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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

Action plan

WRES Indicator	Actions
<p>WRES 1 Workforce Representation and</p> <p>WRES 9 Percentage difference between GSTT's board voting membership and its overall workforce</p>	<p>Track and Monitor Progress: Continue using the EDI data dashboard to monitor workforce diversity and executive recruitment outcomes.</p> <hr/> <p>End to End Recruitment Review (including Employee Value Proposition) from an anti-racism lens: Embed Inclusive Recruitment Practices: Build on the recruitment review and insights by embedding changes across the recruitment process-from attraction and branding to policies and hiring-aimed at eliminating bias, enhancing inclusion, and improving candidate experience. Review of the recruitment journey through an EDI lens is currently being undertaken by Green Park. The project involves:</p> <ul style="list-style-type: none"> • Creation of post-offer candidate pack – GSTT Recruitment Handbook - 1 • Streamline & integrate widening participation process/programmes (engage and increase the percentage of local candidates). • Increase local advertising scope to support local recruitment. • Creation of suite of best practice guides for hiring managers. • Review and rewrite the recruitment pages on the internal and external website to increase candidate engagement and experience. <hr/> <p>Increase Declaration Rates: Increase staff diversity declaration rates by raising awareness and encouraging participation, aiming to improve the accuracy of our workforce data. Accurate data is essential to identify inequalities, monitor progress against inclusion goals, and ensure that reported information in ESR aligns with staff survey responses, enabling targeted diversity and inclusion initiatives.</p>
<p>WRES 2 - Relative likelihood of White applicants being appointed from shortlisting compared to BME applicants</p>	<p>End to End Recruitment Review (including Employee Value Proposition): as above</p> <hr/> <p>Refreshed inclusive recruitment and selection training available through e-learning and online sessions. Promote Diverse Panel training to grow the pool of trained members and embed inclusive hiring across the Trust.</p>

<p>WRES 3 - Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff</p>	<p>Strengthen awareness of Equality Impact Assessments (EQIAs) through a targeted <i>Trust-wide campaign</i> to promote the purpose and value of EQIAs using case studies and leadership endorsement, provide targeted <i>training/support sessions</i> on completing high quality EQIAs, implement an evaluation process to assess impact, and maintain a <i>central repository for audit</i>, and compliance purposes and shared learning.</p> <p>Work collaboratively with the clinical Groups, delivery groups and the corporate services to embed EQIA completion into service development and transformation processes, encourage monitoring EQIA usage and quality and identifying areas for improvement and support.</p> <p>Assess Policy impact: Assess the impact of updated people policies (Disciplinary, Maintaining Attendance, Resolution, Capability) to measure effectiveness. This can be implemented by regularly reviewing staff feedback, staff survey relevant comments, and tracking changes via the Staff Survey that can be analysed by staff characteristics.</p>
<p>WRES 4 - Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff</p>	<p>Use Participation Data to Drive Improvement: Collect and analyse both quantitative and qualitative participation data to assess the effectiveness of communication, selection processes, and access to non-mandatory training and CPD.</p> <p>Increase Awareness of Development Opportunities: Launch a targeted communications campaign to raise awareness of available training and development opportunities, ensuring they reach all staff groups equitably.</p> <p>Strengthen Data Integration and Insight: Establish a process that combines EDI data with broader workforce intelligence to identify trends in training access across courses, departments, and staff groups, enabling more targeted interventions</p>
<p>WRES 5 - Percentage staff experiencing harassment, bullying or abuse from patients, relatives or the public</p>	<p>Raise Awareness of Support Services and Monitor Trends: Increase staff awareness of available support channels for discrimination, harassment, and bullying—including Employee Assistance Programme (EAP), Occupational Psychology, and Freedom to Speak Up service—to encourage reporting and timely access to support. Where appropriate, capture and analyse data on cases and trends to determine focused interventions and drive continuous improvement.</p> <p>Refresh and relaunch the GTi EDI intranet pages to ensure information is current, accessible, and aligned with the Trust Strategy 2030. The updated pages will include information, learning resources, and support options - helping staff engage with EDI and reinforcing the Trust’s commitment to inclusion.</p>

	<p>The Trust works to mitigate the likelihood through the work carried out via the Supporting Positive Behaviour Committee. The Trust committed to revise the Trust's communication strategy on violence and aggression following a period of engagement with colleagues, and mitigate the likelihood of negative experiences through the work of the Supporting Positive Behaviour Committee.</p>
<p>WRES 6 - Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months</p>	<p>Wider EDI Learning Offer: Identify inclusion-focused training initiatives across the Trust to enhance accessibility, reduce duplication, strengthen staff understanding and develop a more inclusive workplace culture.</p> <p>Inclusion Agents: Clarify and embed the role of Inclusion Agents across all areas ensuring consistency in expectations and responsibilities, providing <i>structured training</i> covering EDI principles, encourage a <i>network of peer support</i>, to champion EDI best practices, share challenges and successes and reinforce a robust feedback mechanism to gather structured feedback to monitor trends and impact.</p> <p>Work collaboratively with the Clinical groups, Delivery groups and the corporate services to identify and appoint new inclusion agents, mobilise existing inclusion agents, increase visibility and engagement through local championing, and encourage integration of inclusion agents into governance structures such as engagement with local EDI meetings.</p> <p>Scale Up Anti-Racism in Action (ARIA) Engagement Sessions: Expand delivery of ARiA sessions across all Clinical and Delivery Groups through trained facilitators, to deepen understanding of systemic racism and foster inclusive behaviours (targets are individual to the Clinical Groups).</p>
<p>WRES 7 - Percentage of staff believing GSTT provides equal opportunities for career progression or promotion</p>	<p>Deliver the second cohort of the Trust's Positive Action Programmes, with 100% of available places filled by March 2026, supporting the Trust's focus on equity in leadership progression, The programmes will also engage line managers and sponsors to support impact across the organisation, with insights used to inform improvements to inclusive talent practices.</p> <p>We are rebranding our 'Reverse Mentoring' programme following valuable feedback from stakeholders. The scheme will now be known as 'Reciprocal Mentoring' to better reflect its purpose and impact. We will launch the scheme in 2026.</p> <p>Strengthen access to career support by expanding the Trust's Careers Hub resources, with a target of 30% increased engagement by December 2025. Increase the number of trained mentors by 40% and the number of active mentoring relationships by 40%, by March 2026.</p> <p>All colleagues are offered a career conversation as part of the My Performance and Development (MPD) cycle, supported by enhanced promotion and communication of developmental support through the Trust's Careers Hub, integrated into key points of the MPD cycle and featured in at least three all-staff campaigns in Quarters 2-3.</p>

	<p>We will launch cohort 4 of The Kofoworola Abeni Pratt Fellowship which aims to disrupt structural barriers and systemic biases which impact the career progression of nurses, midwives and allied health professionals from the global majority through empowerment and allyship.</p>
<p>WRES 8 - Percentage of staff experiencing discrimination at work from manager/leader/other colleagues</p>	<p>ARIA project: Develop a bespoke development programme for GSTT senior leaders, focusing on Equality, Diversity and Inclusion (EDI), with a particular emphasis on anti-racism. This initiative aims to enhance leadership capabilities and deepen understanding in addressing racism and all forms of discrimination.</p>