NHS
United Lincolnshire Teaching Hospitals
NHS Trust

United Lincolnshire Teaching Hospitals NHS Trust
Appendix 2 – WRES Data Trends (2016 – 2026)

Caring and building a healthier future for all

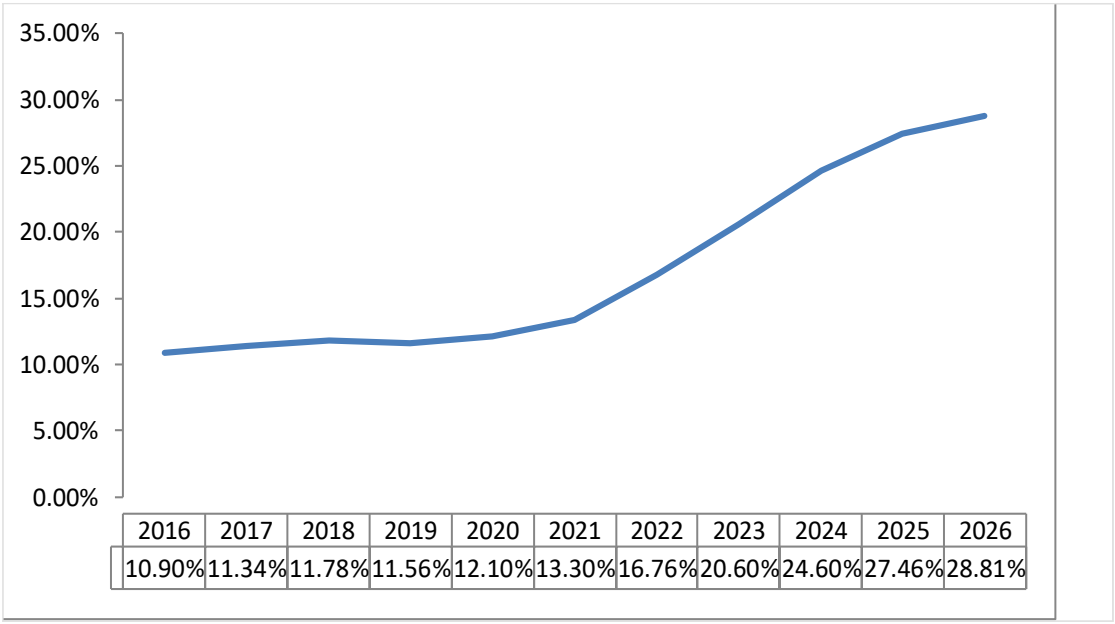
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Indicator 1

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.

Graph 1 ULTH WRES Indicator 1



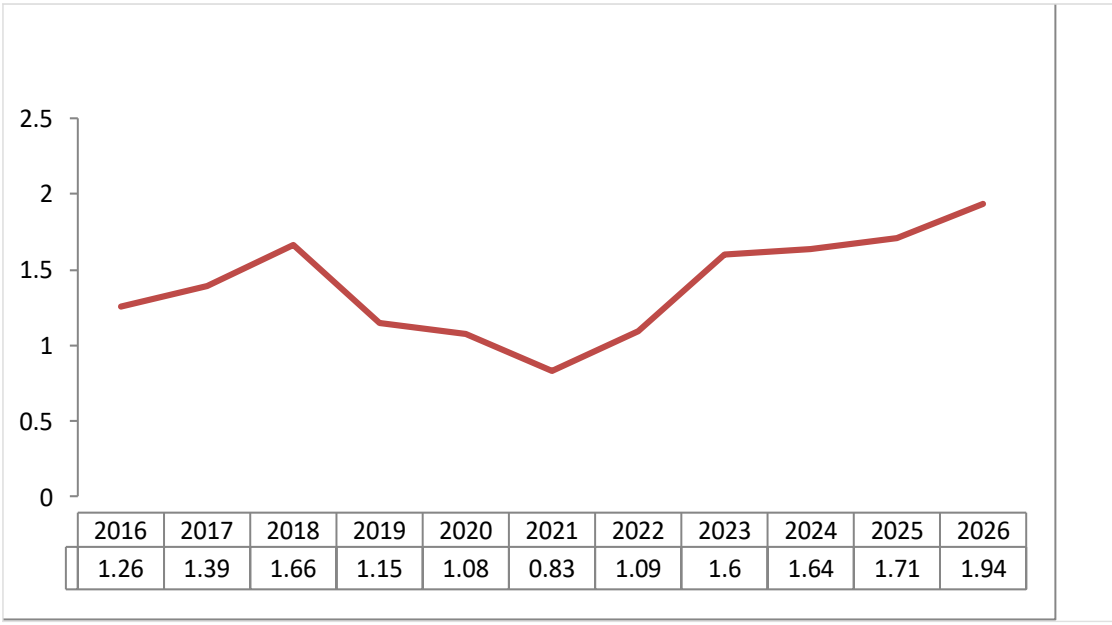
2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
10.90%	11.34%	11.78%	11.56%	12.10%	13.30%	16.76%	20.60%	24.60%	27.46%	28.81%

- A positive data trend was observed over the 11 years, with an increased percentage every year, from 10.90% in 2016 to a high of 28.8.1% in 2026.
- In the most recent year, there was a slight increase, from 27.45% in 2025 to 28.81% in 2026.

Indicator 2

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

Graph 2 ULTH WRES Indicator 2



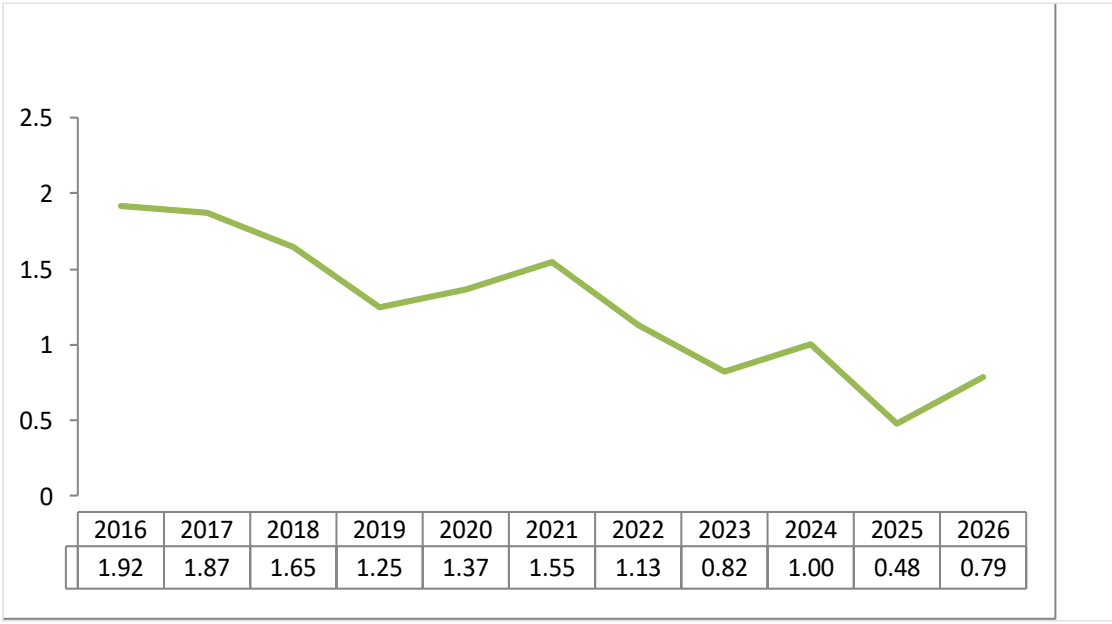
2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
1.26	1.39	1.66	1.15	1.08	0.83	1.09	1.6	1.64	1.71	1.94

- Over the past seven years, White staff have consistently been more likely than BME staff to be appointed from shortlisting, with the relative likelihood remaining above 1 (where 1 indicates equal likelihood).
- In 2026, the largest positive change was observed, with the likelihood ratio decreasing from 4.8 to 1.91 (a reduction of 2.8). This indicates a narrowing of the gap, although the figure remains above 1.
- The closest point to equal likelihood was in 2021 (1.58), while the greatest disparity occurred in 2025, when the ratio peaked at 4.8.

Indicator 3

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

Graph 3 ULTH WRES Indicator 3



2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
1.92	1.87	1.65	1.25	1.37	1.55	1.13	0.82	1.00	0.48	0.79

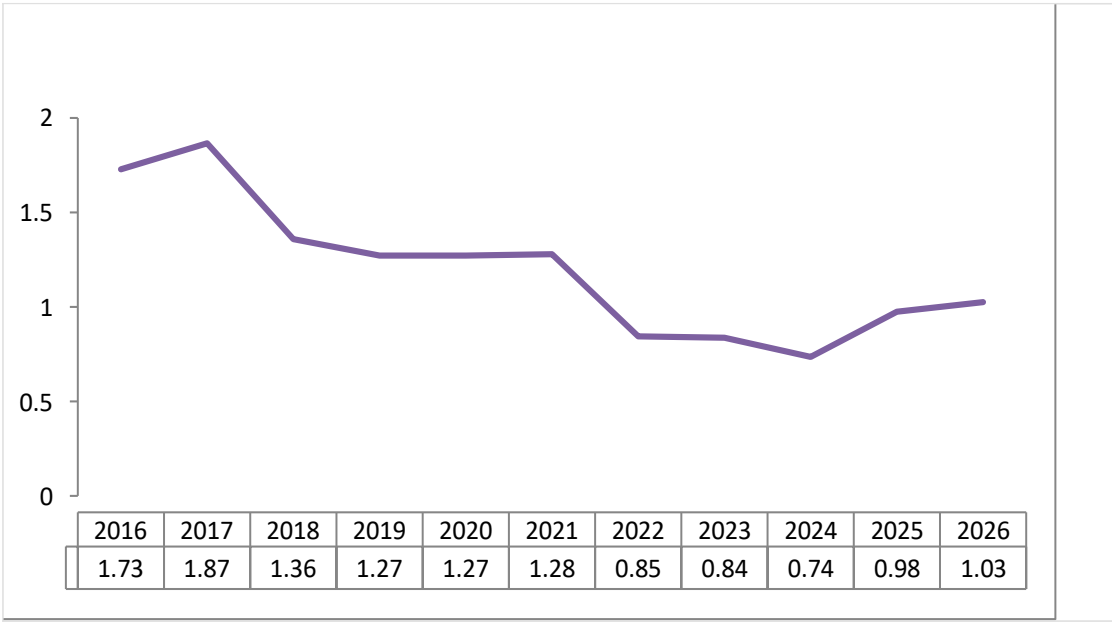
- Recent data shows that white staff are less likely than BME staff to enter the formal disciplinary process, with a rate of 0.79 this year. As 1 represents equal likelihood, this indicates an improvement compared to previous years.

- Over the 11 years, the likelihood has fluctuated, with the highest rate recorded in 2016 (1.92) and the most equitable outcome in 2024 (1.0), representing equal likelihood. Overall, this reflects a positive downward trend.

Indicator 4

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

Graph 4 ULTH WRES Indicator 4



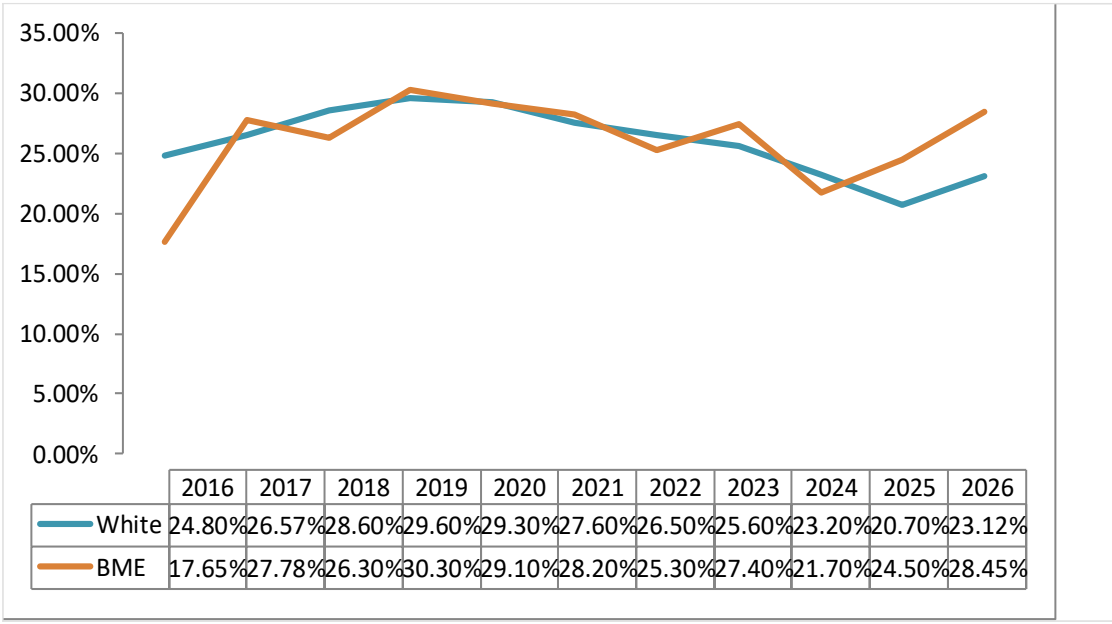
2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
1.73	1.87	1.36	1.27	1.27	1.28	0.85	0.84	0.74	0.98	1.03

- The relative likelihood of white staff compared to BME staff accessing non-mandatory training and CPD has remained close to 1 since 2018, ranging between 0.74 and 1.36 (where 1 represents equal likelihood).
- Overall, the chart indicates near-equal access to non-mandatory training and CPD, with a positive trend over the 11 years. In 2026, the rate is 1.03, which is very close to an equal likelihood.

Indicator 5

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

Graph 5 ULTH WRES Indicator 5



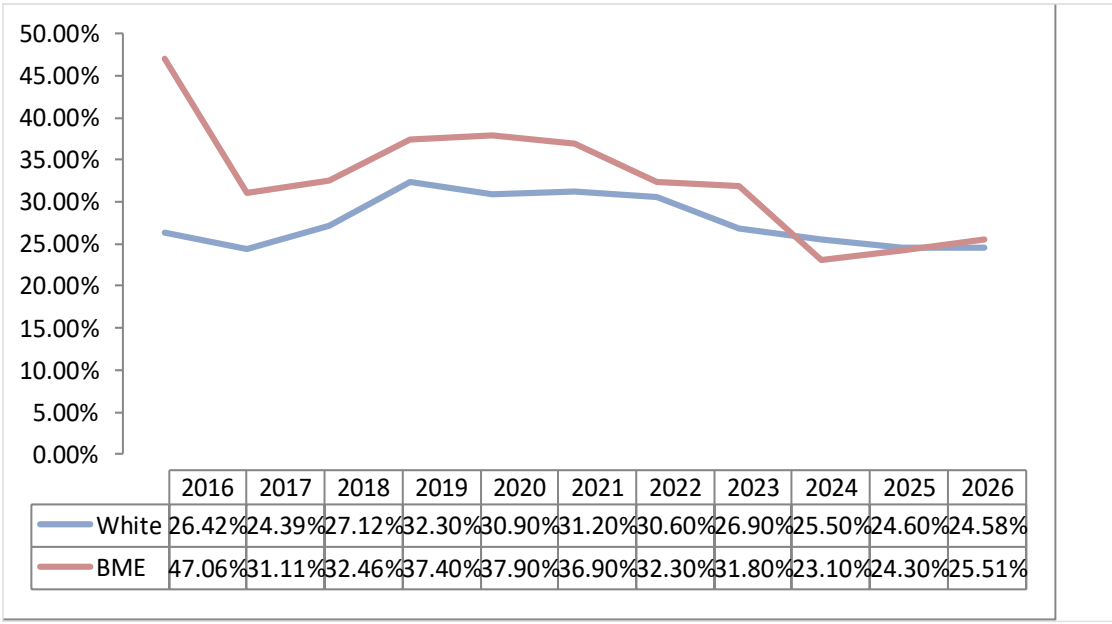
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
White	24.80%	26.57%	28.60%	29.60%	29.30%	27.60%	26.50%	25.60%	23.20%	20.70%	23.12%
BME	17.65%	27.78%	26.30%	30.30%	29.10%	28.20%	25.30%	27.40%	21.70%	24.50%	28.45%

- Across the 11 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 indicate a fluctuation, with an increase to 24.50% in 2025, followed by a negative increase to 28.45% in the last year for BME staff.

Indicator 6

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

Graph 6 ULTH WRES Indicator 6



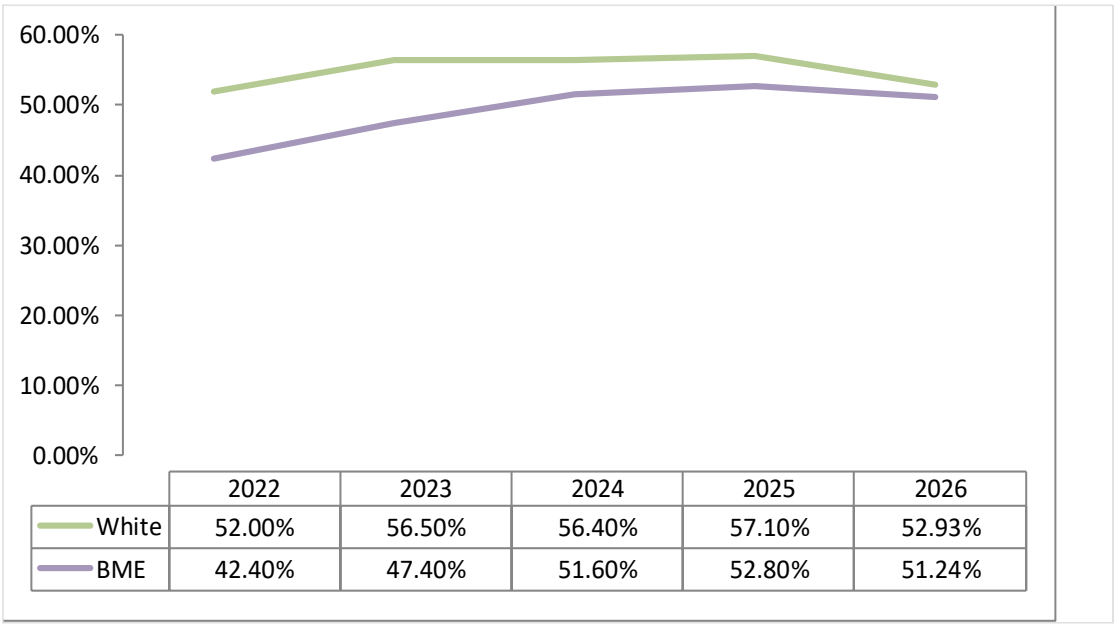
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
White	26.42%	24.39%	27.12%	32.30%	30.90%	31.20%	30.60%	26.90%	25.50%	24.60%	24.58%
BME	47.06%	31.11%	32.46%	37.40%	37.90%	36.90%	32.30%	31.80%	23.10%	24.30%	25.51%

- During the 10 years, the results have been inconsistent, with 2016 being the highest percentage, 47.06%, and 2024 being the lowest, with 23.10%.
- Despite a slight rise in the last two years, from 23.10% to 24.30% and 25.51% in 2026, overall the chart indicates a positive trend for BME staff over the 11 years as the years between 2023-2026 remain lower compared with the previous years.

Indicator 7

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

Graph 7 ULTH WRES Indicator 7



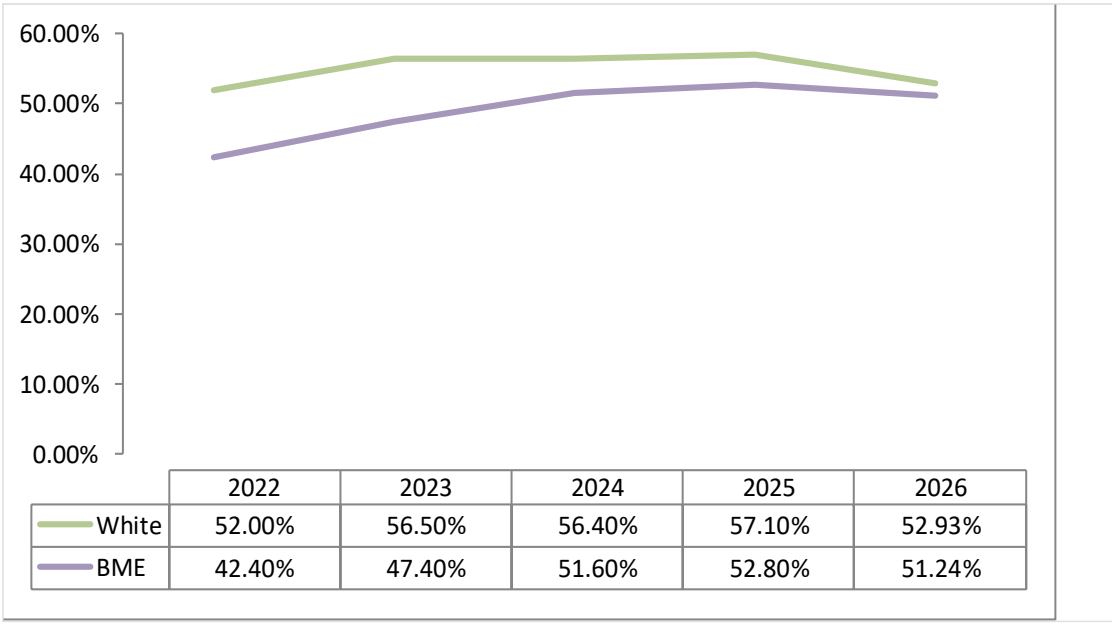
	2022	2023	2024	2025	2026
White	52.00%	56.50%	56.40%	57.10%	52.93%
BME	42.40%	47.40%	51.60%	52.80%	51.24%

- The chart shows that the percentage of BME staff who believe the Trust provides equal opportunities for career progression or promotion remained above 42.4%, with the lowest level recorded in 2022.
- Overall, the data show a continued positive trend over the four years, reaching 52.8% in 2025, followed by a slight decrease to 51.5% in the most recent year.

Indicator 8

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

Graph 8 ULTH WRES Indicator 8



	2022	2023	2024	2025	2026
White	52.00%	56.50%	56.40%	57.10%	52.93%
BME	42.40%	47.40%	51.60%	52.80%	51.24%

- Over the 11 years, outcomes varied, with the highest level recorded in 2022 at 21.30% and the lowest in 2016 at 11.76%.
- The largest decrease for BME staff occurred between 2022 and 2023, falling from 21.30% to 18.60%. This was followed by a further decline in 2024, before increasing again to 18.40% in 2025, and then a slight decrease to 18.08% in 2026.

Indicator 9

Trust Board Representation Indicator.

Chart 1 ULTH WRES Indicator 9

2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
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	One Board member identified as BME

Over the last three years, the number of BME Trust Board representatives has remained unchanged. However, the percentage has decreased slightly, from 6.7% in 2024 to 5.6% in 2025 and 5.0% in 2026.