
Band 9	6	0	0
VSM	14	2	0
Consultants	277	113	18
Non-consultant career grade	7	6	1
Trainee grades	194	165	31
<b>Total</b>	<b>3484</b>	<b>1712</b>	<b>293</b>

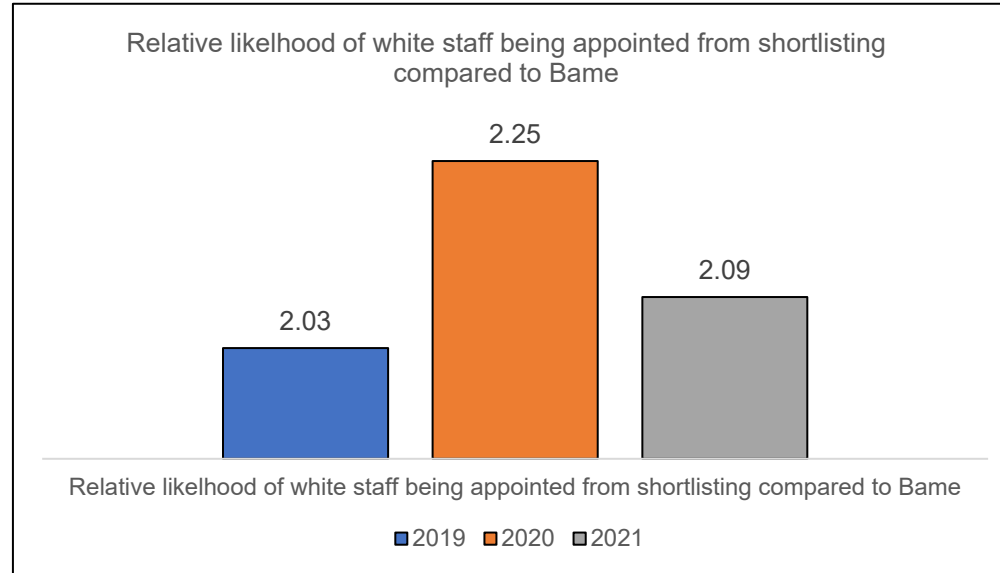
In 2021 we showed a small increase on the 29% reported in 2020



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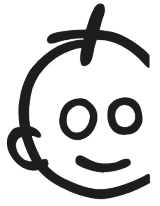
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# Indicator 2 – Workforce metrics



WRES Indicator 2 - Relative likelihood of staff being appointed from shortlisting across posts									
Relative likelihood of appointment from shortlisting	2019			2020			2021		
	White	Bame	Unknown	White	Bame	Unknown	White	Bame	Unknown
	23.8%	11.7%	17.9%	24.2%	10.7%	20.6%	30.1%	14.4%	41.4%

In 2021 we have slightly reduced the gap on the 2.25 reported in 2020



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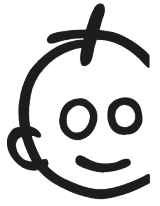
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# Indicator 3 – Workforce metrics

WRES Indicator 3			
	2019	2020	2021
Relative likelihood of BAME staff entering the formal disciplinary process compared to White staff	2.74	2.67	2.87

WRES Indicator 3- Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation									
likelihood of staff entering the formal disciplinary process	2019			2020			2021		
	White	Bame	Unknown	White	Bame	Unknown	White	Bame	Unknown
	0.9%	2.4%	1.5%	0.7%	1.9%	2.1%	0.5%	1.4%	1.4%

In 2021 it has gone up from 2.67 reported in 2020



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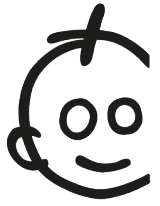
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# Indicator 4 – NHS Staff Survey metrics

WRES Indicator 4 - Relative likelihood of staff accessing Non Mandatory training and CPD			
	2019	2020	2021
WRES Indicator 4: Relative likelihood of White staff accessing non-mandatory training and CPD compared to Bame staff	1.28	1.18	1.21

WRES Indicator 4 - Relative likelihood of staff accessing Non Mandatory training and CPD									
likelihood of staff accessing Non Mandatory Training and CPD	2019			2020			2021		
	White	Bame	Unknown	White	Bame	Unknown	White	Bame	Unknown
	52.9%	41.3%	36.9%	86.0%	73.1%	16.4%	64.6%	53.1%	87.4%

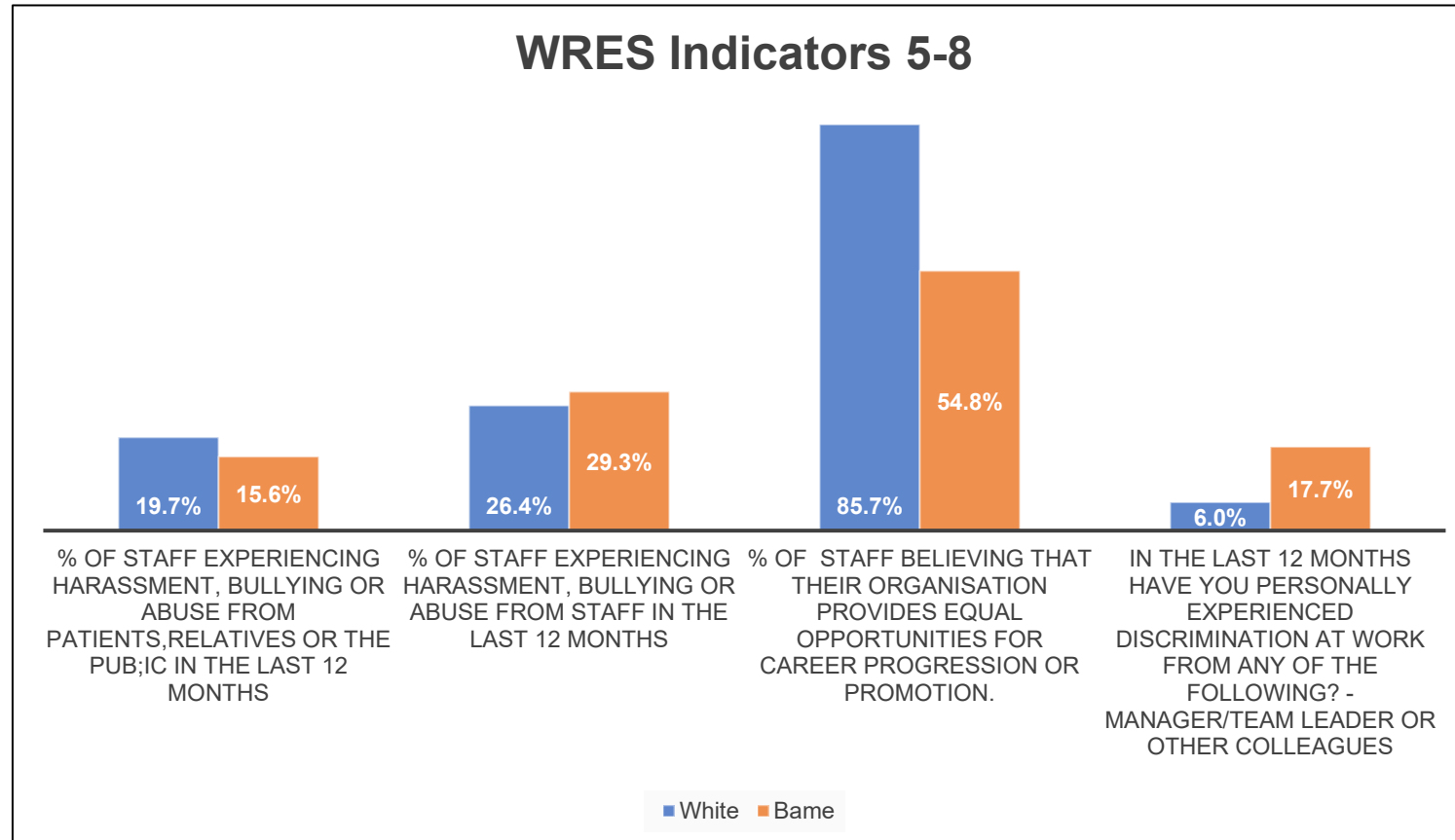
The data suggests a decreasing trend on the 86% for white and 73.1% for BAME reported in 2020

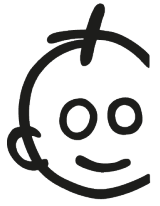


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# Indicator 5-8 – NHS Staff Survey metrics

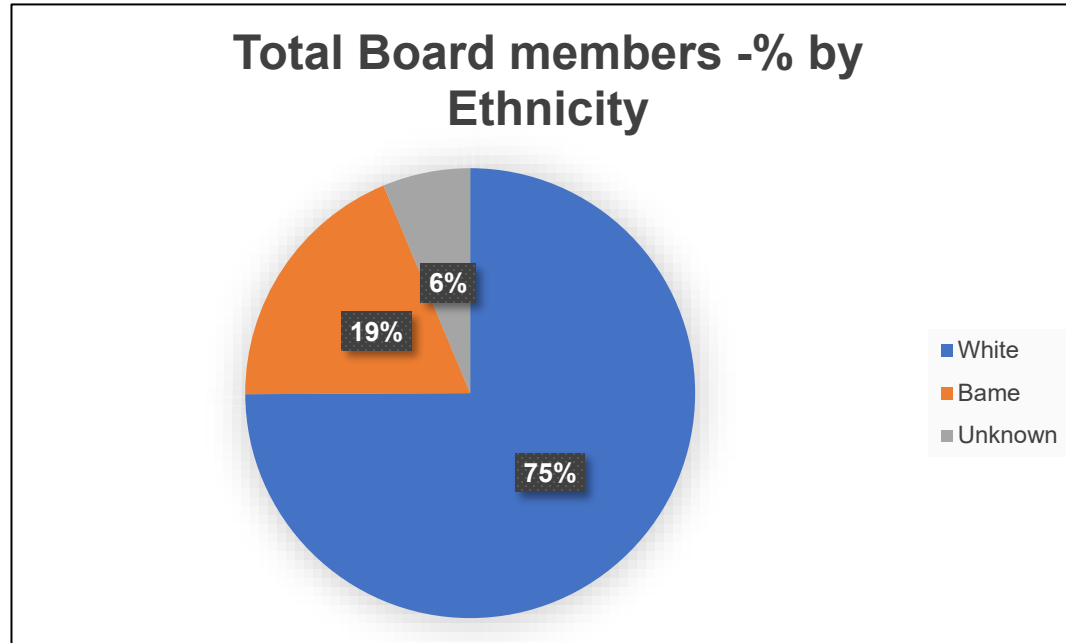




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# Indicator 9 – Board level representation



WRES Indicator 9 -Percentage difference between the organisations Board Voting membership and its overall workforce	2021		
	White	Bame	Unknown
Total Board members -% by Ethnicity	75.00%	18.80%	6.30%