NHS
University Hospitals of Northamptonshire
NHS Group

NGH Workforce Race Equality Standard (WRES) Report

2025 - 2026

BRONZE AWARD NHS RAINBOW BADGE

I SUPPORT THE SUNFLOWER FOR INDIVIDUALS WITH HIDDEN DISABILITIES

disability confident LEADER

ARMED FORCES COVENANT

EMPLOYER RECOGNITION SCHEME GOLD AWARD

Data Collection

University Hospitals of Northamptonshire NHS Group

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Introduction

It is well evidenced through various sources of data and lived experiences, that colleagues from a Black, Asian and Minority Ethnic background have a poorer experience of working within the NHS. At UHN we are committed to improving those lived experiences and focused on creating a culture where:

- **Race and ethnicity are not barriers to progression,**
- **Individuals feel safe in the workplace and**
- **Difference are embraced.**

As a Trust we want to focus on working in partnership with our patients, service users and colleagues, to change our ways of working and interacting with each other. This enables our colleagues to thrive and deliver the best possible services and care to the people of Northampton, Kettering and surrounding areas.

The importance of race equality is embedded into the **NHS People Promise** where it states 'We are open and inclusive. We understand, encourage and celebrate diversity, making the NHS a place where we all feel we belong'. The People Promise declares 'a commitment to creating and maintaining a compassionate and inclusive culture where diversity is valued and celebrated as a critical component, and not just a desirable one.' The Trust must also meet its legal obligations under the **Equality Act 2010** and **The Human Rights Act 1998**.

Each year the Trust is required to publish Workforce Race Equality Standard (WRES) data. The WRES provides a framework for NHS organisations to report, demonstrate and monitor progress against nine indicators of workforce equality. The indicators are a combination of workforce data and results from the NHS national staff survey and help to ensure that employees receive fair treatment in the workplace and have equal access to career opportunities. The WRES is included in the NHS Standard Contract and has been a requirement of NHS commissioners and NHS healthcare providers since July 2015.

WRES Indicators

University Hospitals of Northamptonshire NHS Group

There are 9 WRES indicators.

4 of the indicators focus on workforce data from ESR

4 of the indicators are based on data from the national NHS Staff Survey questions

1 indicator focuses upon BME representation on the Board of Directors

Indicator 1 Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce

Indicator 2 Relative likelihood of staff being appointed from shortlisting across all posts (both external and internal posts)

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

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

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

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

Indicator 7 Percentage of staff believing that the trust provides equal opportunities for career progression or promotion

Indicator 8 In the last 12 months have you personally experienced discrimination at work from a Manager/team leader or other colleague

Indicator 9 Percentage difference between the organisations' Board membership and its overall workforce

Understanding WRES

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UHN's workforce is more ethnically diverse than the local population, which should be considered when interpreting WRES data. Where numbers are small, percentage or relative-likelihood changes should be interpreted alongside wider trends and evidence.

Workforce indicators for each of the four workforce indicators, compare the data for white and BAME staff -

Indicator 1: the definitions for these categories are based on Electronic Staff Record (ESR) occupation codes except for medical and dental staff, which are based upon grade codes.

Indicator 2: refers to 'Relative likelihood of staff being appointed from shortlisting across all posts', it must be noted that this refers to both external and internal posts through the Trac system linking into ESR.

Indicator 3: Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation, this indicator is based on data from a 12month/24 month rolling average of the current year and the previous year

Indicator 4: Relative likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff maybe limited as the data only reflects courses that are managed by ESR. Colleagues attending apprenticeships, learning through regulatory bodies, and additional clinical/professional development sessions may not be captured for this indicator.

Four of the **WRES indicators (5 to 8**) are drawn from questions in the National NHS staff survey. The reliability of the data drawn from those indicators is dependent upon the overall size of the sample that have responded to the Staff Survey, the response rates to the survey questions, and whether the numbers of BME staff are large enough to not undermine confidence in the data. It should be noted that in the most recent staff survey (2024) only 54% of the total UHN workforce population took part in the survey.

Board representation indicator 9: Percentage difference between the organisations' board membership and its overall workforce
disaggregated:

- **By voting membership of the board**
- **By executive membership of the board**

Some of the WRES indicators are shown as a score. A score of 1 means there is no difference between ethnic groups. A score below 1 means the outcome is more favourable for ethnically diverse staff, while a score above 1 means the outcome is less favourable and may indicate an area where further improvement is needed. In general, the closer the score is to 1, the more equal the outcome is for all staff.

Workforce Race Equality Standard 2025/26

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1 43.16% Percentage of BAME Staff

2 Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BAME applicants **0.93**

3 Relative likelihood of BAME staff entering the formal disciplinary process compared to white staff **1.14**

4 Relative likelihood of white staff accessing non-mandatory training and professional development compared to BAME staff **0.98**

5 Percentage of BAME staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months **32%**

6 **25%** Percentage of BAME staff experiencing harassment, bullying or abuse from staff in last 12 months

7 Percentage of BAME staff believing that trust provides equal opportunities for career progression or promotion **50%**

8 Percentage of BAME staff personally experiencing discrimination at work from a manager/team leader or other colleagues **16%**

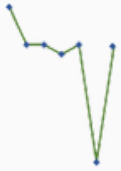
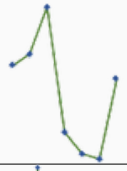
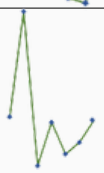
9 BAME Board Membership **-33%**

Total Workforce population based off ethnicity

White: 3,588
BAME: 2,828
Not Stated: 137
Total Workforce: 6,553

Yearly Comparison

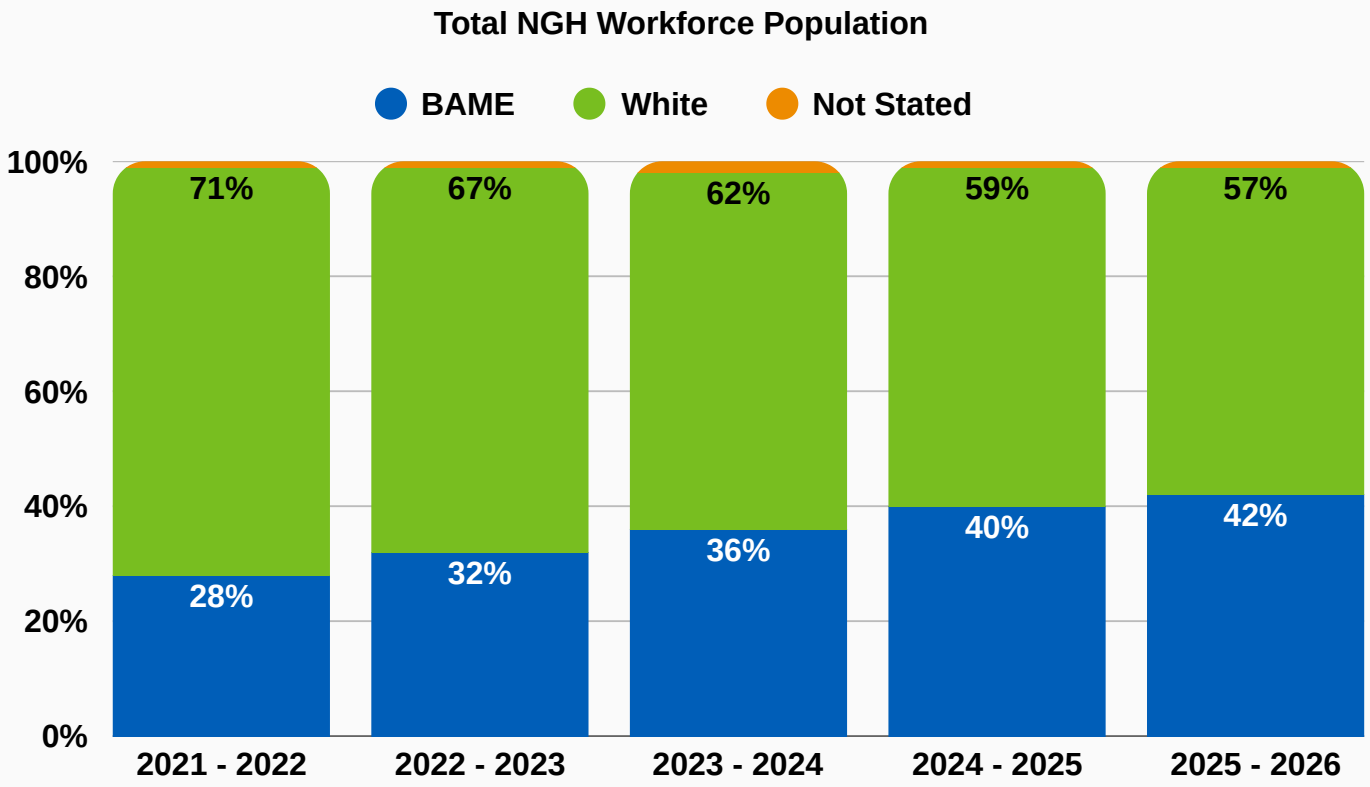
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	WRES Indicator	NGH 2020-2021	NGH 2021-2022	NGH 2022-2023	NGH 2023-2024	NGH 2024 - 2025	NGH 2025 - 2026	Trend	RAG Rating
1	Percentage of BAME staff	28%	30%	33%	36%	41%	43%		
2	Likelihood of white applicants being appointed from shortlisting across all posts compared to BAME applicants	0.93	0.93	0.90	0.93	0.53	0.93		
3	Likelihood of BAME staff entering formal disciplinary process compared to white staff	1.52	1.00	0.47	0.17	0.12	1.14		
4	Likelihood of white staff accessing non-mandatory training and CPD compared to BAME staff	1.89	0.61	0.97	0.70	0.80	0.98		
5	Percentage of BAME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	30%	31%	32%	30%	30%	32%		
6	Percentage of BAME staff experiencing harassment, bullying or abuse from staff in the last 12 months	34%	33%	30%	24%	20%	25%		
7	Percentage of BAME staff believing that the Trust provides equal opportunities for career progression or promotion	40%	40%	40%	51%	49%	50%		
8	Percentage of BAME staff personally experiencing discrimination at work from a manager/team leader or other colleagues	22%	25%	19%	14%	14%	16%		
9	% Difference between Board membership and overall BAME workforce	-22%	-10%	-23%	-23%	-32%	-33%		

WRES Indicator 1

University Hospitals of Northamptonshire NHS Group

Percentage of staff in each of the AfC Bands 1-9 or Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce



The overall headcount for the Trust is 6,553. This has increased from previous years with the number of colleagues declaring as BAME increasing to 2,828 (43%), an additional 96 colleagues.

The Data shows that the percentage of BAME staff at the Trust continues to increase, growing by 2% in the last year. The number of colleagues who have not completed their ethnicity reporting on ESR still remains at 2%. There has been an emphasis on the updating of ethnicity information on ESR (Electronic Staff Record)

UHN's workforce is more ethnically diverse than the local population, providing important context when considering representation across staff groups and levels.

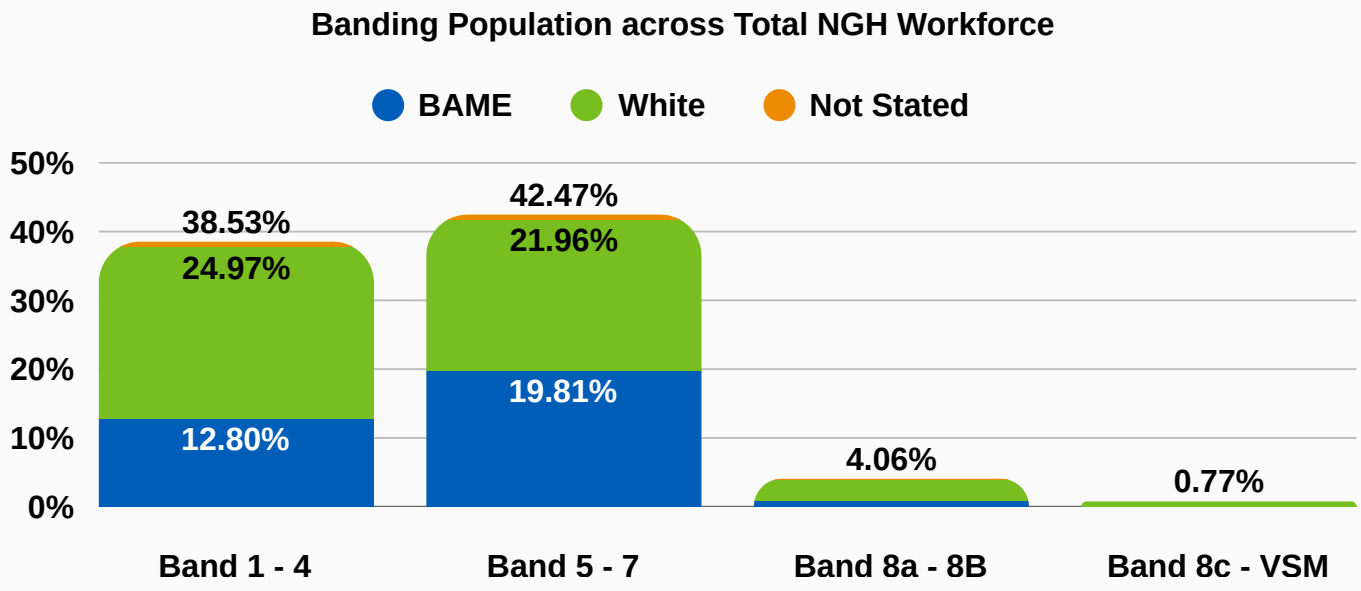
Overall Workforce Headcount at NGH

2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026
5,973	5,805	5,913	6,158	6,617	6553

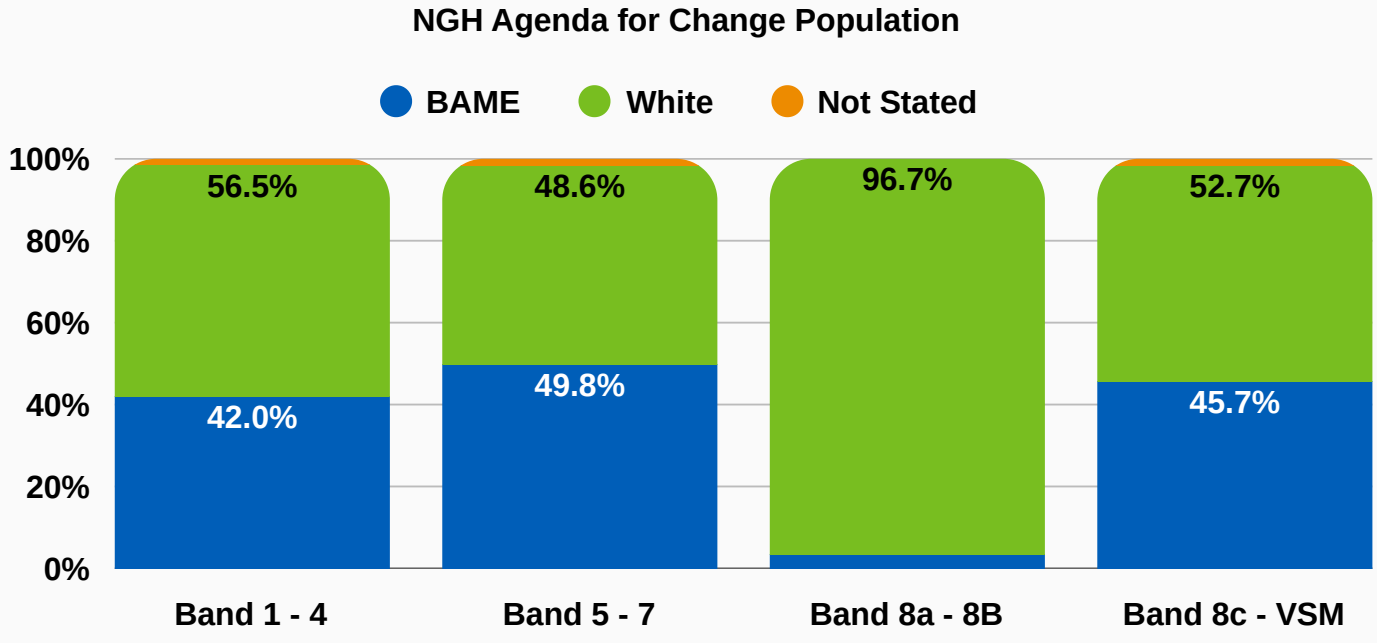
WRES Indicator 1

University Hospitals of Northamptonshire NHS Group

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



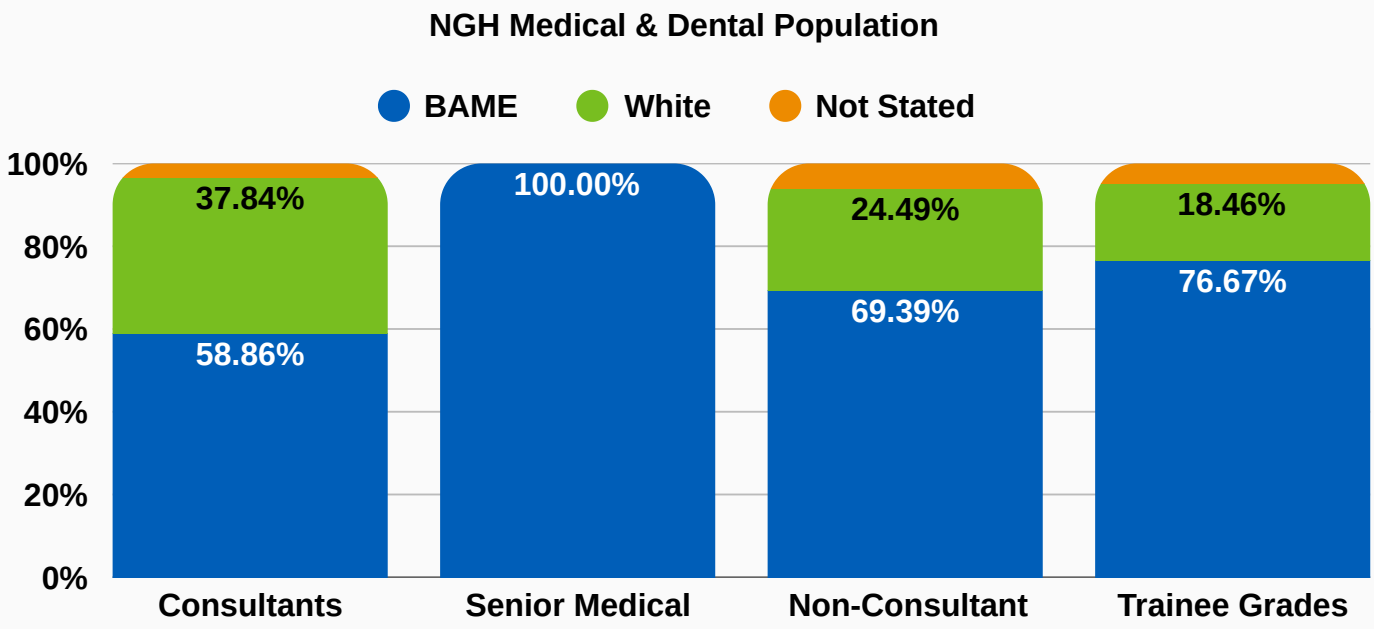
- From bands 1 - 7, our BAME representation remains below the national average of BME employed within NHSE, which was 21% in 2025.
- Within Bands 5 - 7, NGH is nearly split equally with 2.15% being the difference from half of the banding being BAME colleagues.
- Bands 8A - VSM remain below the national average with more white representation within senior level roles.



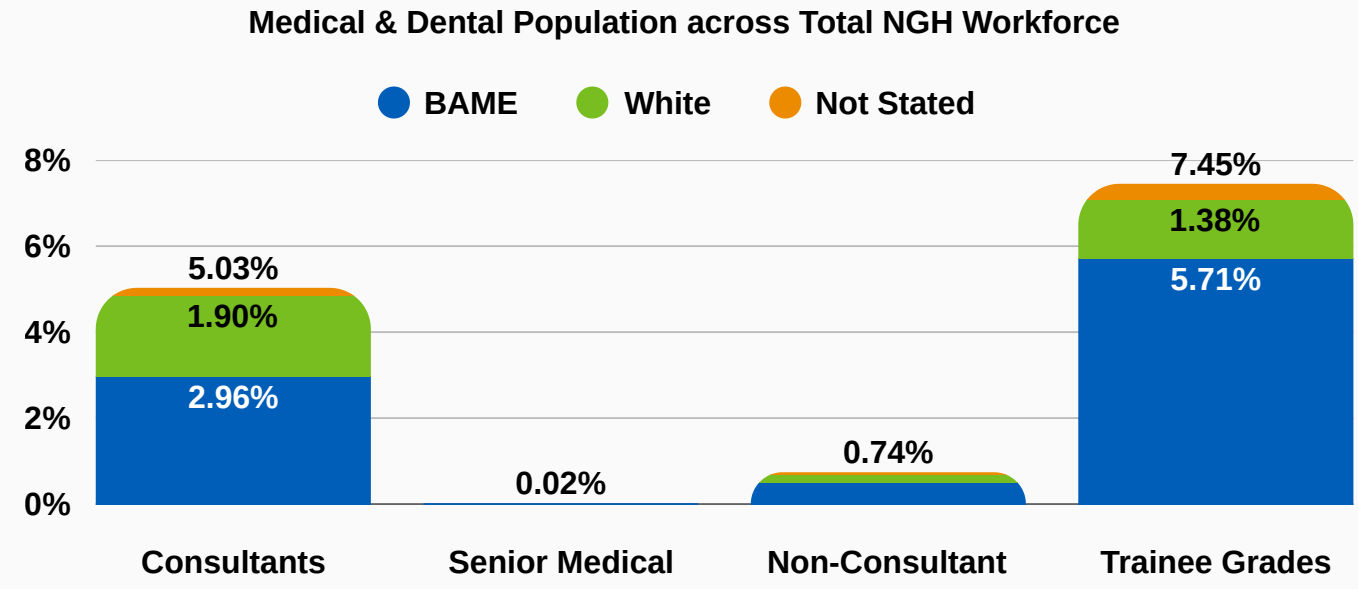
WRES Indicator 1

University Hospitals of Northamptonshire NHS Group

Percentage of staff in Medical and Dental subgroups compared with the percentage of staff in the medical workforce



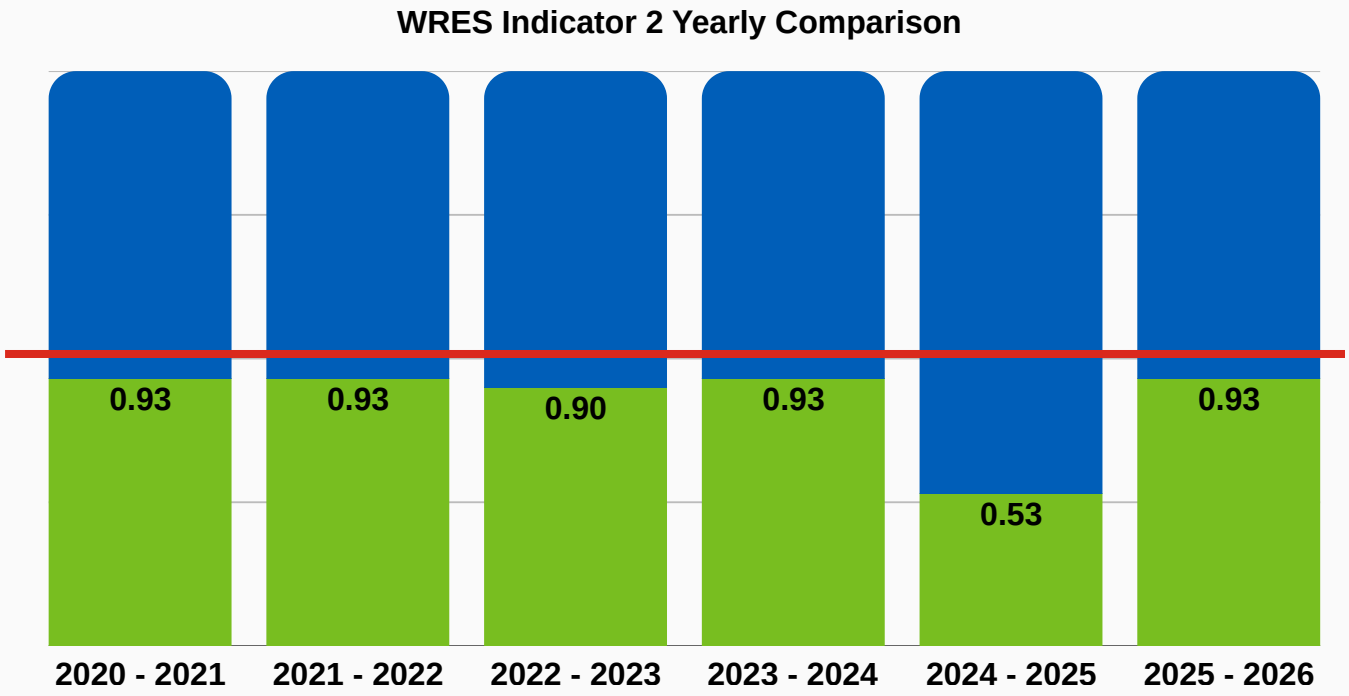
- Across all Medical & Dental roles, BAME colleagues represent a majority for each role.
- BME colleagues working within Trainee Grade roles have the highest representation across NGH with 76.67% of colleagues being BAME
- The Senior Medical Manager role is reserved for the UHN Medical Director



WRES Indicator 2

University Hospitals of Northamptonshire NHS Group

Relative likelihood of staff being appointed from shortlisting across all posts (both external and internal posts)



A relative likelihood below 1 indicates that BAME applicants are less likely to be appointed compared to white applicants.

A relative likelihood of over 1 means that white applicants have a greater likelihood of being appointed from shortlisting than BAME applicants

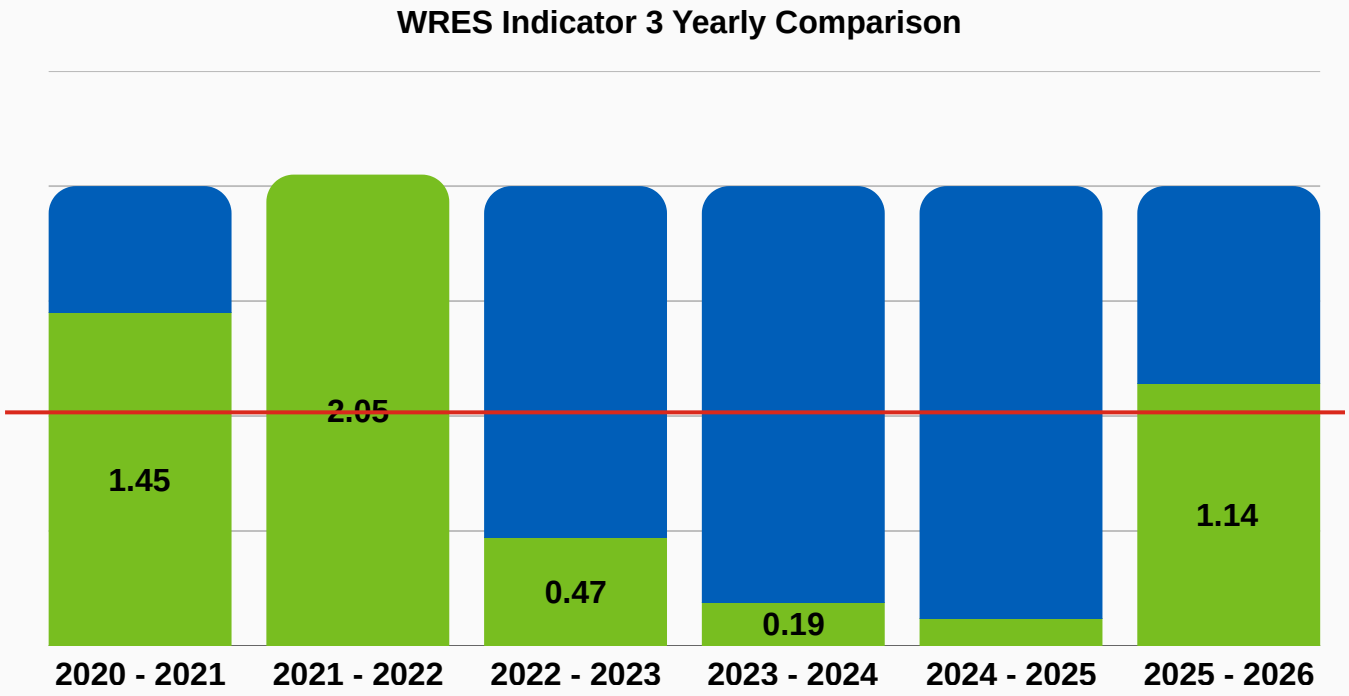
A relative likelihood of 1 means that there is no difference and white applicants are just as likely to be appointed compared to BAME applicants.

2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026
0.93	0.93	0.90	0.93	0.53	0.93

WRES Indicator 3

University Hospitals of Northamptonshire NHS Group

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



A relative likelihood below 1 indicates that White staff are less likely to enter the formal disciplinary process compared to BAME staff

A relative likelihood above 1 means that BAME staff are more likely to enter the formal disciplinary process compared to white staff.

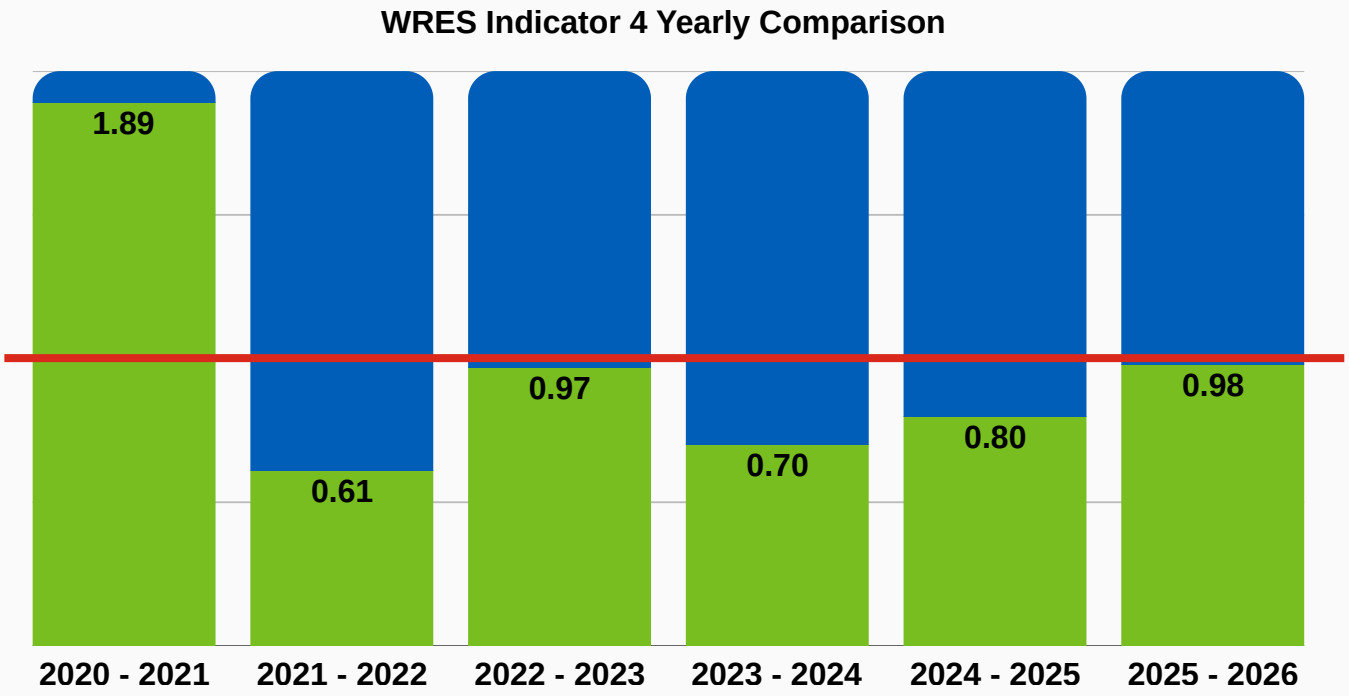
A relative likelihood of 1 means that there is no difference and white colleagues are just as likely to enter the formal disciplinary process compared to BAME applicants.

2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026
1.45	2.05	0.47	0.19	0.12	1.14

WRES Indicator 4

University Hospitals of Northamptonshire NHS Group

Relative likelihood of staff accessing non-mandatory training and CPD



A relative likelihood below 1 indicates that white staff are less likely to access non-mandatory training compared to BAME staff

A relative likelihood above 1 means that white staff are more likely to access non-mandatory training compared to BAME staff

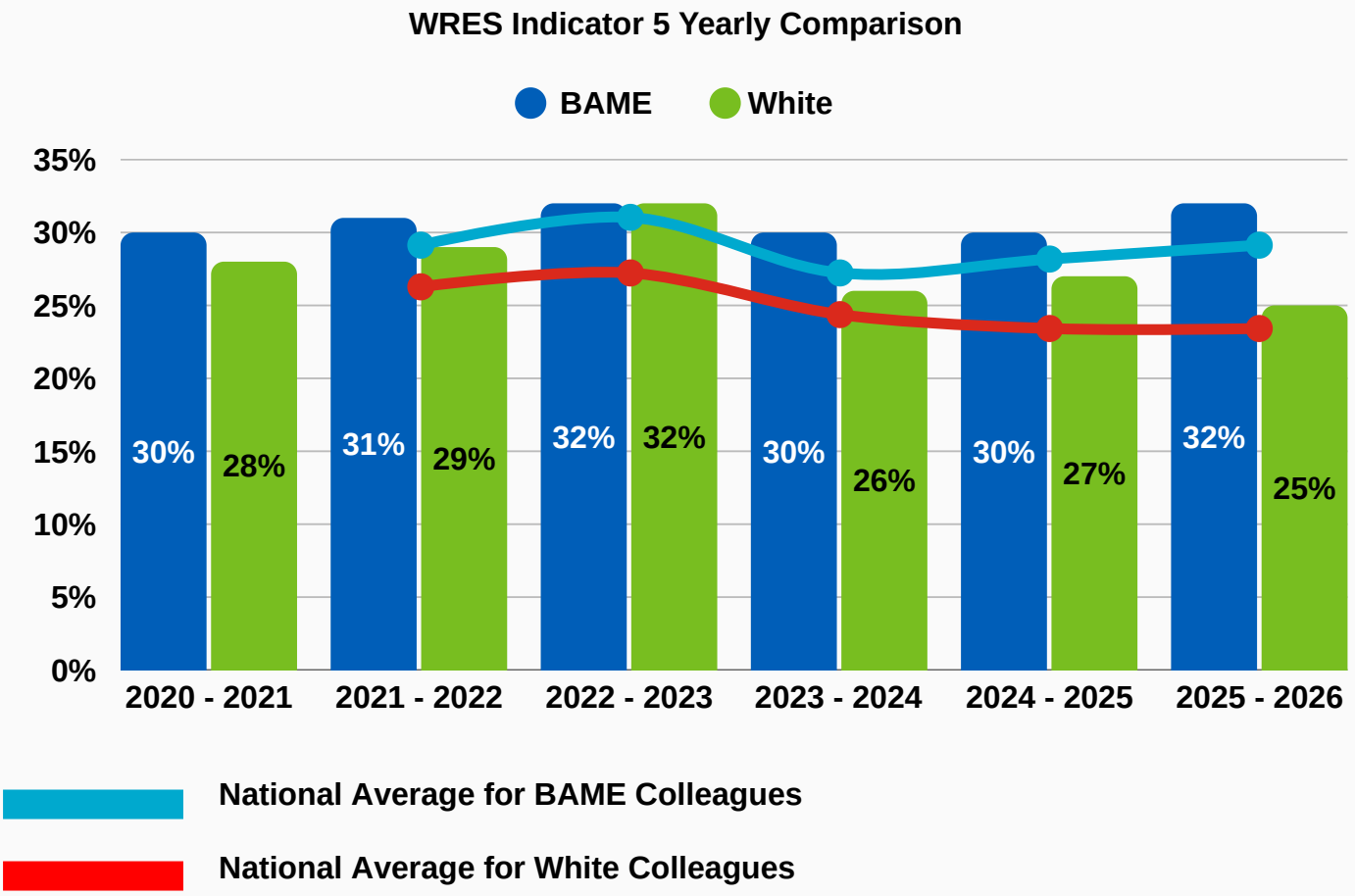
A relative likelihood of 1 means that there is no difference and white colleagues are just as likely to access non-mandatory training as BAME colleagues.

2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026
1.89	0.61	0.97	0.70	0.80	0.98

WRES Indicator 5

University Hospitals of Northamptonshire NHS Group

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



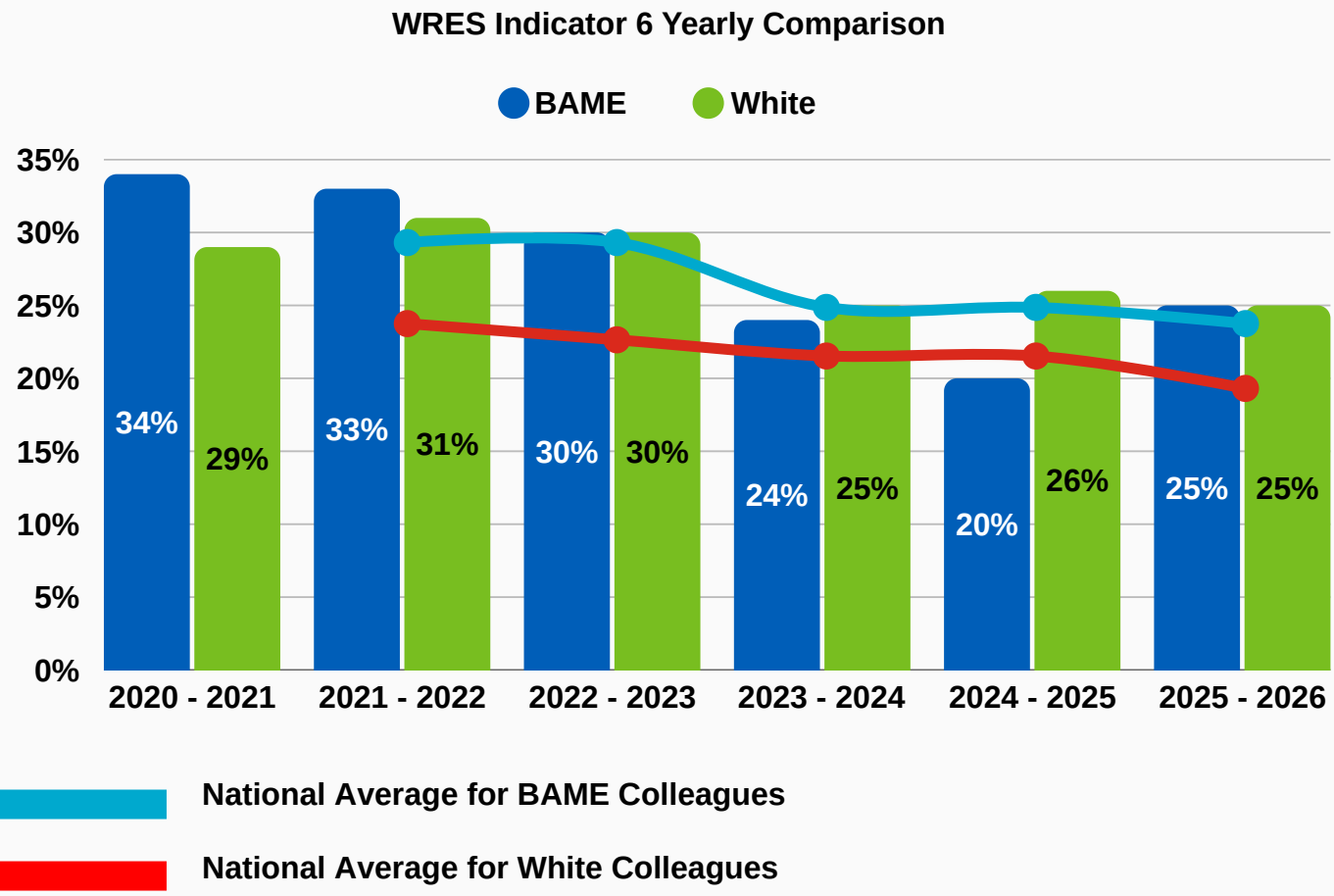
- Over a third of BAME colleagues within NGH have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months.
- There has been an increase of 2% of BAME colleagues experiencing harassment from patients, relatives and the public from 30% to 32% in 2025

	White	BAME
Overall NGH Workforce:	Overall: 3,588	Overall: 2,828
	NSS: 1,972	NSS: 1,095

WRES Indicator 6

University Hospitals of Northamptonshire NHS Group

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



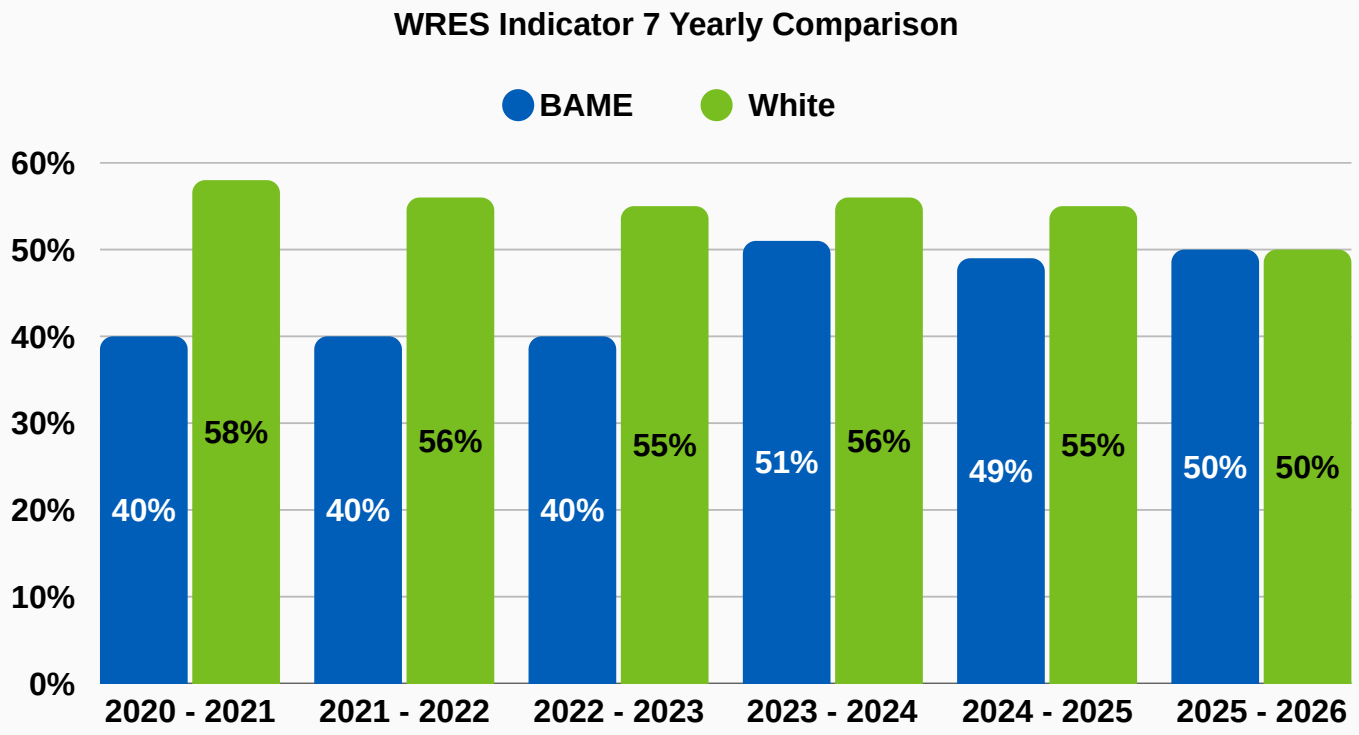
- A quarter of White colleagues within NGH have experienced harassment, bullying or abuse from other members of staff in the last 12 months. A decrease of 1% compared to last year's data
- A quarter of BAME colleagues within UHN have experienced harassment, bullying or abuse from other colleagues in the last 12 months. An increase of 5% compared to last year's data.

	White	BAME
Overall NGH Workforce:	Overall: 3,588	Overall: 2,828
	NSS: 1,972	NSS: 1,095

WRES Indicator 7

University Hospitals of Northamptonshire NHS Group

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



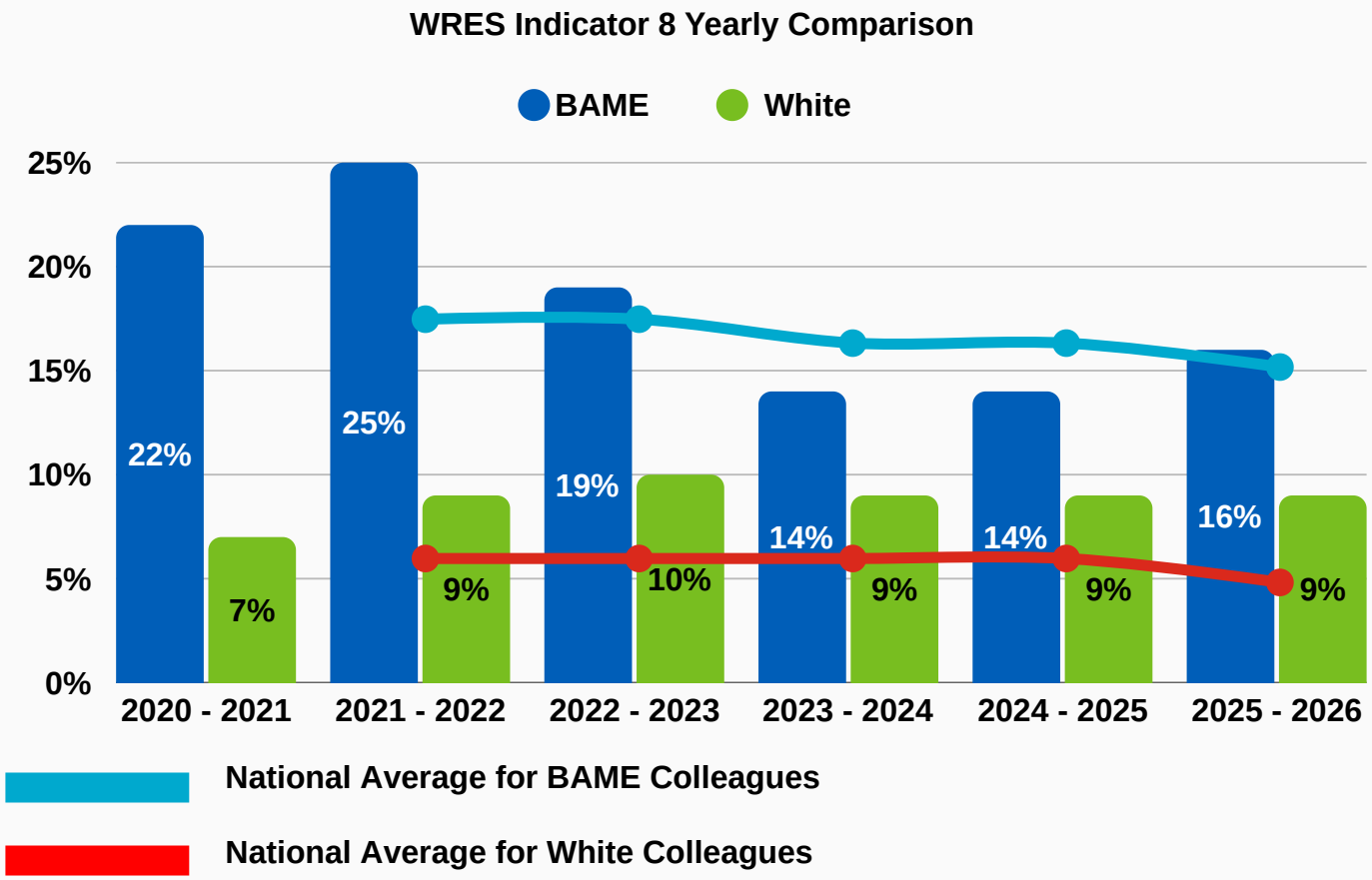
- Half of BME colleagues within NGH believe that the Trust provides equal opportunities for career progression or promotion
- Both BAME & White colleagues are below the national average when believing that the Trust provides equal opportunities for career progression or promotion.
- There has been an improvement of of 1% of BAME colleagues believing that the Trust provides equal opportunities for career progression or promotions from 49% to 50% in 2025

	White	BAME
Overall NGH Workforce:	Overall: 3,588	Overall: 2,828
	NSS: 1,972	NSS: 1,095

WRES Indicator 8

University Hospitals of Northamptonshire NHS Group

In the last 12 months have you personally experienced discrimination at work from a Manager/team leader or other colleague



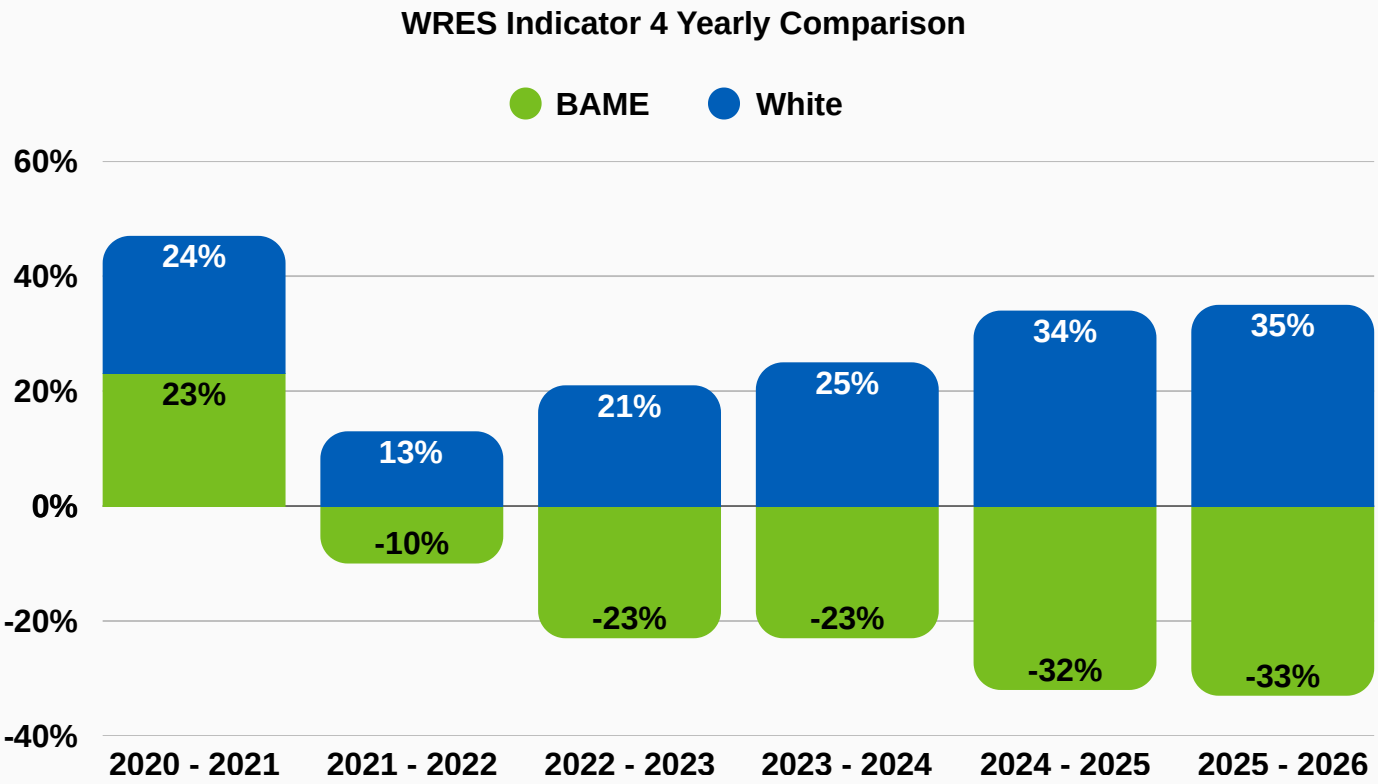
- Less than a fifth of BAME colleagues have personally experienced discrimination at work from a manager/team leader or other colleagues in the last 12 months
- Nearly 10% of white colleagues have personally experienced discrimination at work from a manager/team leader or other colleague in the last 12 months, higher than the national average.
- There has been an increase of 2% of BAME colleagues who have personally experienced discrimination at work from a manager/team leader or other colleague from 14% to 16% in 2025

	White	BAME
Overall NGH Workforce:	Overall: 3,588	Overall: 2,828
	NSS: 1,972	NSS: 1,095

WRES Indicator 9

University Hospitals of Northamptonshire NHS Group

Percentage difference between the organisations' Board membership and its overall workforce



- All board members have voting membership.
- The number of BAME voting board members has decreased by 1%.
- In the last five years there has been a decrease of 23% in terms of BME representation on the board.
- Out of 22 board members there is only 2 BME (Exec & Non-Exec) representatives.
- The percentage of BAME members on the board of directors is lower than in the workforce.

Year	Position	White	BAME
2025	Exec	10	1
	Non Exec	8	1

Action Plan 2025 – 2026

University Hospitals of Northamptonshire NHS Group

1. Strengthen inclusive leadership and cultural competence by requiring targeted leaders to complete Rethinking Racism and participate in experiential development, including reciprocal mentoring:

    - Our aim for 2026/2027 is to see a 80% completion rate for all Bands 8A - VSM of the Rethinking Racism Programme

    - Mandating the Rethinking Racsim Programme for all Band 7 - VSM roles

2. Reduce disciplinary disproportionality through fair and restorative processes by introducing race-equity oversight, Cultural Ambassador input and early informal resolution:

    - We are committed to creating an Inclusive Ambassador Programme where colleagues are trained to support our People Team in formal processes in ensuring equity and belonging are maintained

3. Grow diverse talent and career progression pathways through sponsorship, reciprocal mentoring and targeted development for REACH colleagues, with a focus on senior roles.

4. Strengthen the organisational response to racism, harassment and discrimination by improving reporting, support, learning and leadership accountability for incidents involving colleagues and patients or members of the public.

5. Strengthen the voice and influence of ethnically diverse colleagues through co-production, enabling REACH members to help shape the network's future, build capability across the membership, and develop the next generation of network leaders.

6. Increase accountability for race equality outcomes through routine reporting, named leadership ownership and escalation where inequalities do not improve.

University Hospitals of Northamptonshire NHS Group

Accountability

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes and we learn.

Respect

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts, beliefs and feelings of others

Integrity

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.

Compassion

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other people's shoes.

Courage

We dare to take on difficult challenges and try out new things. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.