

United Lincolnshire Teaching Hospitals NHS Trust Appendix 2 – WRES Data Trends 2016 - 2025



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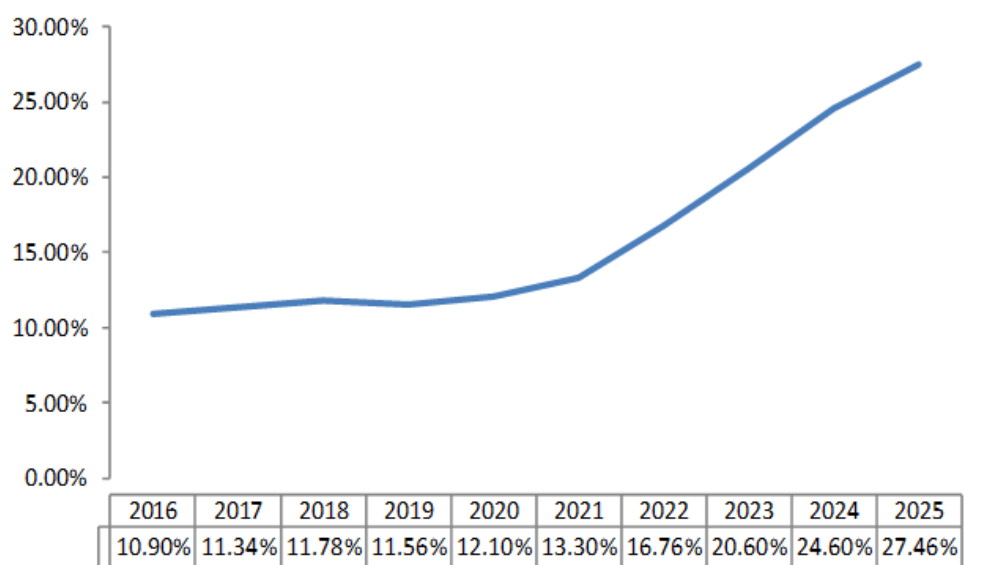
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Indicator 1

Percentage of BME staff in each of the AfC Bands 1-9 and VSM (including executive board members) compared with the percentage of staff in the overall workforce.

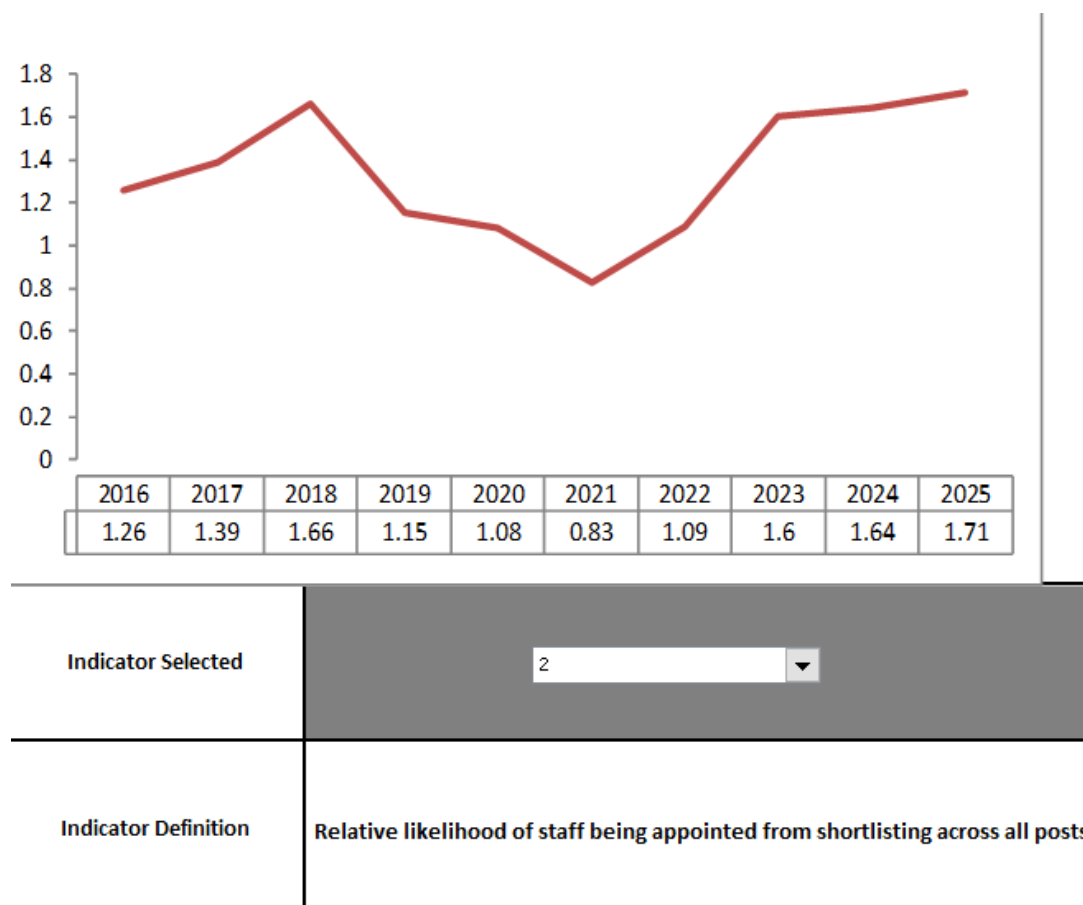


Indicator Selected	1
Indicator Definition	Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.

- A positive data-trend observed, over the 10-years period, with an increased percentage every year, from 10.90% in 2016 and reaching a high at 27.46% in 2025.

Indicator 2

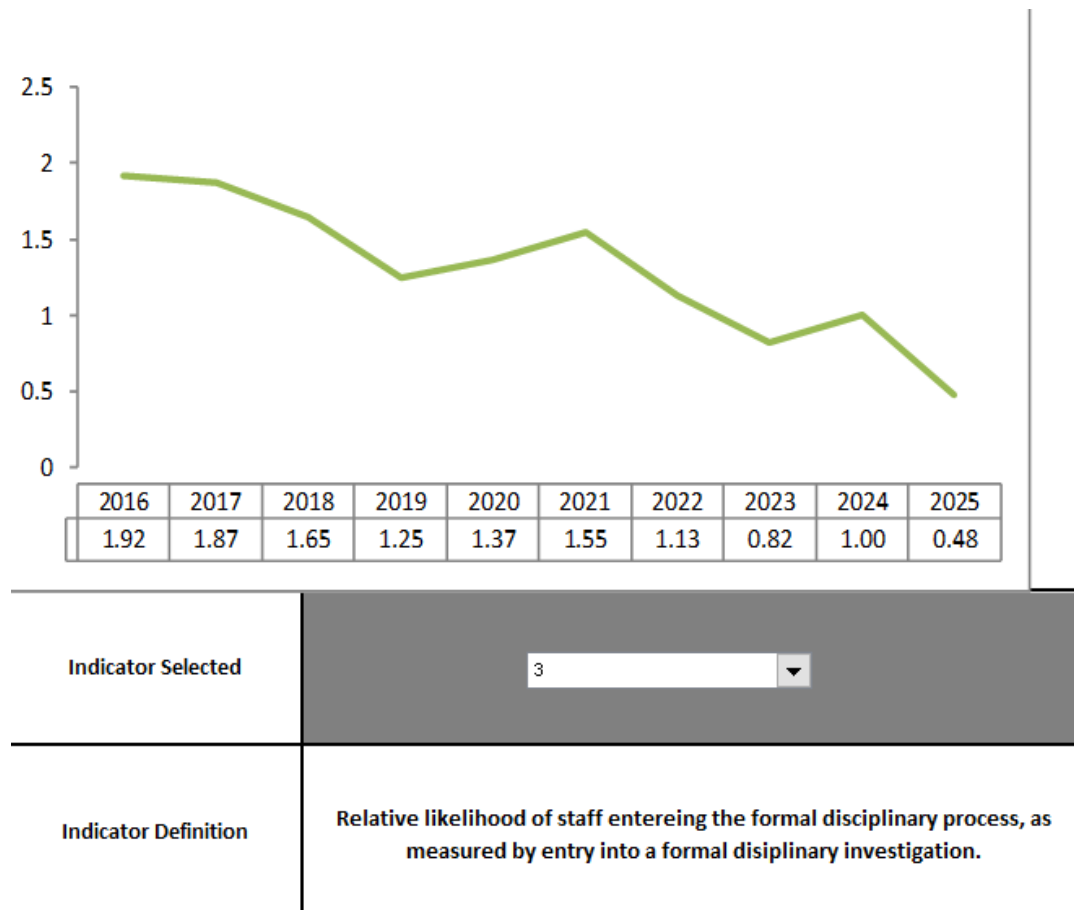
Relative likelihood of white staff being appointed from shortlisting compared to BME staff across all posts.



- The relative likelihood of white staff compared to BME staff being appointed from shortlisting across all posts, stayed higher than 1 in the 10-years period, except for 2021.
- Between 2019 and 2022, the closest to equal likelihood was observed, with 1 representing equal likelihood.
- The chart also demonstrates that there has been a negative increase in the relative probability of white staff being appointed from shortlisting from 2022 to 2025, reaching 1.71 in 2025.

Indicator 3

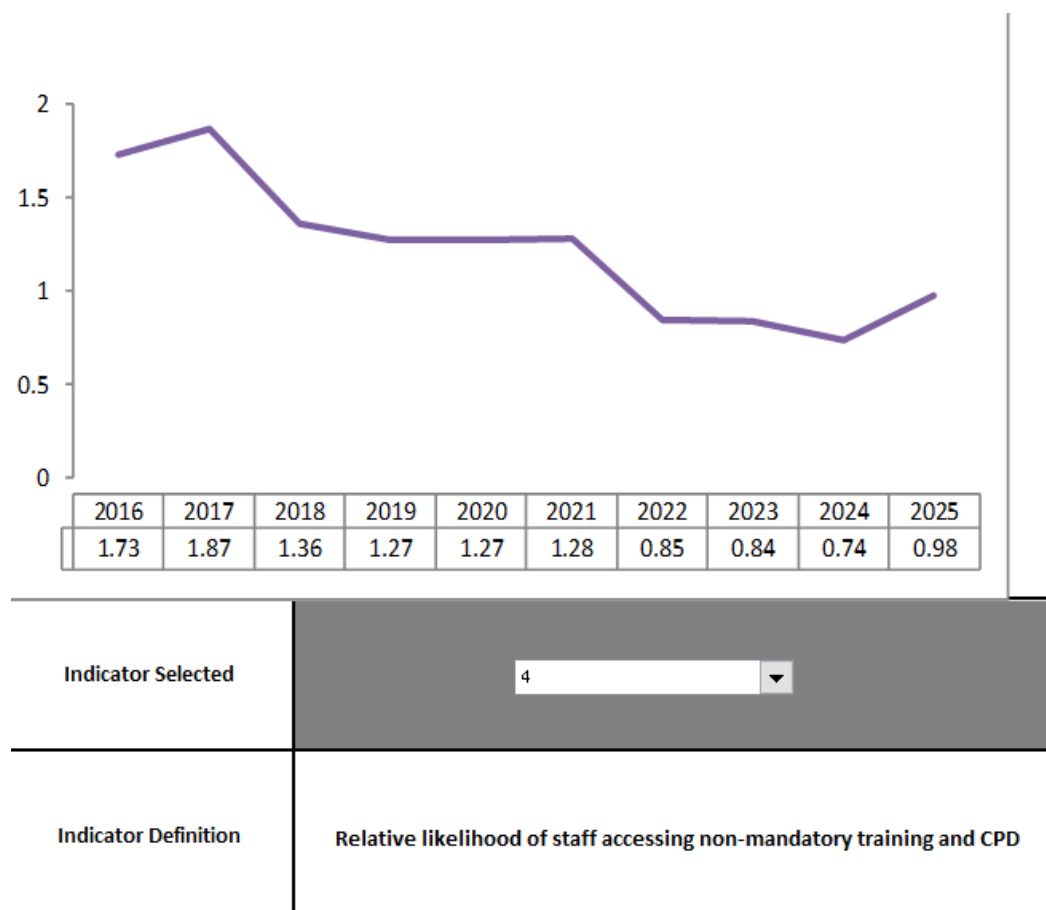
Relative likelihood of BME staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.



- According to the recent data, the chart indicates that the formal disciplinary process is more likely to be entered by white staff than BME staff, with the rate this year being 0.48, which is a positive opposite outcome when compared to the previous years.
- With 1 representing equal likelihood, the outcomes fluctuate during the 10-years period, with the highest rate in 2016, at 1.92 and the closest to 1 in 2024 with 1. Overall, this shows a positive decreasing trend.

Indicator 4

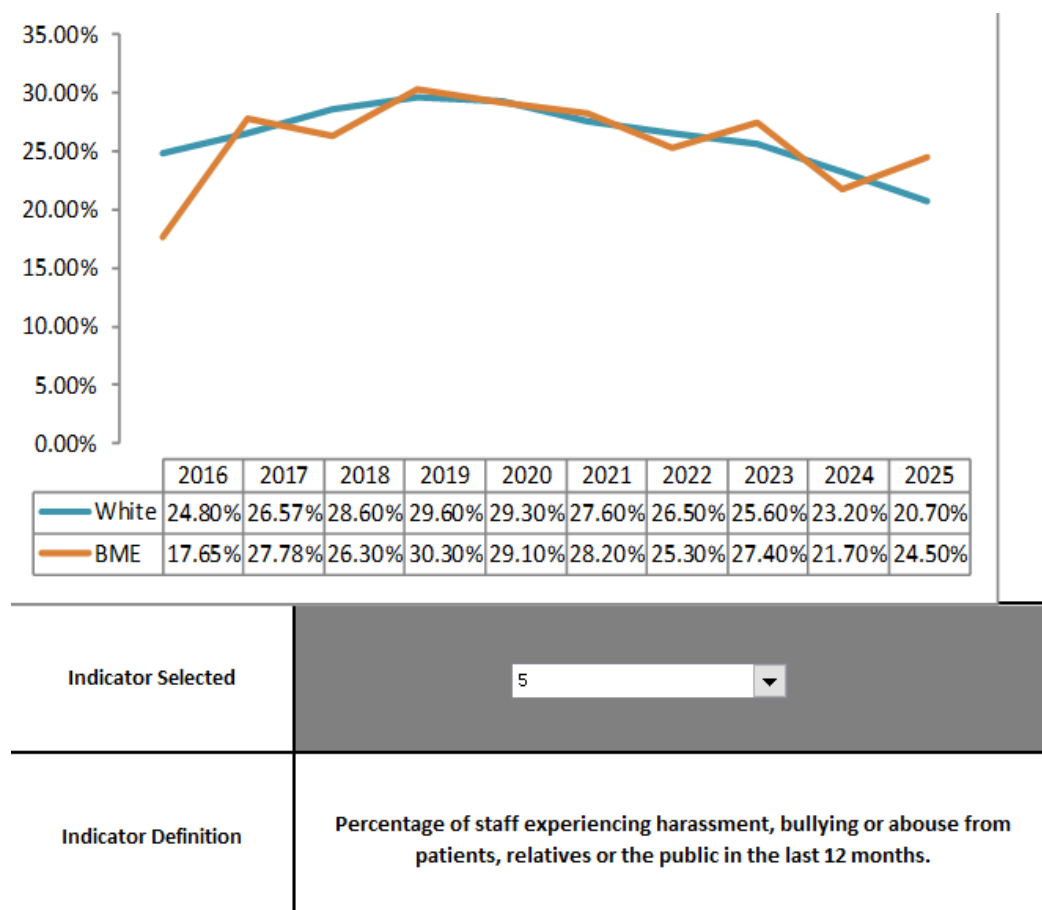
Relative likelihood of white staff accessing non-mandatory training and CPD, compared to BME staff.



- The relative likelihood of white staff compared to BME staff accessing non-mandatory training and CPD, is close to 1 from 2018, between, 0.74 to 1.36, with 1 representing equal likelihood.
- The chart shows maintaining equal likelihood of staff accessing non-mandatory training and CPD and an overall positive trend during the 10-years period.

Indicator 5

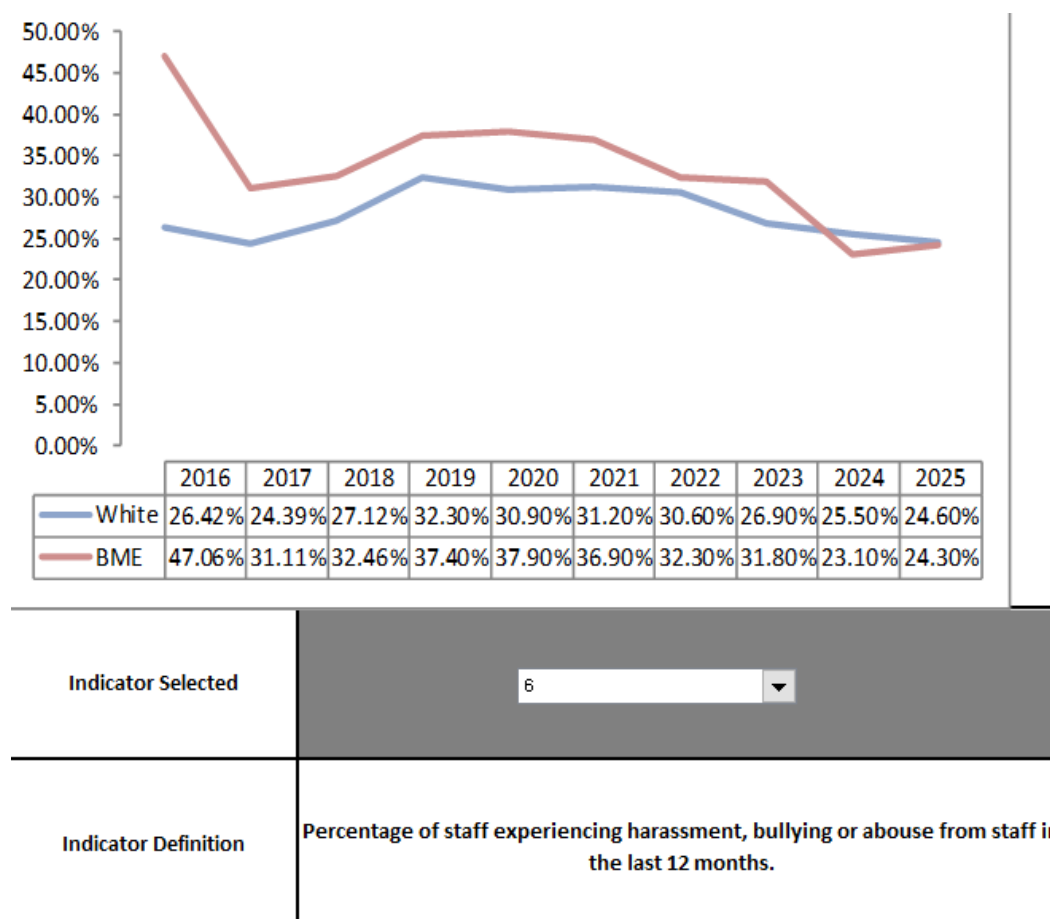
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months



- Across the 10 years, there have been a variety of outcomes, with the lowest peak being in 2016 at 17.65% and the highest in 2019 at 30.30%.
- Despite a positive decline in 2019, from 30.30% to 25.30% in 2022, the following years indicates a fluctuation, with an increase to 24.50% in the last year for BME staff.

Indicator 6

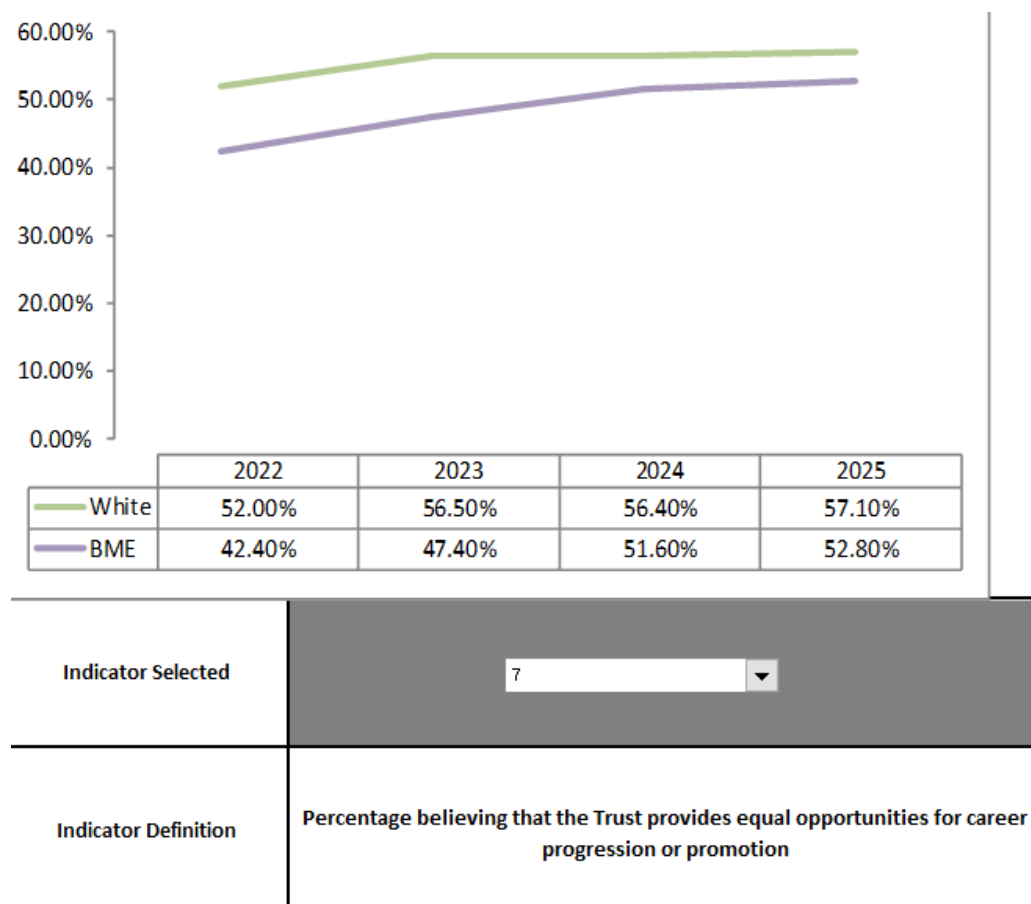
Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months.



- During the 10 years, the results have been inconsistent, with 2016 being the highest percentage, 47.06%, with 2024 being the lowest with 23.10%.
- Despite a slight rise in the last year, from 23.10% to 24.30%, overall the chart indicates a positive trend for BME staff over the 10-years period.

Indicator 7

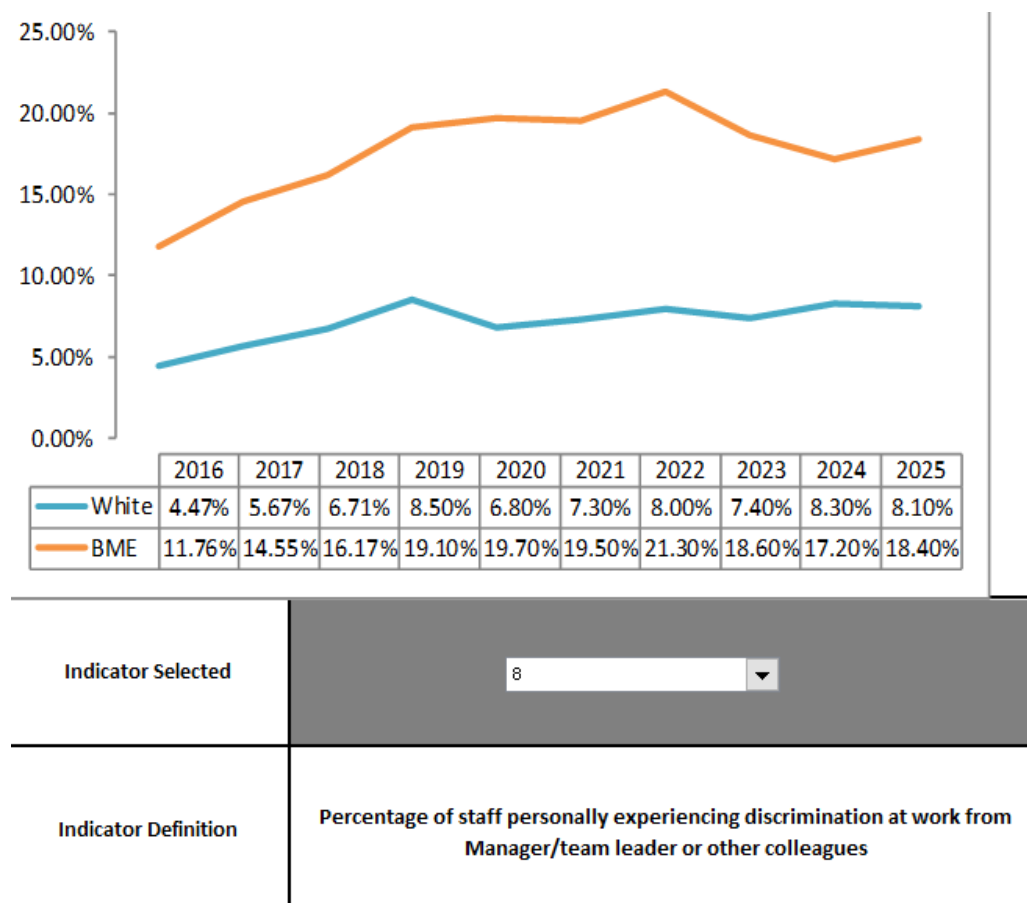
Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.



- The chart shows that the percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion remained above 42.40%, the lowest rate in 2022.
- The overall outcome demonstrates a continued positive trend over the four-year period, reaching 52.80% in 2025.

Indicator 8

Percentage of staff personally experiencing discrimination at work from manager/team leader or other colleagues.



- Across the 10 years-period, there have been a variety of outcomes, with the highest peak being in 2022 at 21.30% and the lowest being in 2016 at 11.76%.
- The highest positive decline for BME staff occurred between 2022 and 2023, dropping from 21.30% to 18.60%, followed by a decline in 2024 and a rise in the following year, reaching 18.40% in 2025.

Indicator 9

Trust Board Representation Indicator.

2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
All Board members identify as white	All Board members identify as white	One Board member identified as BME	All Board members identify as white	All Board members identify as white	All Board members identify as white	All Board members identify as white	All Board members identify as white	One Board member identified as BME	One Board member identified as BME
Indicator Selected	9								
Indicator Definition	Trust Board Representation Indicator								

- In the last two years, there has been a rise in the number of BME Trust Board representatives, from none to 6.7% in 2024 and 5.6%, in 2025.
- Also, in 2018, one Trust Board member identified as BME.