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NHS Foundation Trust

Workforce Race Equality Standard Data Summary Report 2024/2025 for Guy's and St Thomas'

Introduction

This report summarises the 2024/2025 Workforce Race Equality Standard (WRES) data for Guy's and St Thomas' NHS Foundation Trust. Through reporting on this data, we aim to gather a clearer picture of how we have been performing as a Trust in regard to the nine WRES indicators. The report will highlight whether we are improving or worsening as a Trust (over a period of time) and will help to form further planned actions to address the findings from the data. This will promote the Trust's commitment to the NHS People Promise of creating a safe and inclusive work environment for all our staff. Additionally, this will ensure that we continue to act to deliver our equality, diversity and inclusion vision. Guy's and St Thomas' NHS Foundation Trust is committed to being an anti-racism organisation and launched an anti-racism in action campaign last year. We must therefore analyse and assess the WRES data to help shape the focus of the Trust's anti-racism campaign, ensuring that we continue to deliver on our anti-racism commitment and that actions taken equate to a data-driven approach, along with reflecting tangible outcomes.

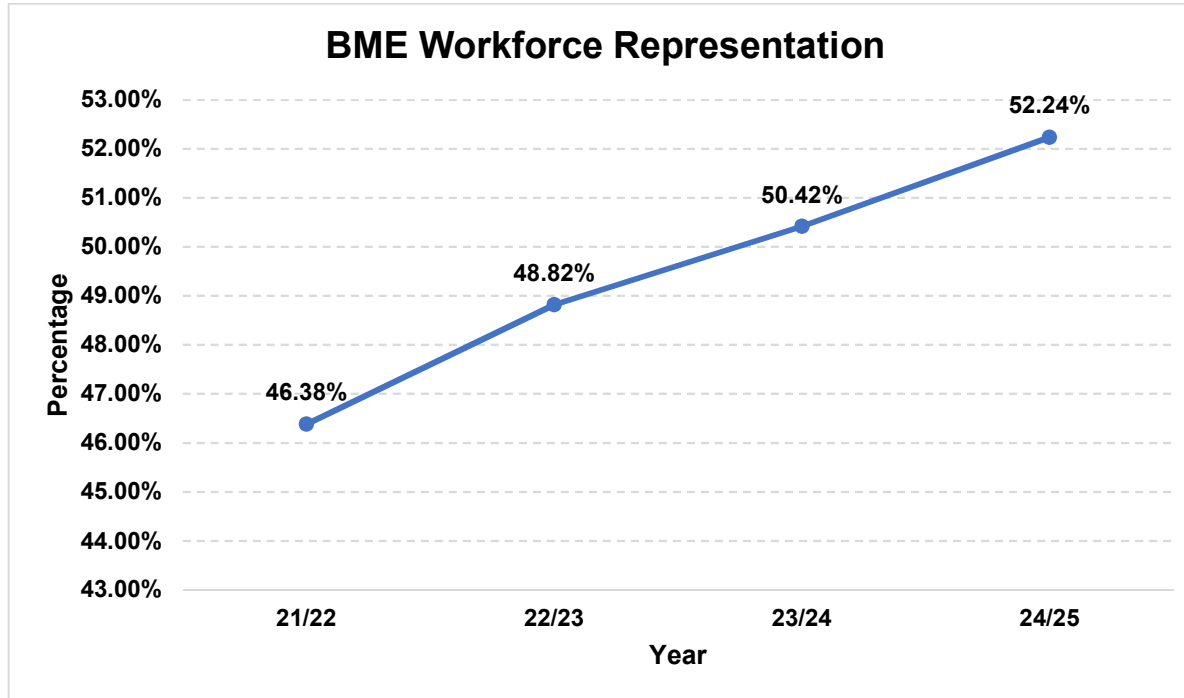
The snapshot dates the data will focus on are 2021/2022 through to 2024/2025, as this will provide a more comprehensive view of workforce race equality trends and our performance as a Trust. The first section of this report will include a performance summary for each indicator. In the second section of this report, the data for each metric is displayed, accompanied by a detailed commentary of the data, including the trend and a highlight of key takeaways from the data. The last section of the report will conclude what the key takeaways are from the data: which metrics have seen improvement and which have worsened, what the key variances in the data are and what the findings from the data mean for the Trust and what we are doing in regard to addressing race inequalities within the workforce.

Please note that this report makes some references to the acronym Black, Minority Ethnic (BME), which aligns with NHS England data reporting terminology, although in the written descriptions, we refer to that group as 'Global Majority'.

WRES Performance Summary

WRES Indicator		21-22	22-23	23-24	24-25	Progress 21-22 to 24-25
1. BME Workforce Representation		46.38%	48.82%	50.42%	52.24%	Improving
2. Relative likelihood of White applicants being appointed from shortlisting compared to BME applicants		1.6	1.5	1.9	2.1	Declining
3. Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff		3.7	2.74	2.1	2.1	Improving
4. Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff		1.33	2.05	1.46	1.3	Improving
5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public	BME	25.98%	25.85%	25.21%	24.54%	Improving
	White	29.31%	29.36%	25.59%	25.33%	Improving
6. Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	BME	27.28%	29.21%	27.42%	24.67%	Improving
	White	25.50%	25.85%	25.79%	23.12%	Improving
7. Percentage of staff believing GSTT provides equal opportunities for career progression or promotion	BME	44.47%	45.93%	44.73%	46.81%	Improving
	White	61.13%	60.14%	57.31%	59.46%	Declining
8. Percentage of staff experiencing discrimination at work from manager/leader/other colleagues	BME	17.59%	17.89%	17.43%	15.13%	Improving
	White	8.45%	9.30%	9.53%	9.31%	Declining
9. Percentage of GSTT's BME board voting membership		10%	12%	11%	16%	Improving

WRES Metric 1: Representation

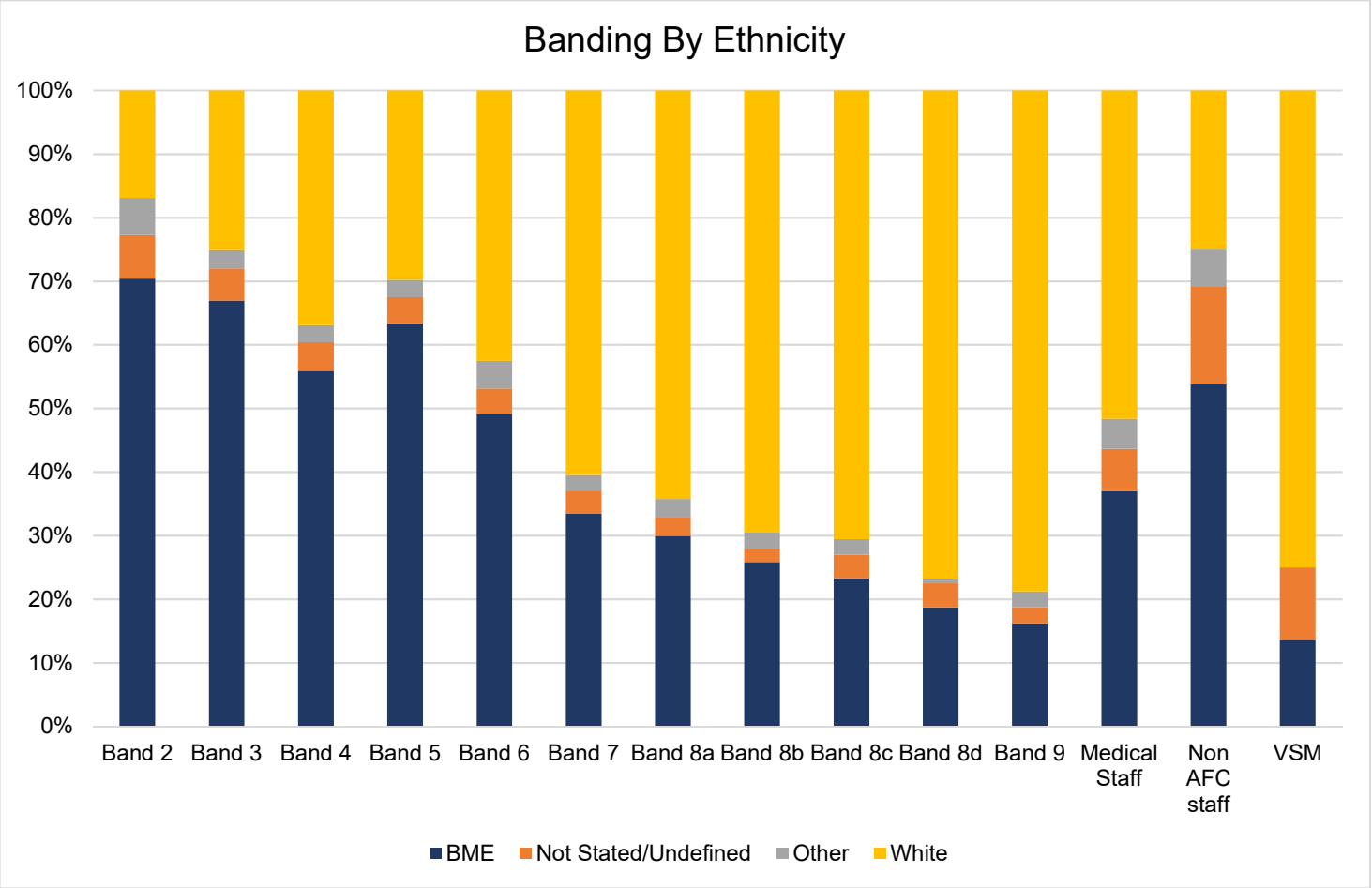


Data Insights

There has been an improvement in the representation of staff from the Global Majority within the Trust.

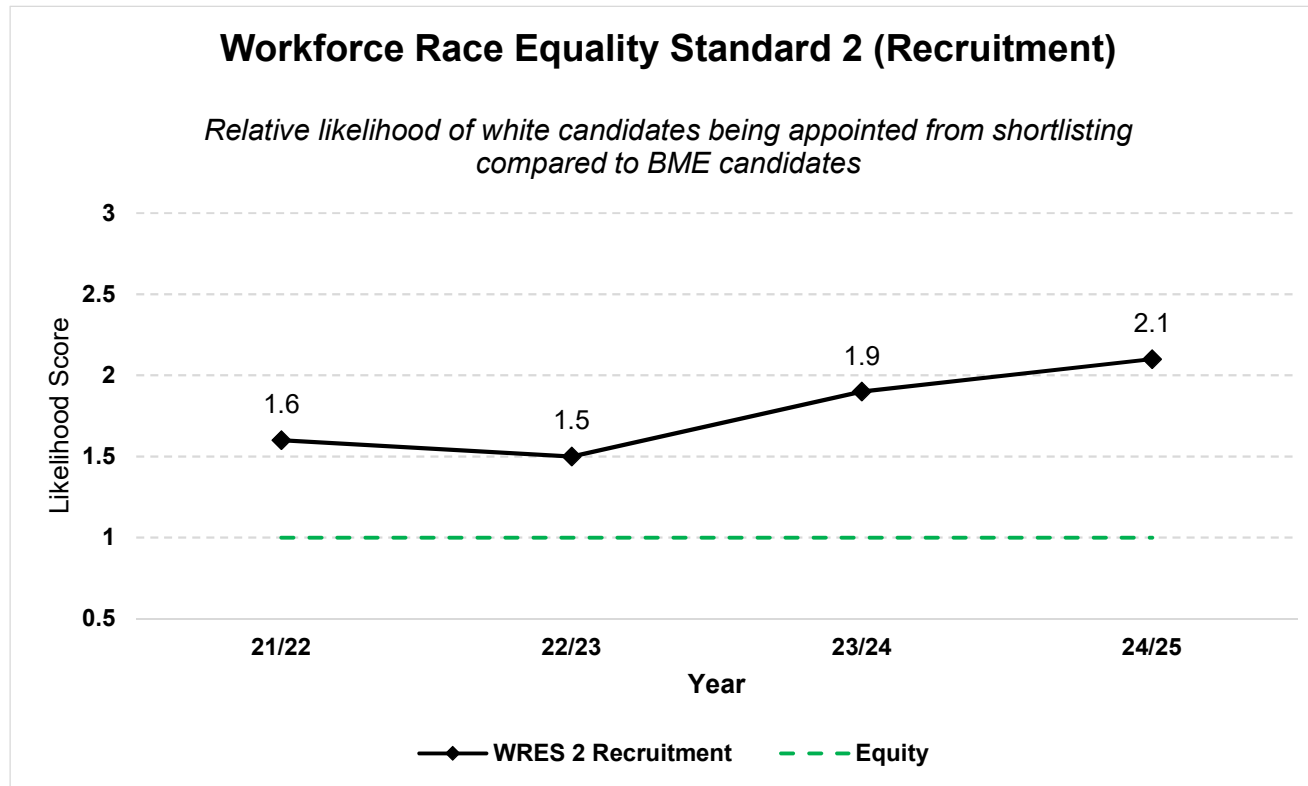
Between 21-22 and 24-25, the percentage of staff from the Global Majority has increased by 5.86% from 46.38% to 52.24%. Between 23-24 and 24-25, an increase of 1.82% is seen from 50.42% to 52.24%.

Banding by ethnicity



Although individuals from the Global Majority make up **52.24%** of the overall workforce at Guys and St Thomas', their representation declines at senior levels, beginning at band 7 and upwards. This underrepresentation at higher pay bands suggests potential disparities in access to career development and progression opportunities. It raises important questions about the presence of structural or systemic barriers that may be limiting equitable advancement into leadership roles.

WRES Metric 2: Recruitment



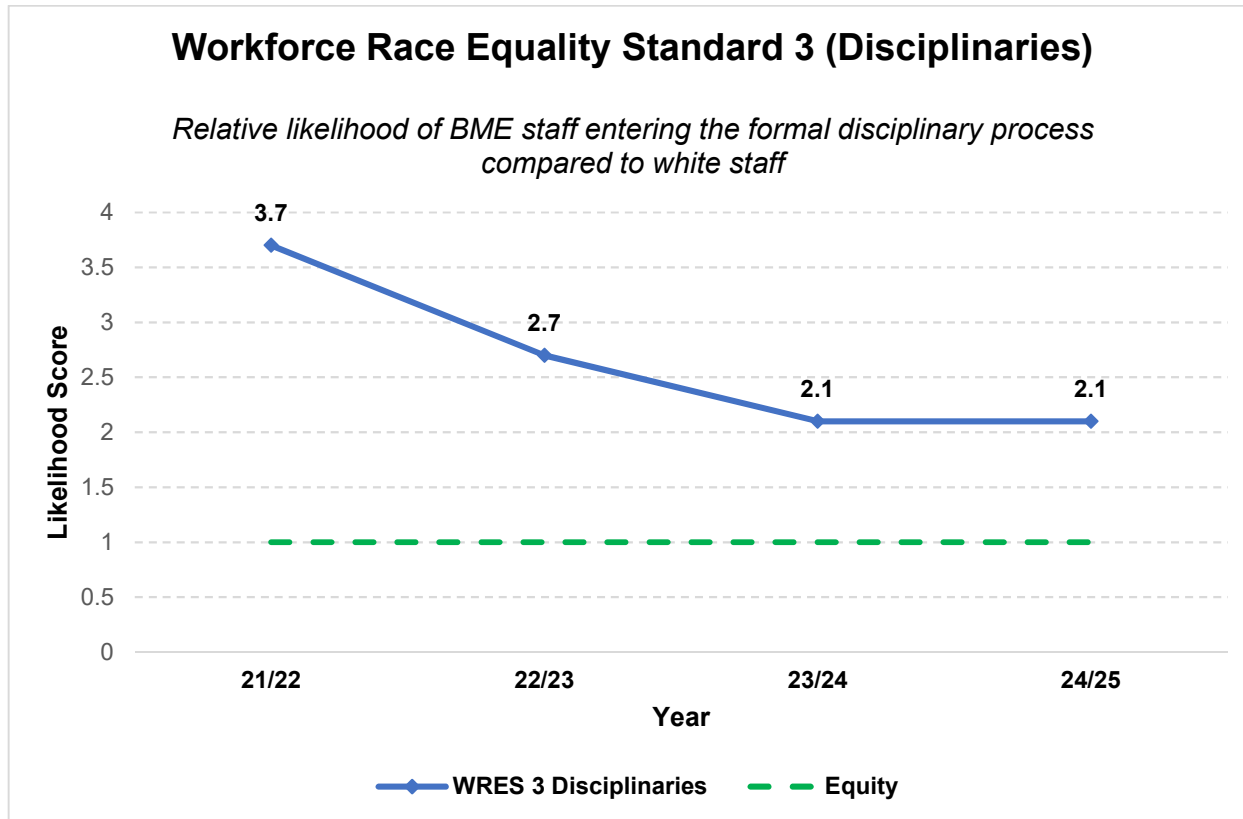
Data Insights

The data set demonstrates that Trust has worsened in regard to this metric.

Since 21-22 the likelihood of White candidates being appointed from shortlisting compared to Global Majority candidates has increased from **1.6** to **2.1**. More recently between the 23-24 and 24-25 period, there has been an increase of **0.2**. The metric is still increasing year on year, and there is a big gap that needs to be addressed.

White candidates are still much more likely to be appointed from shortlisting compared to their counterparts from the Global Majority.

WRES Metric 3: Disciplinary

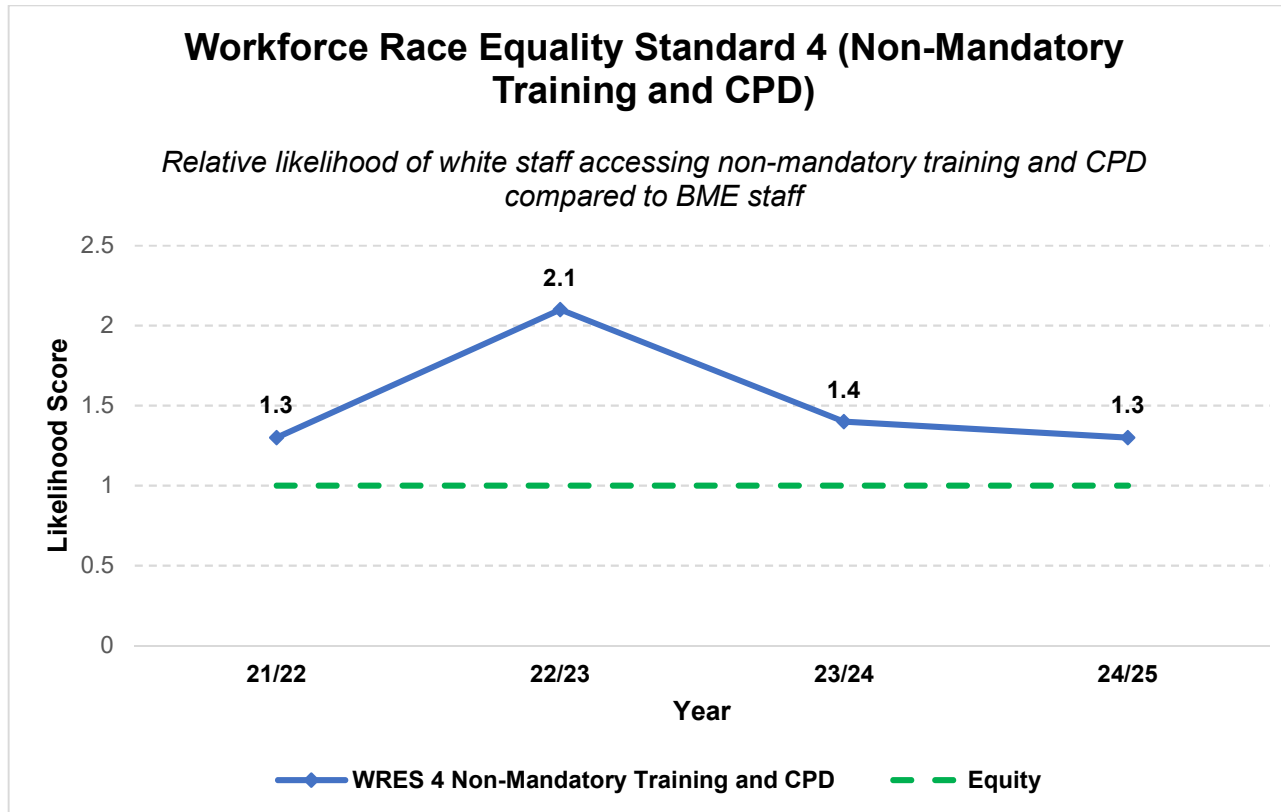


Data Insights

The Trust has seen gradual improvement over time in regard to this metric. The likelihood of staff from the Global Majority entering the formal disciplinary process compared to White staff has reduced over time. However, there is still a gap between staff from the Global Majority and White staff.

From 21-22 to 24-25, the likelihood has reduced from **3.7** to **2.1**. More recently from 23/24 to 24/25, the likelihood has remained at **2.1** for these periods.

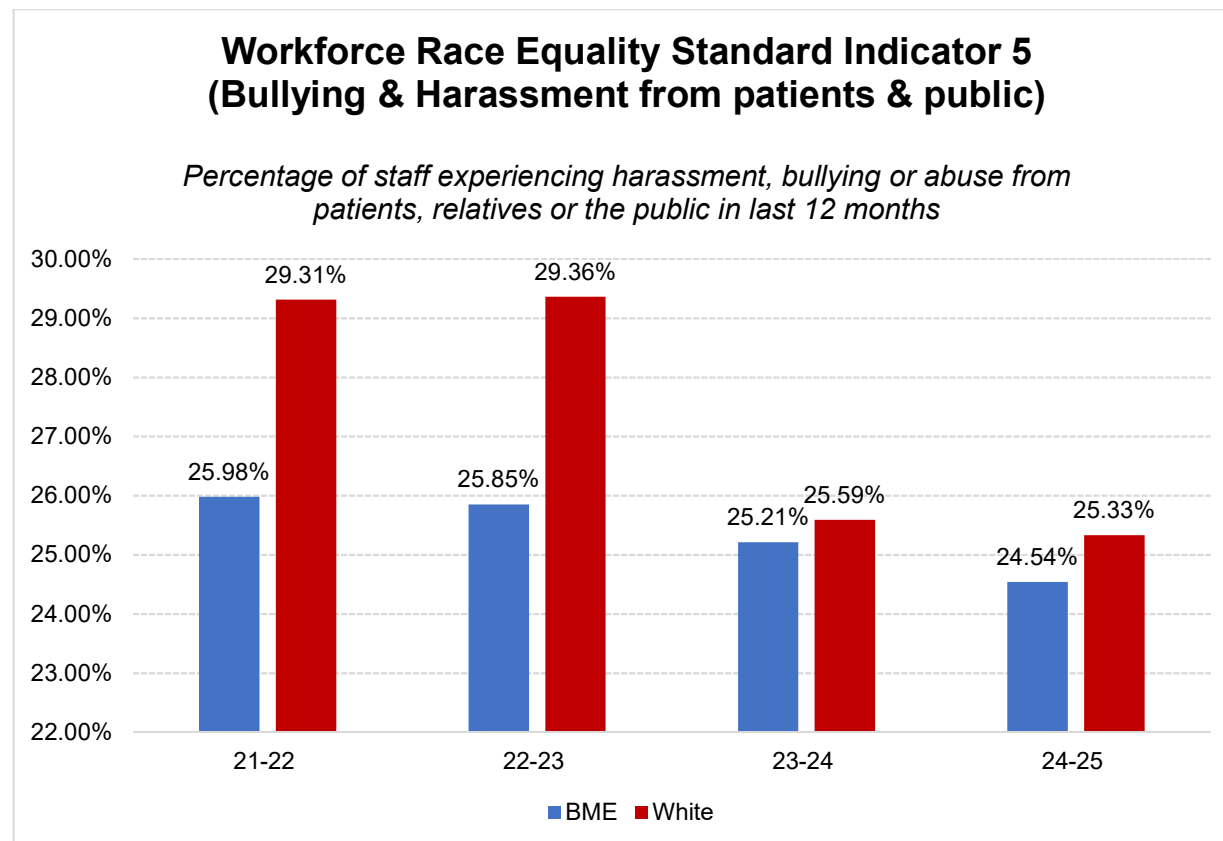
WRES Metric 4: Training & CPD



Data Insights

White staff are more likely to access non-mandatory training and CPD compared to staff from the Global Majority. From 21-22 to 24-25 no change is shown with the likelihood remaining at **1.3** in both periods. More recently, between 23-24 and 24-25, a small reduction of **0.1** occurred from **1.4** in 23-24 to **1.3** in 24-25.

WRES Metric 5: Bullying & Harassment from Patients & The Public



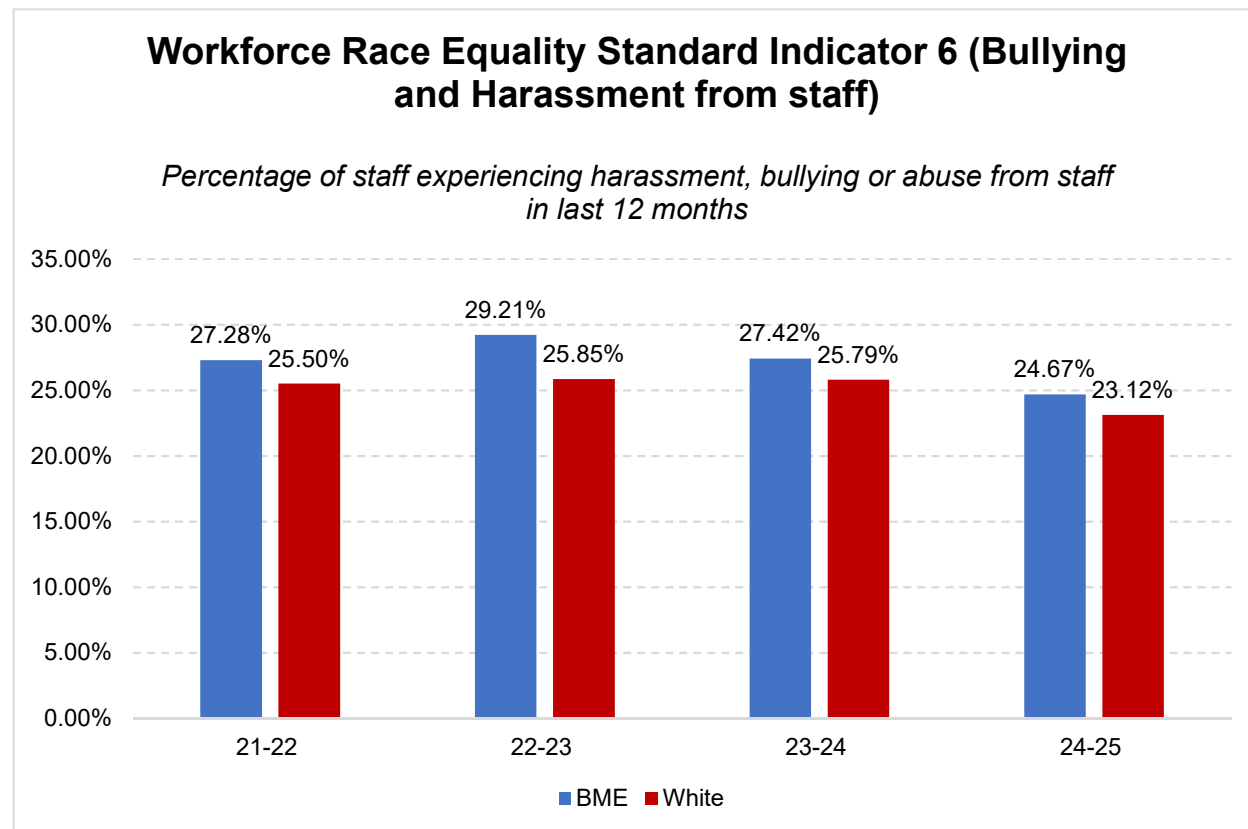
Data Insights

White staff are more likely to experience harassment, bullying or abuse from patients and the public.

In the 21-22 period White staff were 3.33% more likely to experience harassment than staff from the Global Majority. Now currently in the 24-25 period White staff are 0.79% more likely to experience harassment demonstrating that this metric is starting to level out.

Year on year a positive trend is seen in regard to this metric. In the 21-22 period there has been a 3.98% reduction in White staff who reported experiencing this compared to in 24-25. The same can be said for staff from the Global Majority with a reduction of 1.44%. Between 23-24 and 24-25 there has been a 0.26% reduction for White staff and a 0.67% reduction for Global Majority staff.

WRES Metric 6: Bullying & Harassment from Staff

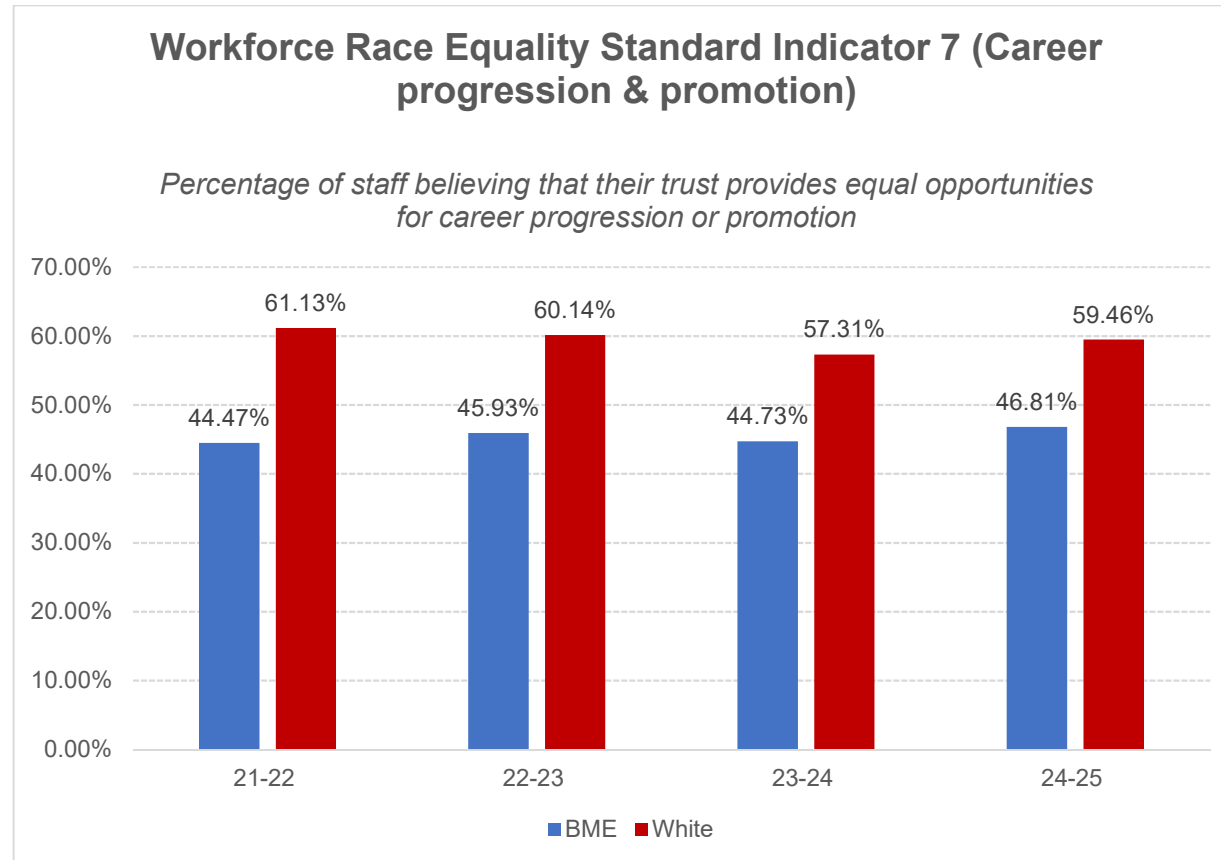


Data Insights

The data demonstrates that staff from the Global Majority are more likely to experience harassment from other staff than their White counterparts. In the 21-22 period staff from the Global Majority were 1.78% more likely to experience harassment. Most recently in the 24-25 period staff from the Global Majority were 1.55% more likely to experience harassment.

The data also shows that there has been a 2.61% reduction in the percentage of staff from the Global Majority experiencing harassment from staff from the earliest period in the data set to the most recent. The same is seen for White staff where there has been a 2.38% reduction. Between 23-24 and 24-25 there has been a 2.75% reduction for staff from the Global Majority and a 2.67% reduction for White staff.

WRES Metric 7: Career progression & promotion



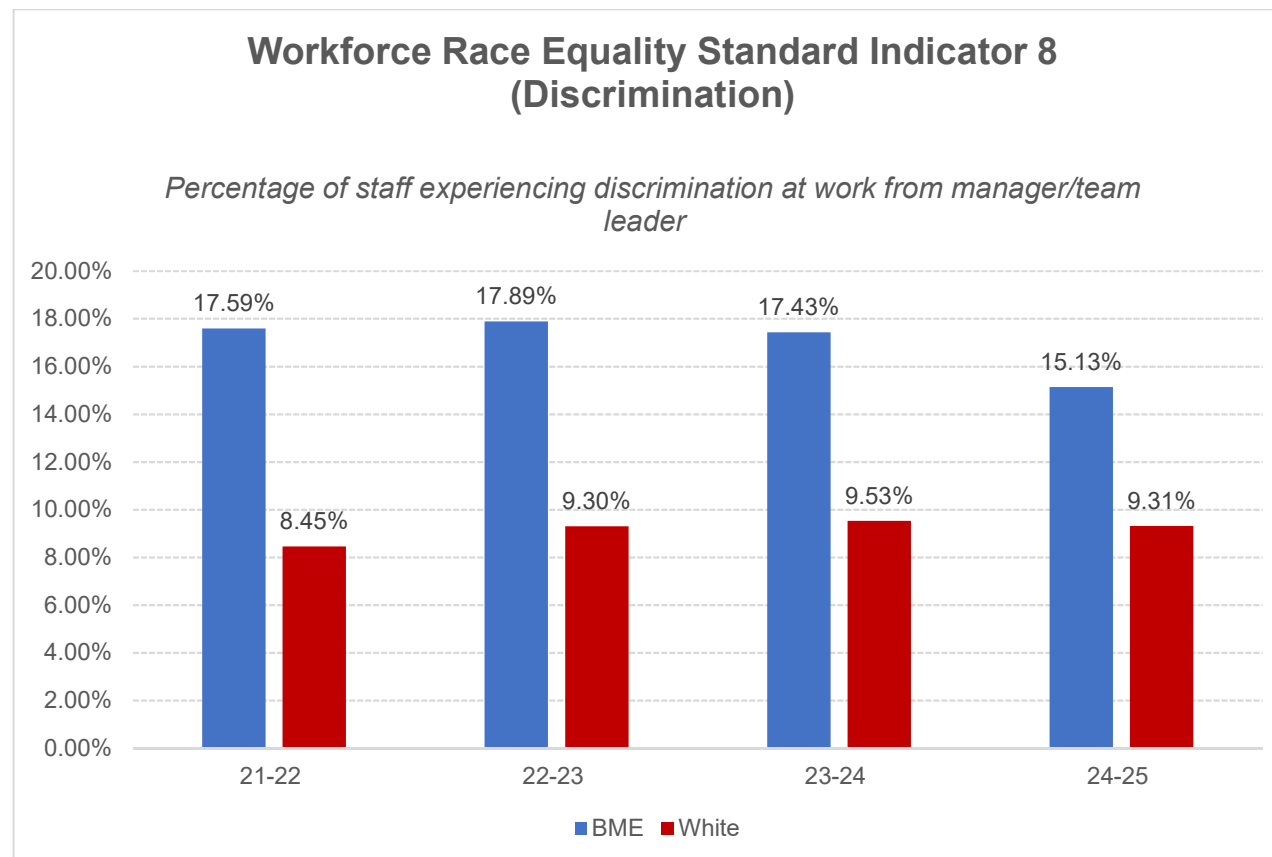
Data Insights

In 21-22, White staff were 16.66% more likely to believe they have equal opportunities to career progression. In 24-25 White staff were still 12.65% more likely. Between 23-24 and 24-25 the likelihood worsened by 0.07% however this is by a very small margin.

The data also shows that there has been an improvement of 2.34% in regard to the percentage of staff from the Global Majority believing they have equal opportunities for career progression from 21-22 to 24-25 and from 23-24 to 24-25, there was an improvement of 2.08%.

As for White staff, between 21-22 to 24-25 the percentage has decreased by 1.67% and between 23-24 and 24-25 it has improved by 2.15%.

WRES Metric 8: Discrimination from manager/team leader



Data Insights

A positive trend is shown for this metric and a marginal improvement is demonstrated.

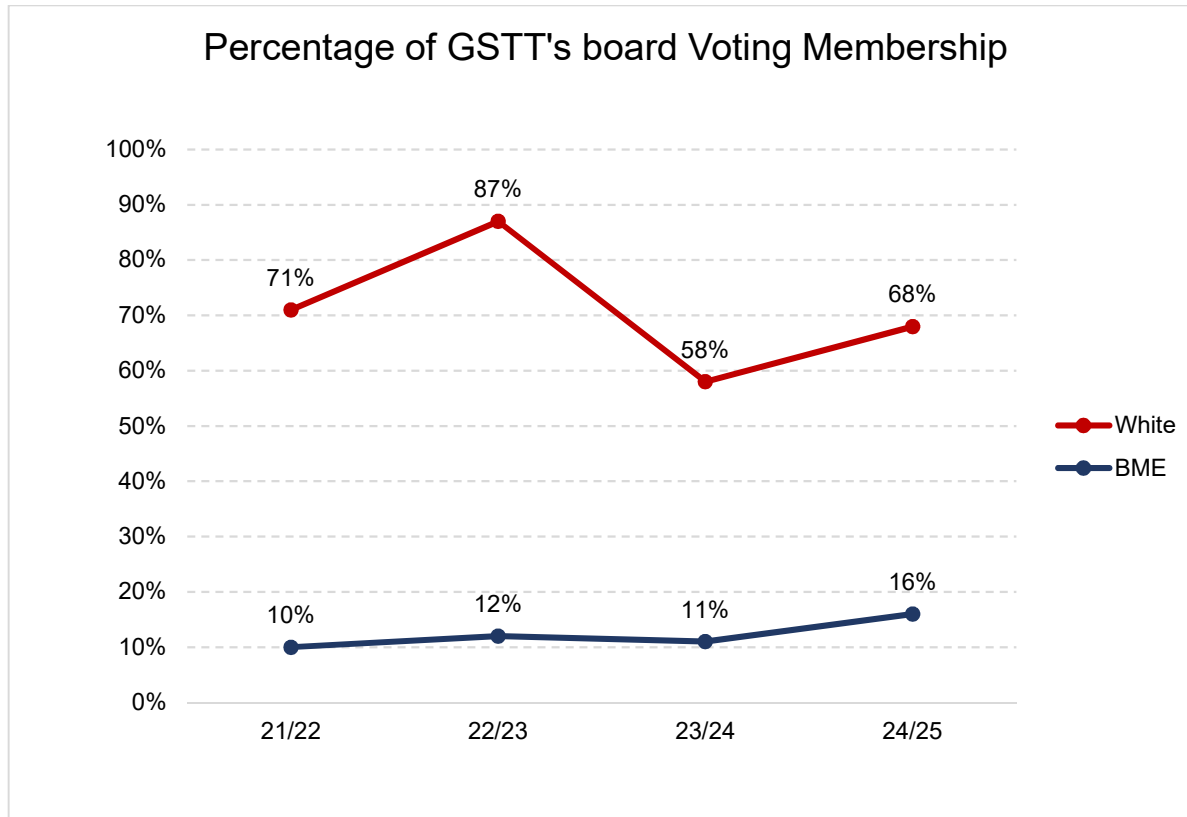
Staff from the Global Majority are still more likely to experience discrimination at work from their manager and there is a large gap between staff from the Global Majority and their White counterparts.

In 21-22 staff from the Global Majority were 9.14% more likely and in 24-25 they were 5.82% more likely – there has been an improvement of 3.32%. The percentage of staff from the Global Majority reporting experiencing discrimination at work from managers has reduced by 2.46% from 21-22 to 24-25.

For White staff, the percentage has worsened by 0.86% however this is a marginal difference and recently the data has started to improve again - between 23-24 and 24-25 there was an improvement of 0.22%.

Even though improvements are seen with the metric, the changes are marginal and there is still a large contrast between White and Global Majority staff.

WRES Metric 9: Representation at Board Level



Data Insights

The percentage of staff from the Global Majority represented as voting members at Board level has increased however the majority of voting board members are White.

Between 23-24 and 24-25, there was an increase of 5% from 11% to 16%. The percentage of White voting board members has increased by 10% from 58% (2023/24) to 68% in 2024/25.

Conclusion

This report has analysed the Trust's performance against the WRES indicators for the period of 24/25 with reference to the previous periods (21/22, 22/23, 23/24) to highlight trends in the data. Overall, the Trust has seen marginal improvement in regard to the majority of the Workforce Race Equality Standard Metrics for the 24/25 period compared to 23/24.

Some improvement has been demonstrated in the areas of representation in the workforce, experiencing bullying and harassment from staff, experiencing discrimination from managers (for Global Majority staff), career progression and promotion and representation of voting members at Board level (WRES 1,6,7,8 and 9). The representation of Global Majority staff in the workforce has improved by **1.82%**, currently making up more than half of the workforce. Staff experiencing bullying, harassment or abuse at work from other staff has consistently reduced for both groups, improving by **2.75%** for staff from the Global Majority and **2.67%** for White staff. Staff views on having access to fair career progression and promotion have improved for both ethnic groups, improving by **2.08%** for staff from the global majority and **2.15%** for White staff. Staff facing discrimination from their managers has decreased with a clear improvement of **2.3%** for global majority staff and a marginal improvement of **0.22%** for White staff. With regards to voting members of the board, there is a better representation for Global Majority staff with an improvement of **5%** in 2024/25.

Marginal improvement has been demonstrated in the areas of training and CPD; and staff stating they experience bullying and harassment from patients and the public and experiencing bullying and harassment from managers for White staff (WRES 4, 5 and 8) The gap between the likelihood of White staff accessing non-mandatory training compared to Global Majority staff has improved slightly by **0.1**. There have been marginal improvements in staff experiencing bullying and harassment from patients and the public for both racial groups, with an improvement of **0.67%** for staff from the Global Majority and **0.26%** for White staff. Experiencing discrimination from managers has marginally improved for White staff, with an improvement of **0.22%**.

The Trust's performance has worsened in recruitment (WRES 2). The likelihood of White applicants being appointed from shortlisting in comparison to applicants from the Global Majority has increased. This metric has worsened by **0.2**. The area of disciplines (WRES 3) has seen no change. The likelihood of staff from the Global Majority entering the formal disciplinary process compared to White staff has remained the same at **2.1**.

Although we observe measurable improvements within the WRES metrics, we remain aware of the continued effort required to foster a truly inclusive and supportive workplace. Our focus is dismantling the barriers for our staff and ensuring that each and every member of staff feels seen, valued, safe to speak up, and equipped to deliver the highest standard of care to our patients. Ultimately, the foundation of excellent patient care lies in how well we care for our people.