

WRES Report 2026

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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 2025 – 31st March 2026, with workforce data being a snapshot taken on 31st March 2026 from ESR. Staff survey data is taken from the most recent staff survey which is 2025. 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 2025
6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months
Source: Staff survey 2025
7. Percentage of staff believing that the trust provides equal opportunities for career progression or promotion
Source: Staff survey 2025
8. Percentage of staff experiencing discrimination from staff in the last 12 months
Source: Staff survey 2025

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

9. Board representation

Source: ESR

Workforce Data

As of 31st March 2026, the total number of staff employed at Torbay Trust was 7,390, of which 946 were recorded as being from a Global Majority background, and 138 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 12.8% of the total workforce are from a Global Majority background, a 1.54% increase from the 11.26 % recorded last year.

Indicator 1: ESR Data

Non-Clinical Staff

Band Clusters	% White	% Global Majority	% Unknown
Cluster 1: AfC Bands <1 to 4	92.8%	5.5%	1.7%
Cluster 2: AfC bands 5 to 7	93.8%	5.3%	0.8%
Cluster 3: AfC bands 8a and 8b	93.1%	4.6%	2.3%
Cluster 4: AfC bands 8c to VSM	98.1%	0.0%	1.9%
Total Non-Clinical	93.2%	5.3%	1.5%

Clinical staff

Band Clusters	% White	% Global Majority	% Unknown
Cluster 1: AfC Bands <1 to 4	88.7%	8.9%	2.4%
Cluster 2: AfC bands 5 to 7	80.5%	17.7%	1.8%
Cluster 3: AfC bands 8a and 8b	93.9%	4.3%	1.8%
Cluster 4: AfC bands 8c to VSM	100.0%	0.0%	0.0%
Total Clinical	84.0%	14.0%	1.0%

Medical and Dental staff

Medical and Dental Grades	% White	% Global Majority	% Unknown
Medical & Dental Consultant	81.3%	17.1%	1.6%
Medical & Dental Non-Consultant Career Grade	75.9%	20.4%	3.7%
Medical & Dental Trainee Grades	61.6%	36.1%	2.2%
Total Medical & Dental	71.3%	26.6%	2.0%

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

- 4,832 White applicants were shortlisted, of which 931 were appointed (appointment rate: 19.27%).
- 2,777 Global Majority applicants were shortlisted, of which 193 were appointed (appointment rate: 6.95%).

The relative likelihood of White applicants being appointed from shortlisting compared to Global Majority applicants is therefore 2.77 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.

Analysis of entry into the formal disciplinary process shows a lower likelihood for Global Majority staff compared to White staff (relative likelihood 0.56). Given the small absolute numbers involved, this finding should be interpreted with caution

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

5,699 White staff accessed non-mandatory training and CPD out of a total of 6,306 White staff – a rate of 90.37%.

919 Global Majority staff accessed non-mandatory training and CPD out of a total of 946 Global Majority staff – a rate of 97.15%.

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 2025, 2,609 Trust employees completed the staff survey, 22.86% from a Global Majority background.

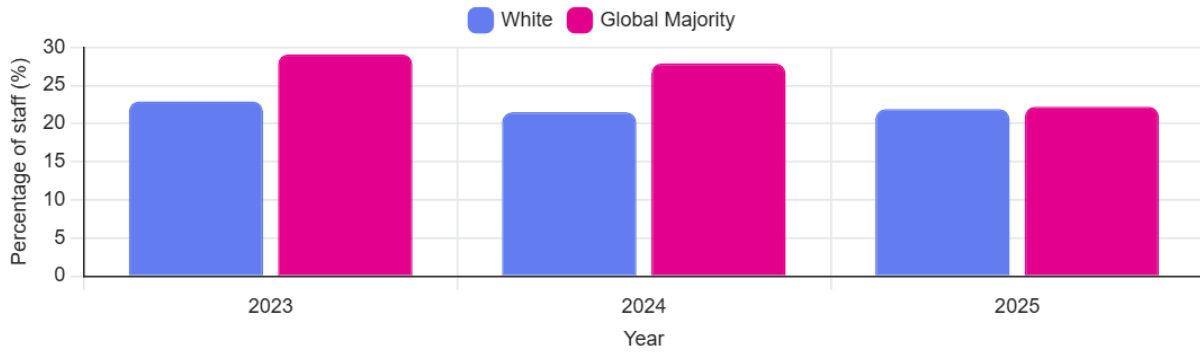
The arrows in the below tables indicate if there has been an increase/reduction in the percentage compared to the previous year's staff survey.

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		
	2023	2024	2025	2023	2024	2025
Percentage of staff	22.90%	21.50%	21.90%	29.10%	27.90%	22.20%

There is a reported declines over time in both groups, whilst the gap narrows noticeably by 2025, driven by a sharper decrease for Global Majority staff. There is a substantial in the reported difference in this year's data reported by staff from a Global Majority background.

Indicator 5: Staff Experiencing Harassment, Bullying or Abuse (from patients, service users, relatives or the public)

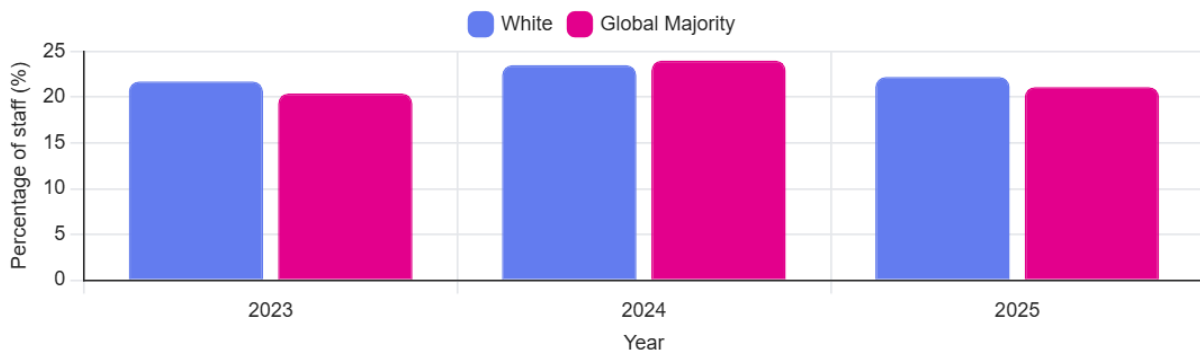


Indicator 6: Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months

	White			Global Majority		
	2023	2024	2025	2023	2024	2025
Percentage of staff	21.70%	23.50%	22.20%	20.40%	24.00%	21.10%

The percentage of staff experiencing harassment, bullying or abuse from other staff members has decreased this year for both White and Global Majority staff. While this is a positive picture, the fluctuation over the last few years highlights the importance of continued organisational focus on prevention, fair and effective processes and the promotion of an inclusive workplace culture.

Indicator 6: Staff Experiencing Harassment, Bullying or Abuse (from staff, last 12 months)

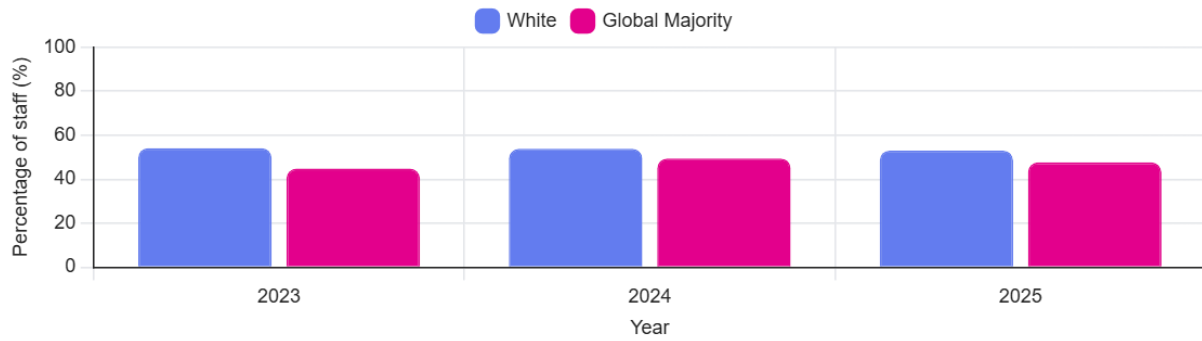


Indicator 7: Percentage of staff who believe that the organisation provides equal opportunities for career progression or promotion

	White			Global Majority		
	2023	2024	2025	2023	2024	2025
Percentage of staff	54.10%	53.80%	53.00%	44.80%	49.40%	47.60%

The gap between White and Global Majority staff has increased slightly from last year, with both staff groups reporting a decline. The findings indicate a continued perception gap in relation to career progression and promotion for all staff, more pronounced in staff from a Global Majority background.

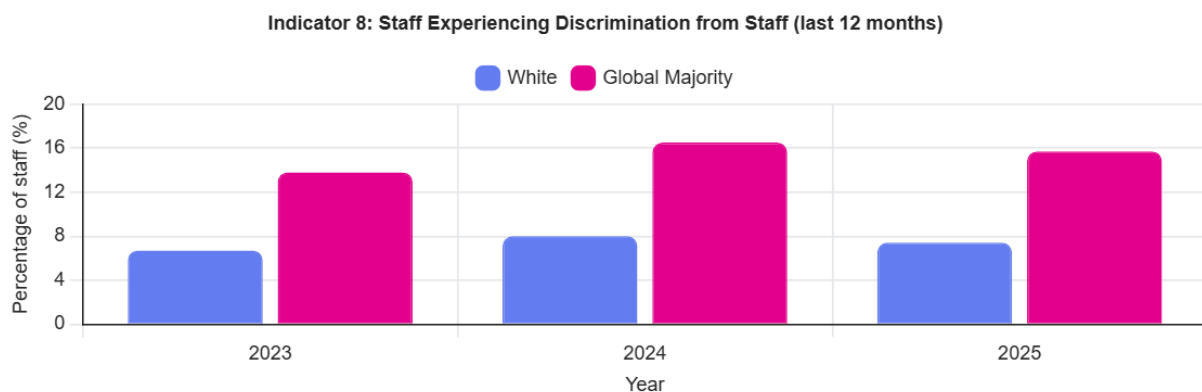
Indicator 7: Staff Who Believe the Organisation Provides Equal Opportunities for Career Progression or Promotion



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

	White			Global Majority		
	2023	2024	2025	2023	2024	2024
Percentage of staff	6.70%	8.00%	7.40%	13.80%	16.50%	15.70%

Staff have reported a drop in their experiences of discrimination from other staff in the last 12 months; however, Global Majority staff continue to report significantly higher levels of discrimination than White staff, with a gap of 8.3% this year, a marginal improvement on the 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 2025, 93.33% of voting Board members identified as White, compared to 85.33% of the overall workforce - a 8.00% higher representation.

6.67% of voting Board members were from a Global Majority background, compared to 12.80% of the workforce - a negative difference of -6.13%

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

Key issues

- Whilst recording completeness (97.6%) is relatively strong, the percentage of staff who have taken part in the annual staff survey means this gives a limited view. However, this remains a helpful indicator of the overall effectiveness of the inclusion work being undertaken, and organisational gaps remaining.
- Global majority staff are underrepresented in middle and senior non-clinical roles (especially Bands 5-7 and 8a-b). This was demonstrated in our Ethnicity Pay Gap reporting for the same period.

- 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.
- 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.
- Board-level Global Majority representation is low, creating a possible disconnect between workforce diversity and senior decision-making.

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.