

BLMK ICB's 2024-25 Workforce Race and Disability Equality Standards' Data and Action Plan

1. Overview

- 1.1 NHS organisations are mandated through the NHS Standard Contract to annually implement the [NHS Workforce Race Equality Standard](#) (WRES) and the [NHS Workforce Disability Equality Standard](#) (WDES).
- 1.2 The WRES is a data-based equality standard with 9 metrics that are intended to improve the workplace and career experiences of Black and Minority Ethnic (BME) staff, including those who want to work in the NHS, compared to White and job applicants.
- 1.3 The WDES is a data-based equality standard 10 metrics that are intended to improve the workplace and career experiences of Disabled NHS staff, including those who want to work in the NHS, compared to non-disabled staff and job applicants.
- 1.4 Both the WRES and WDES help with understanding disparities in workforce experience, creating more equitable workplaces and driving forward inclusive culture change across the NHS.
- 1.5 The WRES and WDES data are mainly sourced from the local recruitment system, NHS Electronic Staff Record, other workforce information systems and NHS Staff Survey results.
 - 1.5.1 Numbers below 5 are redacted for confidentiality.
- 1.6 The datasets highlight differences between the experience and treatment of BME and White staff as well as those with and without a disability, with a view to addressing disparities through developing, implementing and evaluating action plans focused on continuous improvements and demonstrable progress over time.
- 1.7 This report summarises BLMK ICB's 2024-25 data under the WRES and WDES.
- 1.8 The period that the content of this report refers to is as of 31 March 2025, with the ICB's 2023-24 WRES and WDES data, including in infographics, are outlined for comparison only in Appendices 1 and 2.

2. Improvements

2.1 The WRES and WDES aim to improve workforce race and disability equality and inclusion in the NHS that could, in turn, improve the way services are delivered, and care is experienced by patients and the local communities being served.

2.2 In September and October 2025, staff engagement sessions on the ICB's WRES and WDEs data were facilitated to share the data, discuss/coproduce actions with colleagues that would be progressed and/or initiated to continue building on our ongoing workforce inequalities improvements work.

2.2.1 At the engagement sessions, the ICB's' WRES and WDES datasets over a 4-year period of 2021-22 up to 2024-25 were reviewed to identify trends.

2.2.2 The sessions resulted in suggestions of actions that could be undertaken to close or narrow the disproportionate gaps in opportunities, experiences and outcomes for colleagues and job applicants, specifically between White and BME as well as between Disabled and non-Disabled people.

3. Conclusion

3.1 The ICB's WRES and WDES datasets highlight some areas that have improved, the areas that require improvements and reinforce the need for more to continue to be done to improve recruitment outcomes, staff experiences and career progression opportunities, particularly for people from BME or ethnic minority backgrounds and with a disability.

4. Next Steps

4.1 The next steps would include but not limited to:

- benchmarking the ICB's 2024-25 WRES and WDES data with some neighbouring ICBs to see how our data compares.
- reviewing the 2024 national (NHS England) WRES and WDES reports respectively, which are useful for benchmarking individual organisations' performance against the national average, including showing trends, year-on-year improvements as well as worsening or deteriorating positions.
- implementing and evaluating the WRES and WDES action plan (Appendix 3).

BLMK ICB's 2024-25 WRES Data

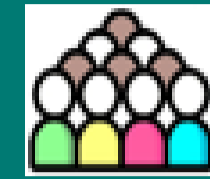
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BLMK ICB's overall workforce (headcount) by race/ethnicity.	<table border="1"> <tr><td>BME</td><td>26.14% (103)</td></tr> <tr><td>White</td><td>70.81% (279)</td></tr> <tr><td>Unknown</td><td>3.05% (12)</td></tr> <tr><td>Total</td><td>100% (394)</td></tr> </table> Source: Electronic Staff Record (ESR)	BME	26.14% (103)	White	70.81% (279)	Unknown	3.05% (12)	Total	100% (394)	<table border="1"> <tr><td>BME</td><td>24.00% (96)</td></tr> <tr><td>White</td><td>72.00% (288)</td></tr> <tr><td>Unknown</td><td>4.00% (16)</td></tr> <tr><td>Total</td><td>100% (400)</td></tr> </table> Source: ESR	BME	24.00% (96)	White	72.00% (288)	Unknown	4.00% (16)	Total	100% (400)																																																																																																																																																																																																						
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WRES Metrics / Indicators	2024-25	2023-24
2. Relative likelihood of staff being appointed from shortlisting across all posts.	White job applicants were 3.23 times likely to be appointed from shortlisting across all posts than BME job applicants. According to the WRES Technical Guidance, a figure above "1" would indicate that White candidates are more likely than BME candidates to be appointed from shortlisting.	3.44
3. Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.	The likelihood of BME staff entering a formal disciplinary process, compared to White staff, was 0.00 (zero). According to the WRES Technical Guidance, a figure below "1" would indicate that BME staff are less likely than White staff enter the formal disciplinary process.	0.00
4. Relative likelihood of staff accessing non-mandatory training and CPD	White staff are 1.14 times more likely to access non-mandatory training and CPD compared to BME employees. According to the WRES Technical Guidance, a figure below "1" would indicate that White staff are less likely than BME staff to access non-mandatory training and CPD.	3.77
5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.	6.00% BME respondents to the 2024 Staff Survey, compared with 3.70% White respondents, experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.	2.17% BME respondents to the 2023 Staff Survey, compared with 7.05% White respondents, experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months.
6. Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	24.00% BME respondents to the 2024 Staff Survey, compared with 15.21% White respondents, experiencing harassment, bullying or abuse from staff in the last 12 months.	25.53% BME respondents to the 2023 Staff Survey, compared with 11.01% White respondents, experiencing harassment, bullying or abuse from staff in the last 12 months.
7. Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.	32.00% BME respondents to the 2024 Staff Survey, compared with 56.48% White respondents, believing that the ICB provides equal opportunities for career progression or promotion.	25.00% BME respondents to the 2024 Staff Survey, compared with 51.53% White respondents, believing that the ICB provides equal opportunities for career progression or promotion.
8. In the last 12 months, have you personally experienced discrimination at work from any of the following? • Manager/team leader or other colleagues.	6.00% BME respondents to the 2024 Staff Survey, compared with 4.25% White respondents experiencing discrimination at work from their managers/team leaders or other employees.	18.75% BME respondents to the 2023 Staff Survey, compared with 4.25% White respondents experiencing discrimination at work from their managers/team leaders or other employees.
9. Percentage difference between the organisations' Board voting membership and its overall workforce disaggregated by: • voting membership of the Board • executive membership of the Board	Percentage difference was 19% as the ICB's BME voting Board members was 45.45% and the overall BME workforce was 26.14% . Percentage difference was -26% as BME executive Board members was 0.00% and the ICB's overall BME workforce was 26.14% . • Higher total BME Board representation at 42.86% , compared to the overall BME workforce at 26.14% .	Percentage difference was 1% , given that the BME voting Board members was 25% and overall BME workforce was 24.00% . Percentage difference was -24% as BME executive Board members was 0.00% and the ICB's overall BME workforce was 24.00% . • Higher BME Board representation at 15.38% , compared to the overall BME workforce at 24.00% .

Source: [NHS Staff Survey 2024](#)

BLMK ICB's 2024-25 WRES Data in Infographic

1 Percentage of Black and Minority Ethnic (BME) staff in BLMK ICB's workforce as of 31 March 2025. **(24.00% in 2024)**



26.14%



2 Relative likelihood of White candidates, compared to BME candidates, being appointed from shortlisting across all posts. **(3.44 in 2024)**



3.23



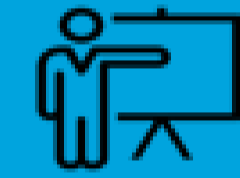
3 Relative likelihood of BME staff compared to White staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation. **(0.00 in 2024)**



0.00



4 Relative likelihood of White staff compared to BME staff accessing non-mandatory training and CPD. **(3.77 in 2024)**



1.14



5 Percentage of BME staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months. **(2.17% in 2023's Staff Survey)**



6.00%



6 Percentage of BME staff experiencing harassment, bullying or abuse from staff in the last 12 months. **(25.53% in 2023's Staff Survey)**



24.00%



7 Percentage of BME staff believing that the Trust provides equal opportunities for career progression or promotion. **(25.00% in 2023's Staff Survey)**



32.00%



8 Percentage of BME staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months. **(18.75% in 2023's Staff Survey)**



6.00%



↑ Areas of Improvement

↓ Areas that have worsened

1 Non-Clinical BME Workforce

Pay Bands	BME Staff 2025	BME Staff 2024
1 - 4	17.4%	15.4%
5 - 7	26.9%	25.0%
8a-8b	25.6%	26.4%
8c-VSM	13.6%	15.3%
Total	22.6%	22.2%



1 Clinical BME Workforce

Pay Bands	BME Staff 2025	BME Staff 2024
1 - 4	0.00%	0.00%
5 - 7	25.0%	15.6%
8a-8b	40.0%	30.8%
8c-VSM	36.4%	36.4%
Total	33.7%	27.9%



9 Board BME Representation

BME Board Membership: 42.86% (15.38% in 2024)

Overall BME Workforce: 26.14% (24.00% in 2024)

▪ Higher BME Board representation



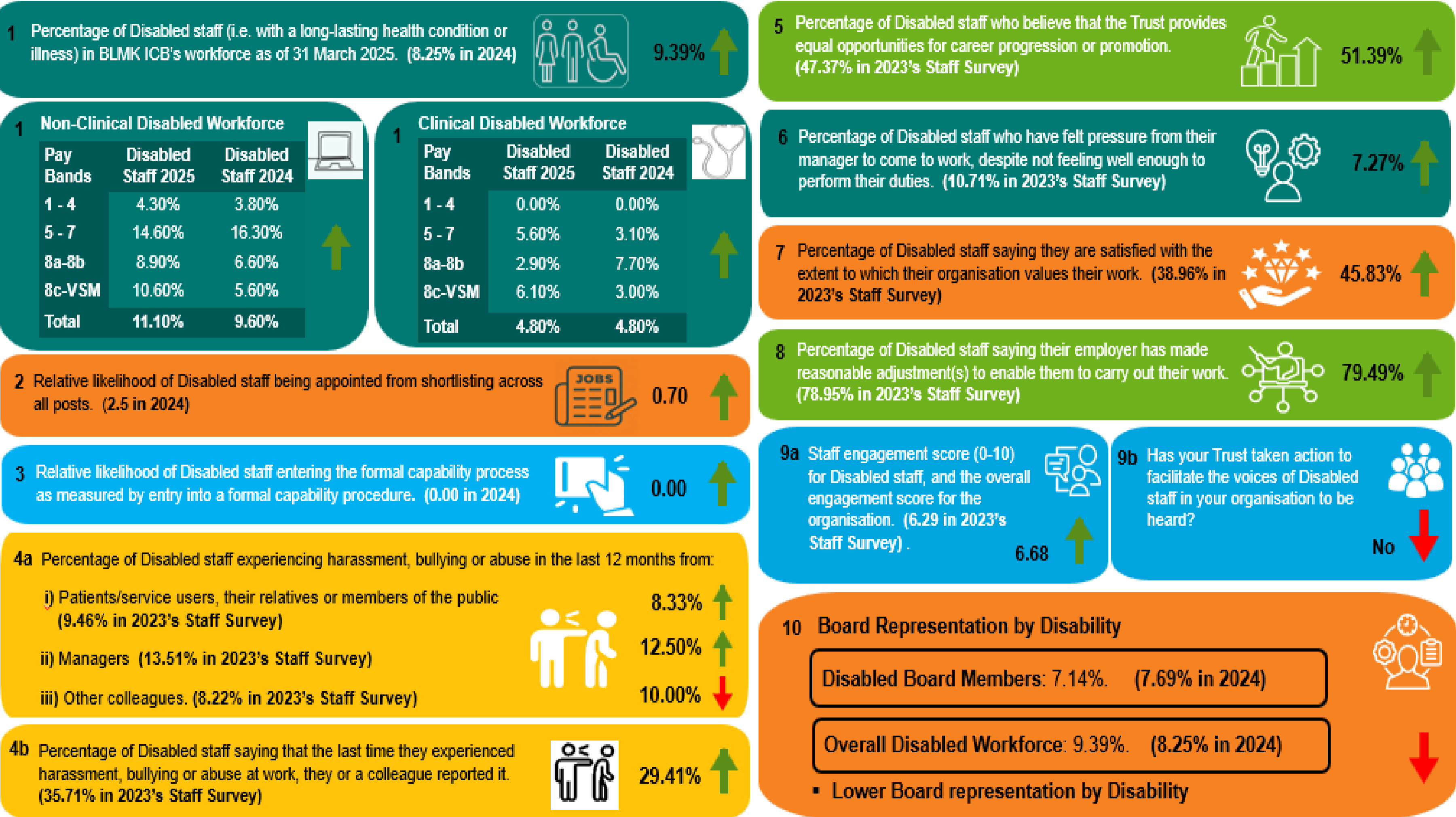
BLMK ICB's 2024-25 WDES Data

WDES Metrics / Indicators	2024-25	2023-24																																																																																																																																																																																																																						
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WDES Metrics / Indicators	2024-25	2023-24
2. Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts.	Disabled candidates are 0.70 times likely to be appointed from shortlisting compared to non-disabled candidates.	2.5 .
	According to the WDES Technical Guidance, "a figure below 1.00 indicates that disabled candidates are more likely than non-disabled candidates to be appointed from shortlisting".	
3. Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure. This metric: <ul style="list-style-type: none"> is based on data from a two-year rolling average of the current year and the previous year. looks at capability on the grounds of performance only, rather than ill health. 	The likelihood of Disabled staff entering a formal disciplinary process, compared to non-Disabled staff, was 0.00 (zero).	0.00
	According to the WDES Technical Guidance, "a figure above 1:00 indicates that disabled staff are more likely than non-disabled staff to enter the formal capability process".	
4a) Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying and abuse from: <ul style="list-style-type: none"> (i) Patients/service users, their relatives or other members of the public. (ii) Managers. (iii) Other employees. 	4ai: 8.33% disabled respondents (staff with a long-term condition or illness) to the 2024 Staff Survey experiencing harassment, bullying, or abuse from patients/service users, their relatives or the public, compared to 3.00% non-disabled staff.	9.46% disabled respondents to the 2023 Staff Survey stated that they experienced harassment, bullying or abuse from patients/service users, their relatives or the public, compared to 4.93% non-disabled staff.
	4aii: 12.50% disabled respondents to the 2024 Staff Survey stated that they experienced harassment, bullying or abuse from managers, compared to 6.47% non-disabled staff.	13.51% disabled respondents to the 2023 Staff Survey stated that they experienced harassment, bullying or abuse from managers, compared to 6.90% non-disabled staff.
	4aiii: 10.00% disabled respondents to the 2024 Staff Survey stated that they experienced harassment, bullying or abuse from other staff, compared to 13.07% non-disabled staff.	8.22% disabled respondents to the 2023 Staff Survey stated that they experienced harassment, bullying or abuse from other staff, compared to 7.96% non-disabled staff.
4b) Percentage of disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.	4b: 29.41% disabled respondents to the 2024 Staff Survey stated that they, or a colleague, reported their last incident of bullying, harassment or abuse, compared to 47.06% non-disabled staff.	35.71% disabled respondents to the 2023 Staff Survey stated that they, or a colleague, reported their last incident of bullying, harassment or abuse, compared to 38.71% non-disabled staff.
5. Percentage of disabled staff compared to non-disabled staff believing that their organisation provides equal opportunities for career progression or promotion.	51.39% disabled respondents to the 2024 Staff Survey stated that they believe that the ICB provides equal opportunities for career progression or promotion, compared to 50.50% non-disabled staff.	47.37% disabled respondents to the 2023 Staff Survey stated that they believe that the ICB provides equal opportunities for career progression or promotion, compared to 46.57% non-disabled staff.
6. Percentage of disabled staff compared to non-disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	7.27% disabled respondents to the 2024 Staff Survey stated that they have felt pressure from their manager to come to work despite not feeling well enough to perform their duties, compared to 12.90% non-disabled staff.	10.71% disabled respondents to the 2023 Staff Survey stated that they have felt pressure from their manager to come to work despite not feeling well enough to perform their duties, compared to 9.38% non-disabled staff.
7. Percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	45.83% disabled respondents to the 2024 Staff Survey stated that they are satisfied with the extent to which the organisation values their work, compared to 46.27% non-disabled staff.	38.96% disabled respondents to the 2023 Staff Survey stated that they are satisfied with the extent to which the organisation values their work, compared to 47.32% non-disabled staff.
8. Percentage of disabled staff saying their employer has made reasonable adjustment(s) to enable them to carry out their work.	79.49% of disabled respondents to the 2024 Staff Survey said the organisation has made reasonable adjustment(s) to enable them to carry out their work.	78.95% of disabled respondents to the 2023 Staff Survey said the organisation has made reasonable adjustment(s) to enable them to carry out their work.
9a) Staff engagement score (0-10) for disabled staff, compared to non-disabled staff	In the 2024 Staff Survey, the staff engagement score was 6.79 for disabled staff and 6.68 for non-disabled staff on a scale of 0-10.	In the 2023 Staff Survey, the staff engagement score was 6.51 for disabled staff and 6.29 for non-disabled staff on a scale of 0-10.
	The engagement score is a composite score drawn from 9 NHS Staff Survey questions and each contributes to the overall engagement score and to one of three sub-scales. The overall engagement score and on each subscale is standardised to give a value out of 10.	
9b) Have you taken action to facilitate the voices of disabled staff in your organisation to be heard?	9b: No, however, BLMK ICB have initiated action to facilitate the voices of disabled staff to be heard through a staff network. This work has been paused due to the ongoing transition to clustering.	
10. Percentage difference between organisation's Board voting membership and its organisation's overall workforce, disaggregated by: <ul style="list-style-type: none"> voting membership of the Board. executive membership of the Board. 	Percentage difference between the ICB's disabled voting Board members (9.09%) and the overall disabled workforce (9.39%) was 0% . The percentage difference between the disabled executive Board members (0.00%) and the overall disabled workforce (9.39%) was -9% . Percentage difference between the ICB's total disabled Board membership (9.09%) and the overall disabled workforce (9.39%) was -2% . • Lower Board representation by disability at 7.14% , compared to the overall disabled workforce at 9.39% .	Percentage difference between the ICB's' disabled voting Board members (12.50%) and the overall disabled workforce (8.25%) was 4.25% . The percentage difference between the disabled executive Board members (0.00%) and the overall disabled workforce (8.25%) was -8% . Percentage difference between the ICB's total disabled Board membership (7.69%) and the overall disabled workforce (8.25%) was -1% . • Lower Board representation by disability at 7.69% , compared to the overall disabled workforce at 8.25% .

Source: [NHS Staff Survey 2024](#)

BLMK ICB's 2024-25 WDES Data in Infographic



↑ Areas of Improvement ↓ Areas that have worsened

BLMK ICB's 2024-25 WRES and WDES Action Plan

Actions		Status
WRES & WDES	Inclusive Recruitment <ul style="list-style-type: none"> monitor data to check for bias in our recruitment information, selection / appointment and onboarding processes, including starting salaries/negotiation of salaries on appointment; and remedy any bias through training, raising/increasing awareness or through other ways. ensure that the ICB implements the Guaranteed Interview Scheme to improve access in recruitment processes. embed inclusive recruitment to improve diversity across all pay bands, including at senior/leadership levels, with some focus on talent development of ethnic minority, disabled and other underrepresented staff. 	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="width: 20px; height: 20px; background-color: yellow; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: green; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: yellow; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: white; margin-bottom: 2px;"></div> </div>
	Inclusive & Compassionate Culture <ul style="list-style-type: none"> design and facilitate relevant organisational development programmes such as Transformational Reciprocal Mentoring, Cultural Awareness, Civility & Respect, etc. design and implement neurodiversity toolkit or resource pack. 	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="width: 20px; height: 20px; background-color: yellow; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: green; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: white; margin-bottom: 2px;"></div> </div>
	Workforce Equality Data <ul style="list-style-type: none"> improve process for collating equality data. 	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="width: 20px; height: 20px; background-color: white; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: yellow; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: white; margin-bottom: 2px;"></div> </div>
	Employment Policy and Procedure <ul style="list-style-type: none"> ensure employment policies promote equality and fairness. 	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="width: 20px; height: 20px; background-color: white; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: yellow; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: white; margin-bottom: 2px;"></div> </div>
	Reasonable Adjustments <ul style="list-style-type: none"> develop and implement Reasonable Adjustment Passport. 	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="width: 20px; height: 20px; background-color: white; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: yellow; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: white; margin-bottom: 2px;"></div> </div>
	Declaration Rates <ul style="list-style-type: none"> promote recording and updating of employees' equality & diversity data on ESR. 	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="width: 20px; height: 20px; background-color: white; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: yellow; margin-bottom: 2px;"></div> <div style="width: 20px; height: 20px; background-color: white; margin-bottom: 2px;"></div> </div>

Completed	Work in Progress / On Track	Stalled / Paused	Not Started / Restarted
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