



Torbay and South Devon
NHS Foundation Trust

Workforce Race Equality Standard (WRES)

Action Plan 2025/26

Introduction

- The Workforce Race Equality Standard (WRES) is a workforce standard that all NHS Trusts are required to submit which involves collecting and analysing data across a series of indicators to help to improve the workplace experiences of global majority staff across the NHS.
- Torbay and South Devon NHS Trust submitted its annual WRES report on 31st May 2025 which can be found [here](#)

Indicator 1	Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM compared with the percentage of staff in the overall workforce disaggregated by: a. Non-Clinical staff b. Clinical staff - of which i. Non-Medical staff ii. Medical and Dental staff
Indicator 2	Relative likelihood of global majority staff being appointed from shortlisting across all posts
Indicator 3	Relative likelihood of global majority staff entering the formal disciplinary process, compared to that of white staff
Indicator 4	Relative likelihood of white staff accessing non mandatory training and Continuous Professional Development (CPD) as compared to global majority staff.
Indicator 5	Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives of the public in the last 12 months
Indicator 6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months
Indicator 7	Percentage of staff who believe that the organisation provides equal opportunities for career progression or promotion
Indicator 8	Percentage of staff who in the last 12 months have personally experienced discrimination at work from manager, team leader or other colleague
Indicator 9	Board membership representation

Key Themes

- Global majority staff are underrepresented in middle and senior non-clinical roles (especially Bands 5-7 and 8a-b).
- Candidates from a Global Majority background are less likely to be appointed than White candidates despite being shortlisted.
- Global majority staff continue to report higher levels of harassment and abuse from patients and the public than White staff.
- Bullying or harassment from colleagues increased for both White and Global Majority staff, with Global Majority staff still more affected.
- Global Majority staff are less likely to believe in equal opportunities for career progression compared to White staff.
- Global Majority staff report discrimination from colleagues at over twice the rate of White staff — with a growing gap.

Indicator 1, 2 & 5

Indicator	Objective	Action(s)	Timeline
1	Improve representation of global majority staff in middle and senior non-clinical roles.	<p>As part of our trust improvement plan, we will establish a mechanism to proactively analyse, respond to and act upon data from the staff survey, WRES and WDES reports.</p> <p>Career progression resources have been launched on our learning and development platform, HIVE – including modules on career planning, job applications, and access to mentoring schemes. Additional resources on mock interviews are in development. We will proactively promote these opportunities to global majority staff to support equitable career progression.</p> <p>We are currently in the process of relaunching staff networks with a focus on providing peer support, safe spaces to discuss career progression, challenges and aspirations.</p>	August 2026
2	Increase the likelihood of global majority candidates being appointed from shortlisting	<p>Review our recruitment practices as part of our regional approach to inclusive recruitment</p> <p>Establish RCN ambassadors in the organisations to support more inclusive practices</p>	<p>March 2027</p> <p>RCN ambassadors training planned to commence October 2025</p>
5&6	To reduce bullying, harassment and abuse from patients/service users and staff	<p>Work closely with Communications and security team to re-promote messaging across all services so that it reinforces expectations for respectful behaviour from patients/service users.</p> <p>Establish a just and learning culture approach and the Patient Safety Incident Framework to establish more confidence in our processes and reporting</p>	January 2026

Indicator 7 & 8

Indicator	Objective	Action	Timeline
7	Improve staff confidence in equal access to career development and progression opportunities	<p>Engage with staff to understand barriers or perceptions affecting confidence.</p> <p>Promote the career development resources and mentoring services to all global majority staff.</p> <p>Share stories of staff members who has successfully progressed within the organisation through staff networks.</p>	August 2026
8	Reduce incidents of staff experiencing discrimination from colleagues or managers.	<p>Promote reporting mechanisms such as Freedom to Speak up Guardian, Equality Diversity and Inclusion and Employee Relations Team so staff feel safe to report concerns.</p> <p>Establish a just and learning culture approach and the Patient Safety Incident Framework to establish more confident in our processes and reporting</p> <p>Promote mediation services where appropriate to help and rebuild team relationships</p> <p>Ensure staff know how to access support networks and wellbeing services after experiencing discrimination.</p>	March 2026