

WRES Report 2025

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Background

The Workforce Race Equality Standard (WRES) was first introduced in 2016 and requires Trusts to compile and submit a standard national report in order to demonstrate its findings and to flag progress against a number of indicators relating to the representation of Global Majority staff.

The importance of race equality is embedded in the NHS People Plan¹ in a context where nationally colleagues from a global majority background have poorer experiencing in working within the NHS.

The WRES is in place to ensure that employees from global majority backgrounds have equal access to career opportunities, receive fair treatment in the workplace and should highlight any differences between the experience and treatment of White and Global Majority staff in the NHS with a view to closing any identified gaps through the development and implementation of action plans focused upon continuous improvement over time.

Analysis

The data period for the information within the submission was 1st April 2024 – 31st March 2025, with workforce data being a snapshot taken on 31st March 2025 from ESR. Staff survey data is taken from the most recent staff survey which is 2024. As with previous WRES reporting, bank staff are not included in this submission.

The WRES submission is split into indicators, which are addressed beneath the sub-headings below.

WRES indicators and sources

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

Source: ESR
2. Relative likelihood of staff being appointed from shortlisting across all posts
Source: Workforce Information Team
3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation
Source: Employee Relations Team
4. Relative likelihood of staff accessing non-mandatory training and CPD
Source: Hive
5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months
Source: Staff survey 2024
6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
Source: Staff survey 2024
7. Percentage of staff believing that the trust provides equal opportunities for career progression or promotion
Source: Staff survey 2024
8. Percentage of staff experiencing discrimination from staff in the last 12 months
Source: Staff survey 2024

¹ <https://www.england.nhs.uk/ournhspeople/>

9. Board representation

Source: ESR

Workforce Data

As of 31st March 2025, the total number of staff employed at Torbay Trust was 7,310, of which 823 were recorded as being from a Global Majority background, and 176 had an unknown ethnicity recorded on ESR.

The proportion of staff who do not have their ethnicity recorded onto ESR is currently at 2.41%. According to ESR 11.26% of the total workforce are from a global majority background, a 0.86% increase from the 10.41 % recorded last year.

Indicator 1: ESR Data

Non-Clinical Staff

Band Clusters	% White	% Global Majority	% Unknown
Cluster 1: AfC Bands <1 to 4	93.36%	4.67%	1.96%
Cluster 2: AfC bands 5 to 7	95.58%	3.46%	0.96%
Cluster 3: AfC bands 8a and 8b	97.92%	1.04%	1.04%
Cluster 4: AfC bands 8c to VSM	92.59%	5.56%	1.85%
Total Non-Clinical	94.08%	4.24%	1.68%

Clinical staff

Band Clusters	% White	% Global Majority	% Unknown
Cluster 1: AfC Bands <1 to 4	89.49%	7.38%	3.13%
Cluster 2: AfC bands 5 to 7	81.20%	16.19%	2.61%
Cluster 3: AfC bands 8a and 8b	93.71%	4.40%	1.89%
Cluster 4: AfC bands 8c to VSM	96.15%	3.85%	0.00%
Total Clinical	84.70%	12.54%	2.75%

Medical and Dental staff

Medical and Dental Grades	% White	% Global Majority	% Unknown
Medical & Dental Consultant	81.88%	16.83%	1.29%
Medical & Dental Non-Consultant Career Grade	76.36%	21.82%	1.82%
Medical & Dental Trainee Grades	64.07%	32.34%	3.59%
Total Medical & Dental	72.92%	24.64%	2.44%

Indicator 2: Relative likelihood of staff being appointed from shortlisting across all posts

- 3,119 White applicants were shortlisted, of which 773 were appointed (appointment rate: 24.78%).
- 1,482 Global Majority applicants were shortlisted, of which 134 were appointed (appointment rate: 9.04%).

The relative likelihood of White applicants being appointed from shortlisting compared to Global Majority applicants is therefore 2.74 times higher. This represents a continuing disparity between White and Global Majority candidates in the recruitment process.

Indicator 3: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

Global majority staff were less likely than White staff to be involved in a formal disciplinary process. For every 1 White staff member entering the formal disciplinary process, only 0.32 Global Majority staff members did -relative to their numbers in the workforce. In other words, the likelihood for Global Majority staff is about one-third of that for White staff.

Indicator 4: Relative likelihood of staff accessing non-mandatory training and CPD

5,439 White staff accessed non-mandatory training and CPD out of a total of 6,311 White staff – a rate of 86.17%.

769 Global Majority staff accessed non-mandatory training and CPD out of a total of 823 Global Majority staff – a rate of 93.44%.

The relative likelihood of Global Majority staff accessing non-mandatory training and CPD compared to White staff is 1.08 times higher, indicating that Global Majority staff were slightly more likely than White staff to access non-mandatory learning and development opportunities.

Staff Survey data

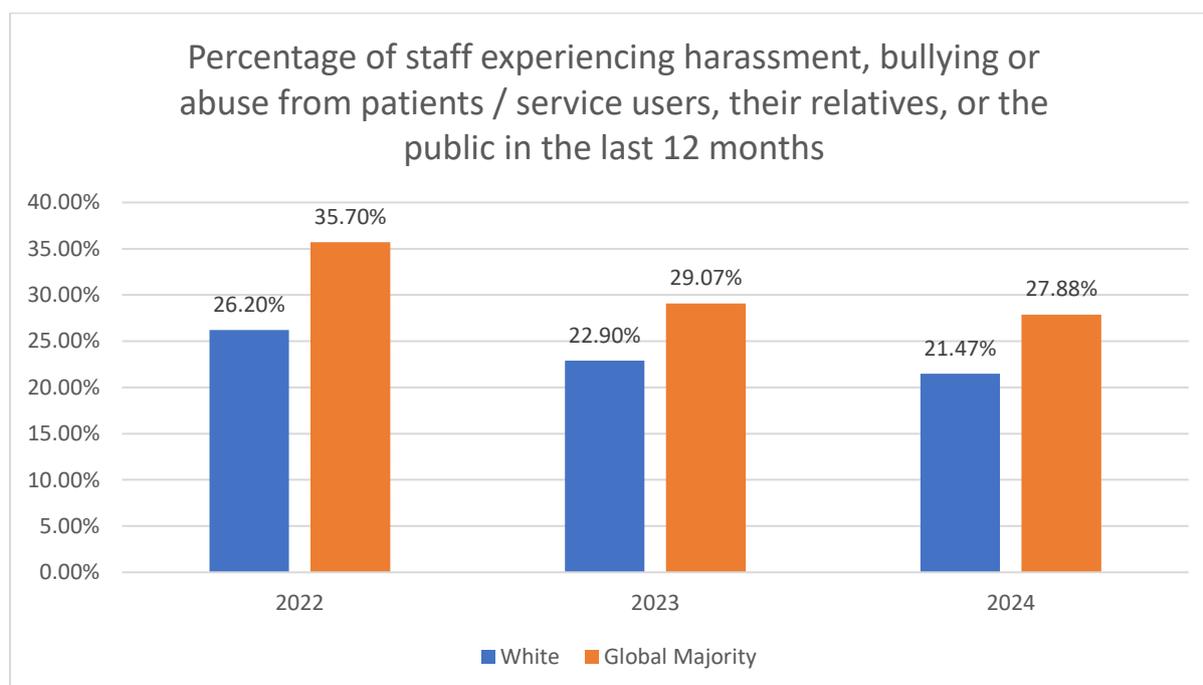
In 2024, 2,816 Trust employees completed the staff survey, 9.62% from a Global Majority background.

The arrows in the below tables indicate if there has been an increase/reduction in the percentage compared to the previous year's staff survey.

Indicator 5: Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives of the public in the last 12 months

	White			Global Majority		
	2022	2023	2024	2022	2023	2024
Percentage of staff	26.20%	22.90%↓	21.47%↓	35.70%	29.07%↓	27.88%↓

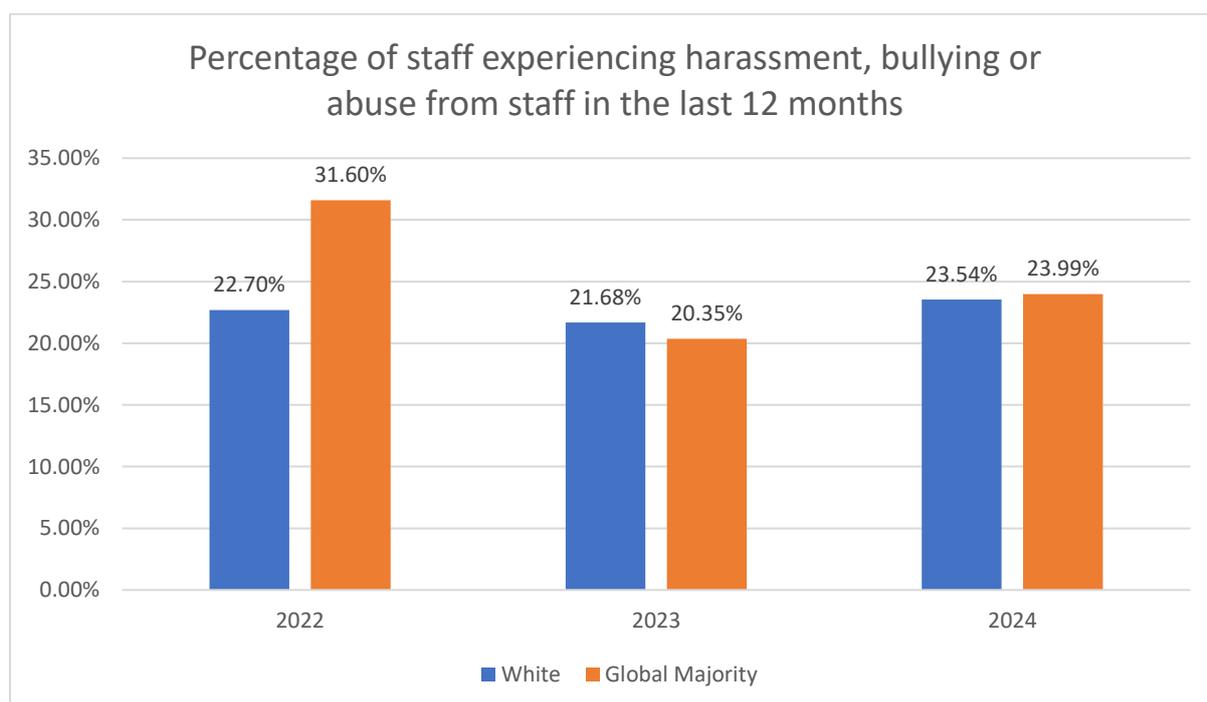
While the reduction in reported experiences is encouraging across both groups, global majority staff continue to report higher levels of harassment, bullying or abuse compared to their White colleagues — with a 6.41 percentage point gap in 2024.



Indicator 6: Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months

	White			Global Majority		
	2022	2023	2024	2022	2023	2024
Percentage of staff	22.70%	21.68%↓	23.54%↑	31.60%	20.35%↓	23.99%↑

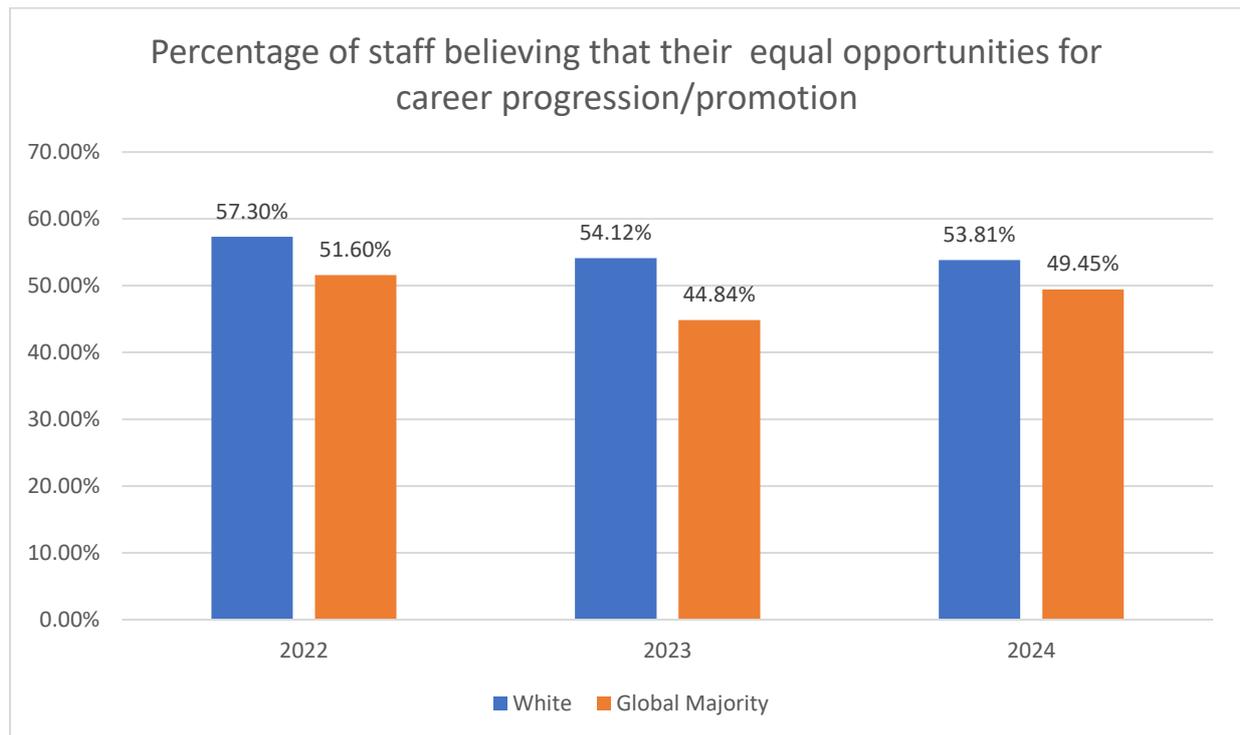
The percentage of staff experiencing harassment, bullying or abuse from other staff members has increased this year for both White and Global Majority staff. This increase has been greater for global majority staff (a **3.64%** increase compared to **1.86%** for White staff).



Indicator 7: Percentage of staff who believe that the organisation provides equal opportunities for career progression or promotion

	White			Global Majority		
	2022	2023	2024	2022	2023	2024
Percentage of staff	57.30%	54.12%↓	53.81%↓	51.60%	44.84%↓	49.45%↑

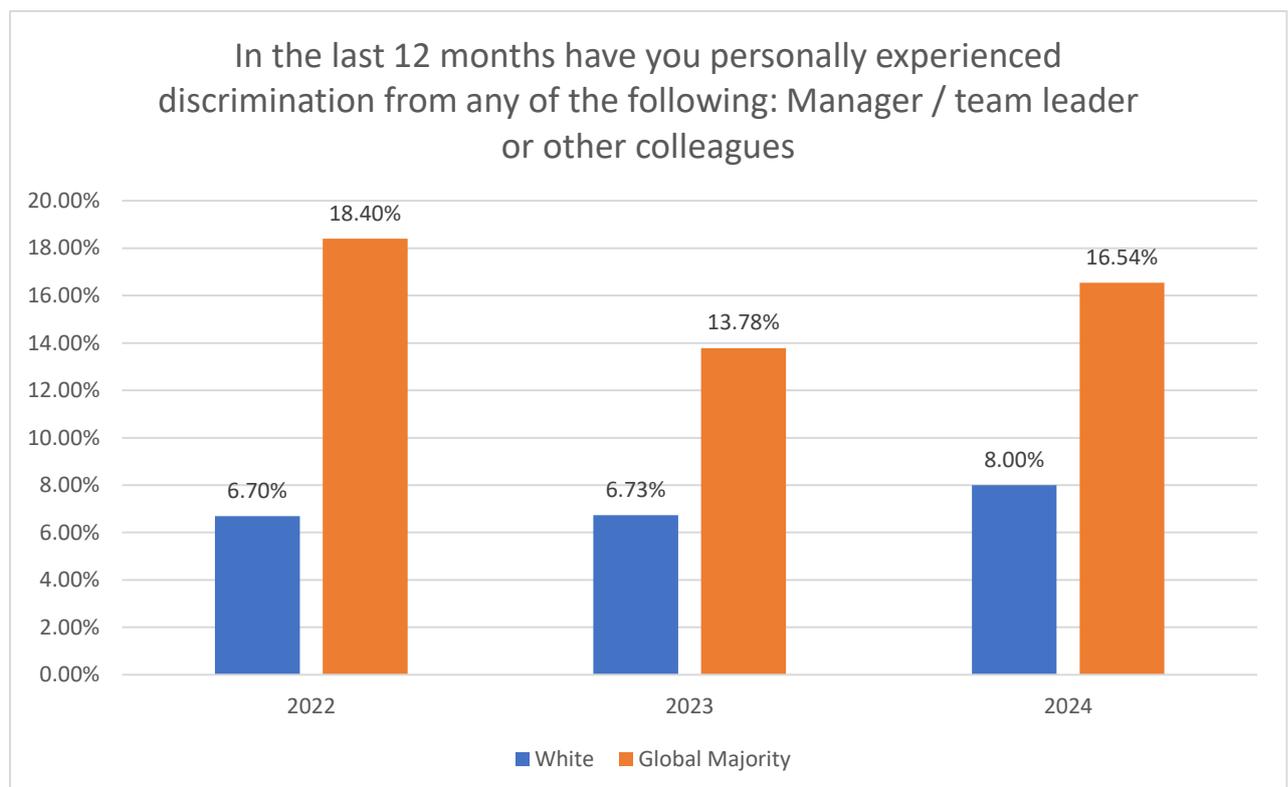
The gap between White and Global Majority staff has narrowed to 4.36% in 2024, from 9.28% in 2023 — which is a positive sign. However, both groups remain below the levels reported in 2022, indicating overall declining confidence in progression opportunities.



Indicator 8: Percentage of staff experiencing discrimination from staff in the last 12 months

	White			Global Majority		
	2022	2023	2024	2022	2023	2024
Percentage of staff	6.70%	6.73% ↑	8.00% ↑	18.40%	13.78% ↓	16.54% ↑

Despite the drop seen in 2023 for global majority staff, the 2024 results show a concerning upward trend in reported experiences of discrimination for both groups. Global Majority staff continue to report significantly higher levels of discrimination than White staff, with a gap of 8.54% in 2024.



Indicator 9: Board membership representation

This indicator compares the ethnic composition of the organisation’s voting Board membership with that of the overall workforce.

In 2024, 83.33% of voting Board members identified as White, compared to 86.33% of the overall workforce - a 2.12% lower representation.

16.67% of voting Board members were from a Global Majority background, compared to 11.26% of the workforce - a positive difference of 4.53%

This suggests that Global Majority representation on the voting Board is proportionally higher than in the overall workforce.

Key issues

- 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 significantly less likely to be appointed than White candidates despite being shortlisted, indicating a recruitment inequality.
- Global majority staff continue to report higher levels of harassment and abuse from patients and the public than White staff.
- Reports of 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.
- Board-level Global Majority representation is stronger than in the overall workforce — a positive indicator of diversity at leadership level.

Action planning

The WRES findings give a clear indication of the work needed to ensure our recruitment processes are fair and inclusive, whilst also combating a culture of discrimination felt by our staff from a Global Majority background.

Across all but two indicators show that staff from a Global Majority background have a worse experience when compared to White staff in our organisation, this signals a need for a cultural shift in the experiences of our people.