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Workforce Race Equality Standard Data Summary Report 2025/2026 for Guy's and St Thomas'

Introduction

This report summarises the 2025/26 Workforce Race Equality Standard (WRES) data for Guy's and St Thomas' NHS Foundation Trust. It provides an overview of performance across the nine WRES indicators, highlighting areas of progress, persistent inequalities and priorities for further action. The findings will inform the Trust's ongoing work to improve race equality and support our commitment to creating a safe, inclusive and equitable working environment for all staff.

The analysis draws on data from 2021/22 to 2025/26 to provide a view of trends over time and the Trust's progress towards workforce race equality. The report presents a summary of performance against each WRES indicator, detailed analysis of key findings and trends, and an overall assessment of areas where improvement has been demonstrated and where inequalities remain.

Guy's and St Thomas' is committed to being an anti-racist organisation and to delivering evidence-led action to address workforce inequalities. WRES data forms an important part of the Trust's approach to understanding staff experience, identifying disparities and informing targeted action to improve equity, inclusion and opportunity for all colleagues.

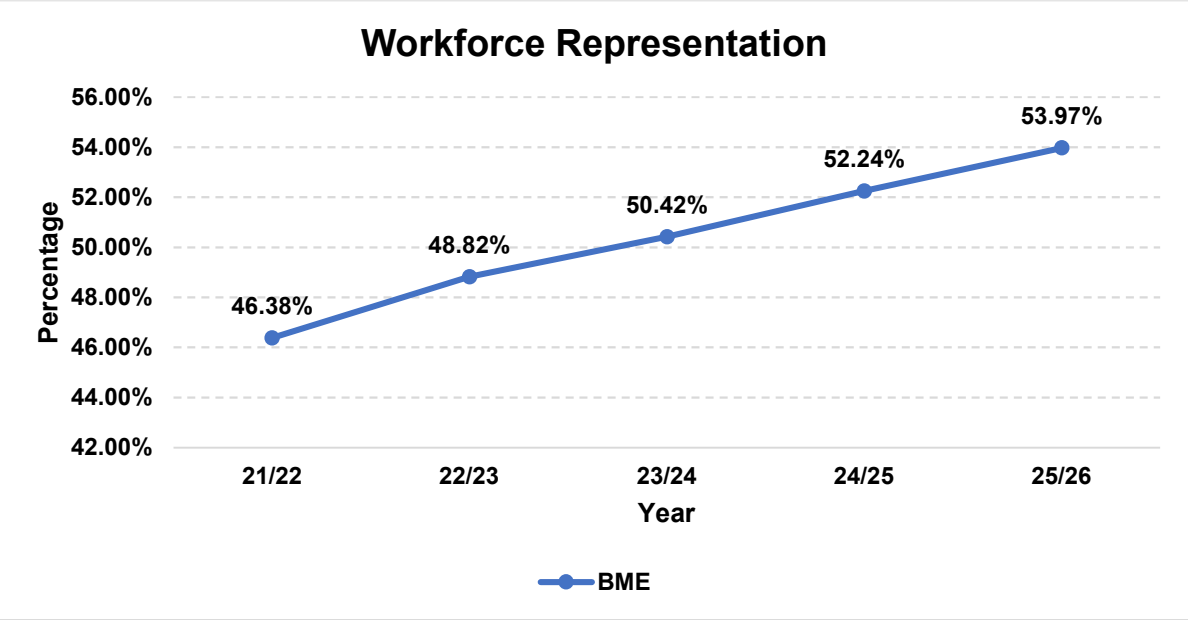
Please note that this report makes some references to the acronym Black, Minority Ethnic (BME), which aligns with NHS England data reporting terminology, although in the written descriptions, we refer to that group as 'Global Majority'.

WRES Performance Summary

WRES Indicator		21-22	22-23	23-24	24-25	25-26	Difference 24-25 / 25 - 26	Progress 24-25 / 25 - 26
1. BME Workforce Representation		46.38%	48.82%	50.42%	52.24%	53.97%	↑ +1.73%	Improving
2. Relative likelihood of White applicants being appointed from shortlisting compared to BME applicants		1.6	1.5	1.9	2.1	1.9	↓ - 0.2	Improving closer to equity
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	1.6	↓ - 0.5	Improving closer to equity
4. Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff		1.3	2.1	1.5	1.3	1.5	↑ +0.2	Declining in equity
5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public	BME	25.98%	25.85%	25.21%	24.54%	23.98%	↓ -0.56%	Marginally Improving
	White	29.31%	29.36%	25.59%	25.33%	23.33%	↓ -2.00%	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%	22.97%	↓ -1.70%	Improving
	White	25.50%	25.85%	25.79%	23.12%	20.81%	↓ -2.31%	Improving
7. Percentage of staff believing GSTT provides equal opportunities for career progression or promotion	BME	44.47%	45.93%	44.73%	46.81%	50.92%	↑ +4.11%	Improving
	White	61.13%	60.14%	57.31%	59.46%	62.25%	↑ +2.79%	Improving
8. Percentage of staff experiencing discrimination at work from manager/leader/other colleagues	BME	17.59%	17.89%	17.43%	15.13%	13.15%	↓ -1.98%	Improving
	White	8.45%	9.30%	9.53%	9.31%	`6.98%	↓ -2.33%	Improving
9. Percentage of GSTT's BME board voting membership Note: Please note that Board ethnicity data is based on self-declaration by voting Board members. As with all protected characteristic data, the reported position is dependent on declaration rates and should therefore be interpreted with this in mind.		10%	12%	11%	16%	14%	↓ -2.00%	Declining

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WRES Metric 1: Representation

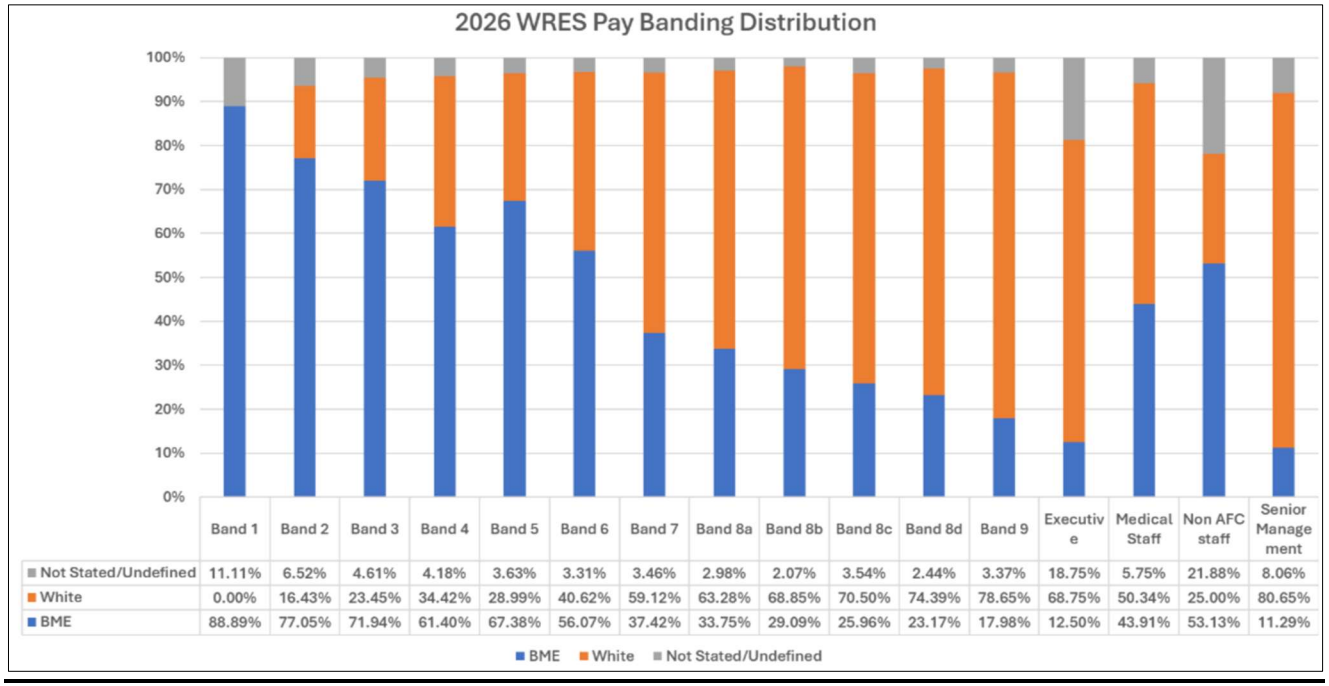


Data Insights

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

Between 21-22 and 25-26, the percentage of staff from the Global Majority has increased by 7.59% from 46.38% to 53.97%. Between 24-25 and 25-26, an increase of 1.73% is seen from 52.24% to 53.97%.

Banding by ethnicity



	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8a	Band 8b	Band 8c	Band 8d	Band 9	Executive	Medical Staff	Non AFC staff	Senior Management
Not Stated/Undefined	11.11%	6.52%	4.61%	4.18%	3.63%	3.31%	3.46%	2.98%	2.07%	3.54%	2.44%	3.37%	18.75%	5.75%	21.88%	8.06%
White	0.00%	16.43%	23.45%	34.42%	28.99%	40.62%	59.12%	63.28%	68.85%	70.50%	74.39%	78.65%	68.75%	50.34%	25.00%	80.65%
BME	88.89%	77.05%	71.94%	61.40%	67.38%	56.07%	37.42%	33.75%	29.09%	25.96%	23.17%	17.98%	12.50%	43.91%	53.13%	11.29%

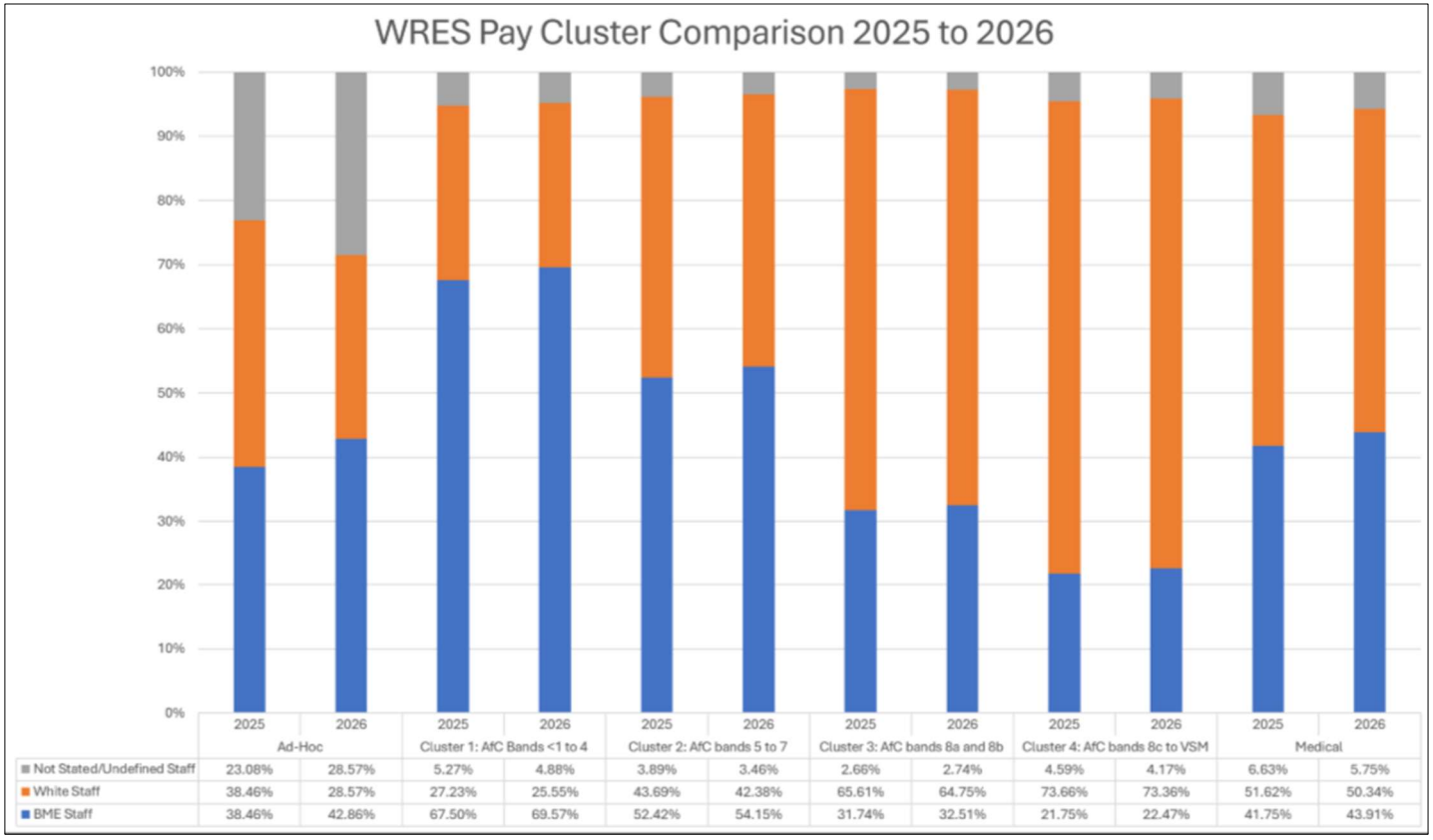
Data Insights

Although individuals from the Global Majority make up **53.97%** of the overall workforce at Guys and St Thomas', **their representation declines noticeably at senior levels.**

This shift becomes evident from Band 7 onwards, where only 37.42% of staff are from the Global Majority compared with 59.12% from a White background. The disparity widens further at higher bands: in Band 8b, Global Majority representation falls to 29.09% and continues to decrease progressively as we move into the most senior pay clusters.

This indicates potential disparities in access to career development and progression opportunities. It raises important questions about whether structural or systemic barriers may be limiting equitable advancement into senior and leadership roles.

Banding by ethnicity cluster comparison:



	Ad-Hoc		Cluster 1: AfC Bands <1 to 4		Cluster 2: AfC bands 5 to 7		Cluster 3: AfC bands 8a and 8b		Cluster 4: AfC bands 8c to VSM		Medical	
	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026	2025	2026
Not Stated/Undefined Staff	23.08%	28.57%	5.27%	4.88%	3.89%	3.46%	2.66%	2.74%	4.59%	4.17%	6.63%	5.75%
White Staff	38.46%	28.57%	27.23%	25.55%	43.69%	42.38%	65.61%	64.75%	73.66%	73.36%	51.62%	50.34%
BME Staff	38.46%	42.86%	67.50%	69.57%	52.42%	54.15%	31.74%	32.51%	21.75%	22.47%	41.75%	43.91%

Data Insights

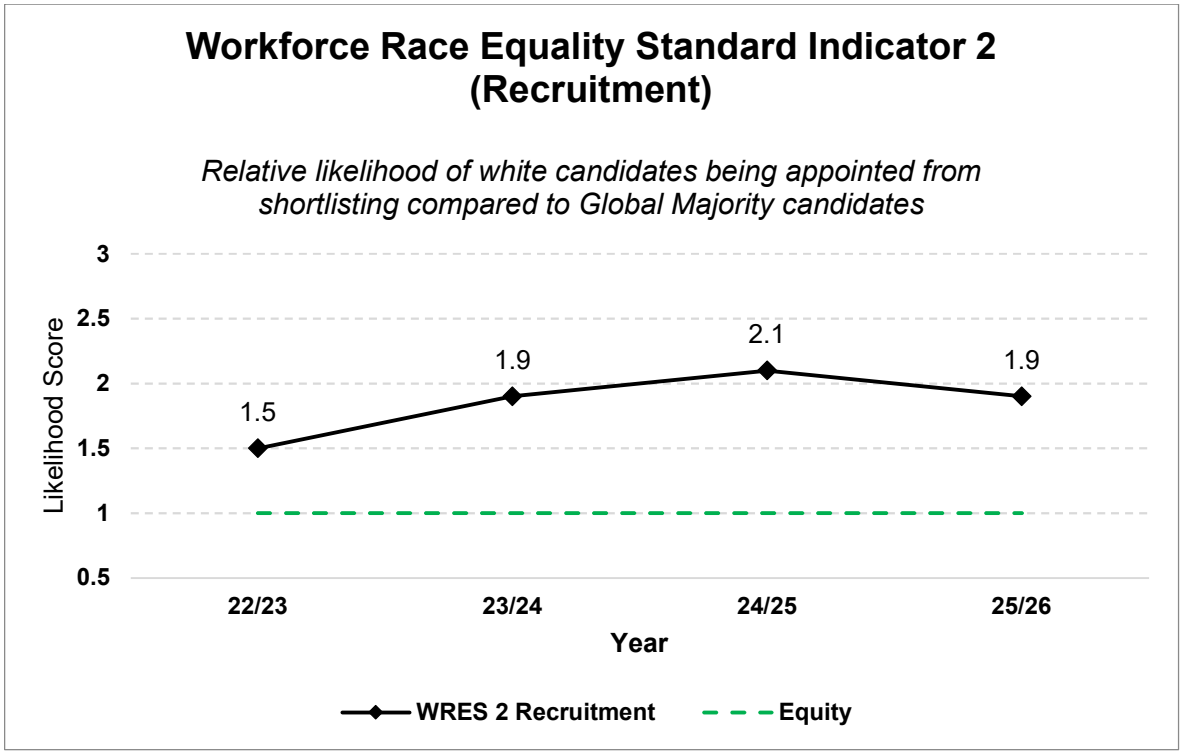
Although individuals from the Global Majority make up **53.97%** of the overall workforce at Guys and St Thomas', **their representation declines at senior levels**. This pattern of underrepresentation becomes more pronounced within Cluster 3 (AfC Bands 8a–8b) and Cluster 4 (AfC Bands 8c–VSM).

In Cluster 3, 64.75% of staff are from a White background, compared with 32.51% from the Global Majority. The disparity widens further in Cluster 4, where 73.36% of staff are from a White background and only 22.47% are from the Global Majority.

A comparison of the two clusters between **2025 and 2026** shows only **marginal progress**, reinforcing the need for more targeted and sustained action.

In cluster 3 (AFC bands 8a and 8b) Global Majority representation increased by 0.77% percentage points. In Cluster 4 (AFC bands 8c to VSM), the increase was 0.72% percentage points. While Global Majority staff now represent 53.97% of the overall workforce, this is not yet reflected in the most senior pay bands and leadership positions. Progress at Bands 8a and above remains slow, indicating that representation gains within the overall workforce are not yet translating consistently into senior leadership representation.

WRES Metric 2: Recruitment



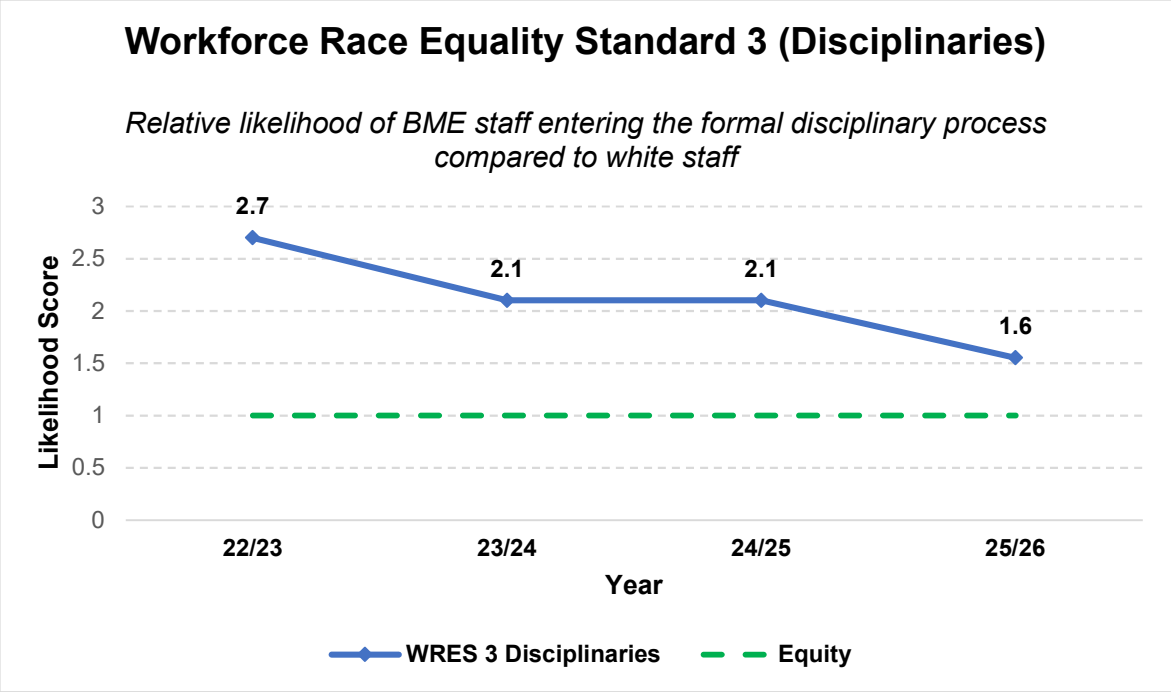
Data Insights

The indicator has improved compared to last year, decreasing from 2.1 to 1.9. However, compared with 22-23 (1.5), the likelihood of White candidates being appointed from shortlisting remains higher than in previous years, indicating that further action is required.

This metric does not show consistent year-on-year improvement and, although there has been progress compared with last year, a significant gap remains that needs to be addressed to reach equity.

White candidates remain almost twice as likely to be appointed from shortlisting as Global Majority candidates.

WRES Metric 3: Disciplinaries

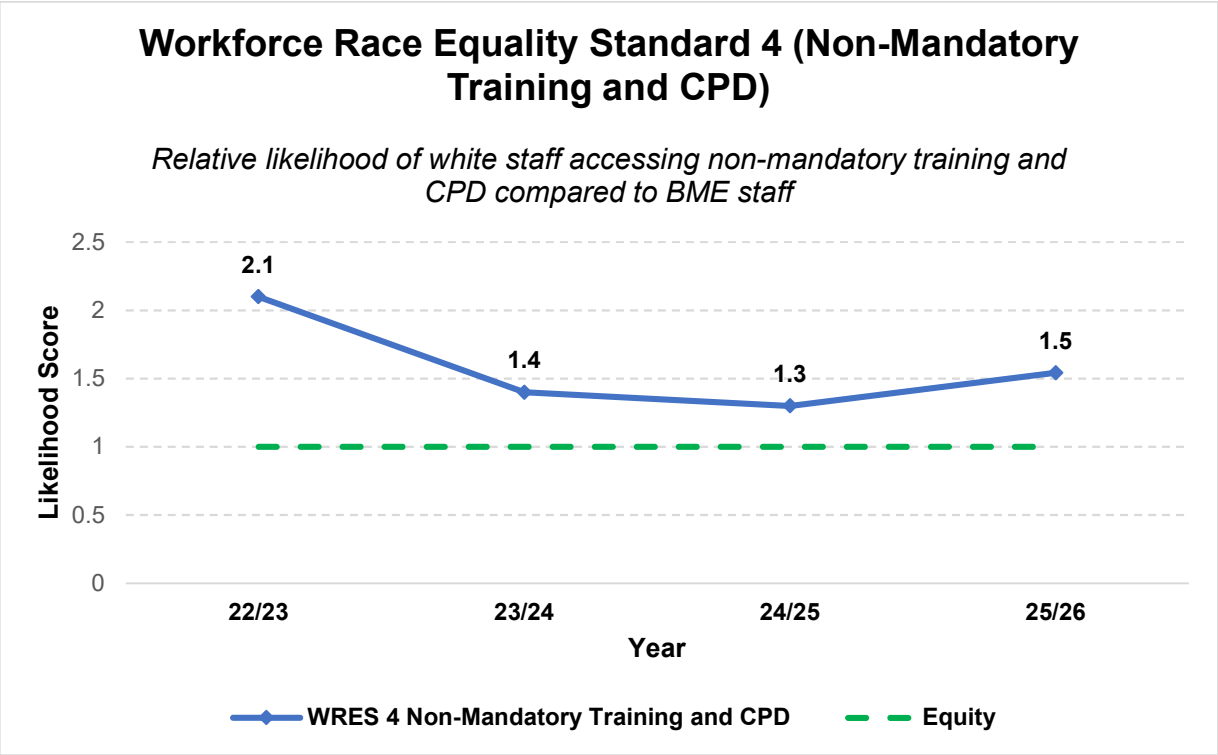


Data Insights

The Trust has seen **gradual improvement** over time regarding this metric. The likelihood of staff from the Global Majority entering the formal disciplinary process compared to White staff has reduced over time. The gap has decreased substantially over the last 12 months. However, we need to continue our efforts to ensure that the progress towards equity will continue and the gap between staff from the Global Majority and White staff will decrease further.

From 22-23 to 25-26, the likelihood has reduced from 2.7 to 1.6 (-1.1). More recently from 24/25 to 25/26, the likelihood decreased from 2.1 to 1.6 bring the Trust closer to equity.

WRES Metric 4: Training & CPD



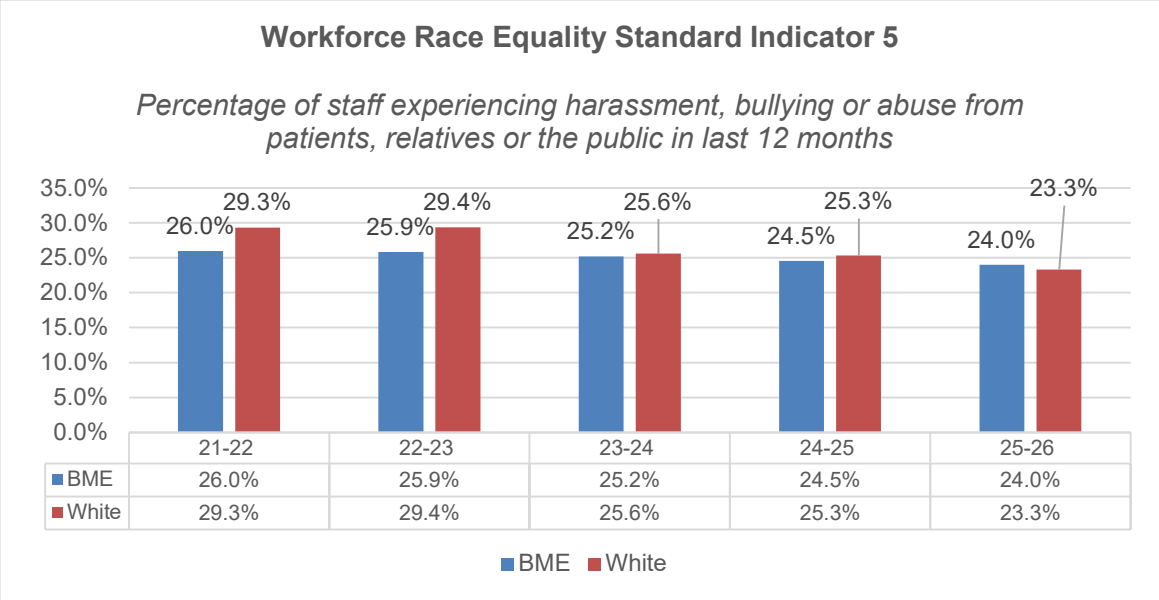
Data Insights

The data set demonstrates that the Trust **position has worsened** in relation to this metric.

White staff are more likely to access non-mandatory training and CPD compared to staff from the Global Majority. From 22-23 to 25-26 there is a decrease of 0.6 in the relative likelihood of white staff accessing non-mandatory training compared to staff from Global Majority. More recently, between 24-25 and 25-26, a small increase of 0.2 occurred from 1.3 in 24-25 to 1.5 in 25-26.

The indicator is not showing great progress from 23/24 to date with an average 0.4 points of difference to achieve equity.

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



Data Insights

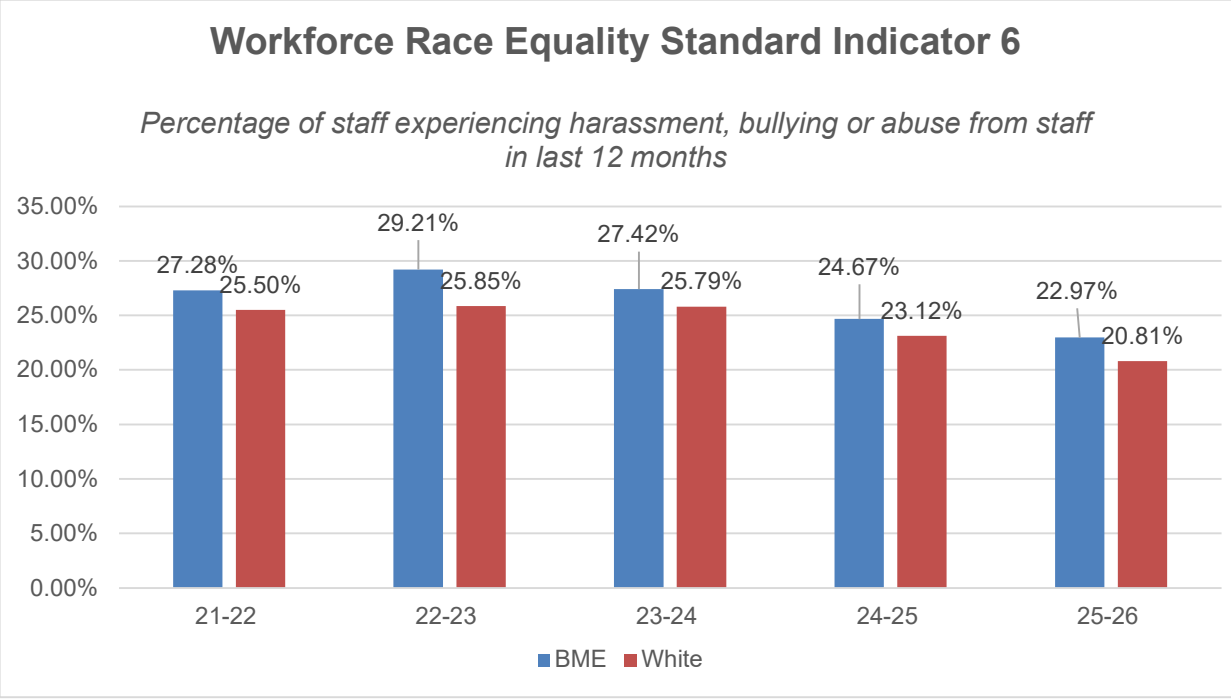
Both staff groups have reported **reductions in harassment, bullying and abuse from patients, relatives and the public over time**, although differences in experience remain between the two groups.

In the 21-22 period White staff were 3.33% more likely to experience harassment than staff from the Global Majority. In 25-26 this gap had reduced to 0.65%, suggesting that experiences are becoming more similar between the two groups.

Year on year a positive trend is seen in relation to this metric. Compared to 21-22, there has been a 5.98% reduction in White staff reporting harassment, bullying or abuse from patients, relatives and the public, compared with a 2.00% reduction for Global Majority staff. Between 24-25 and 25-26, the percentage reduced by 2.00% for White staff and 0.56% for Global Majority staff.

While improvement has been seen for both groups, the rate of improvement has been greater for White staff over the last year and variation in experience remains.

WRES Metric 6: Bullying & Harassment from Staff

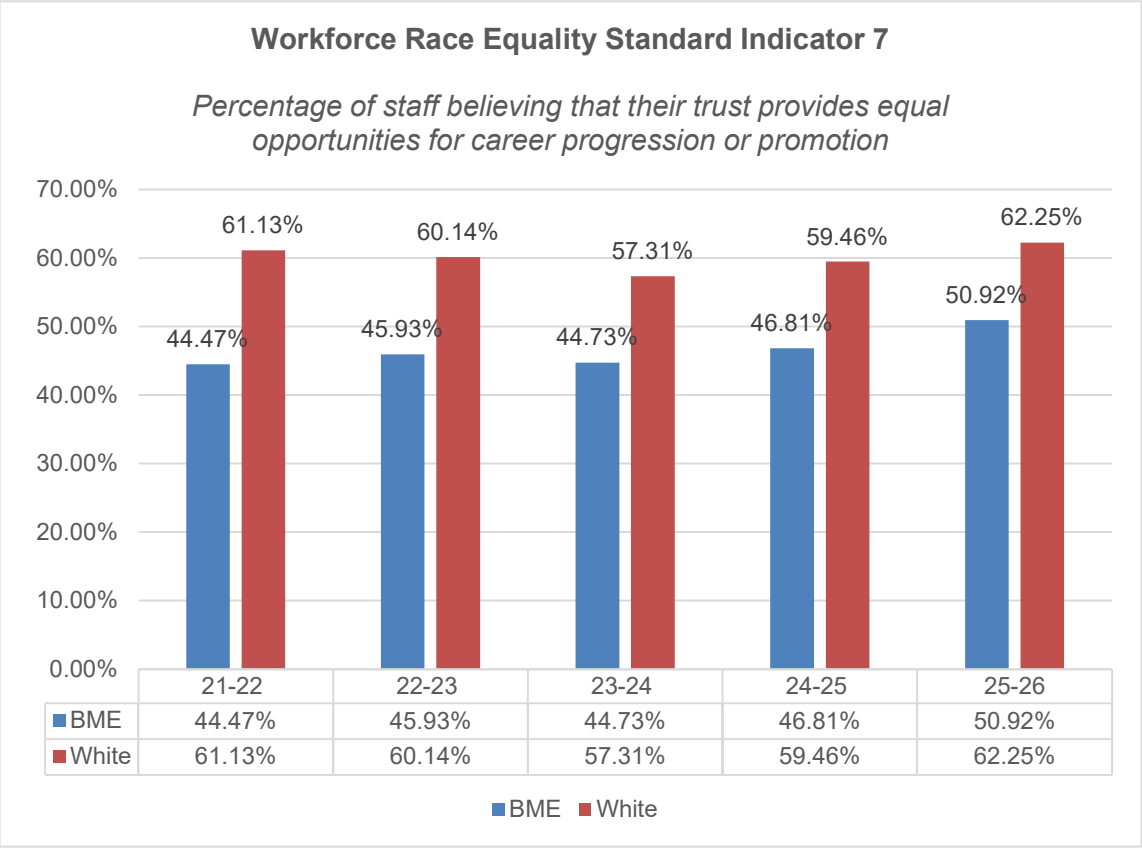


Data Insights

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 25-26 period staff from the staff from Global Majority were 2.16% more likely to experience harassment.

Although the gap in staff experience is not improved over time, the data shows that between 21-22 and 25-26 there has been a 4.31% reduction in the percentage of staff from the Global Majority experiencing harassment from staff. The same is seen for White staff where there has been a 4.69% reduction. Over the last 12 months there has been a 1.70% reduction for staff from the Global Majority and a 2.31% reduction for White staff experiencing harassment, bullying or abuse from colleagues.

WRES Metric 7: Career progression & promotion



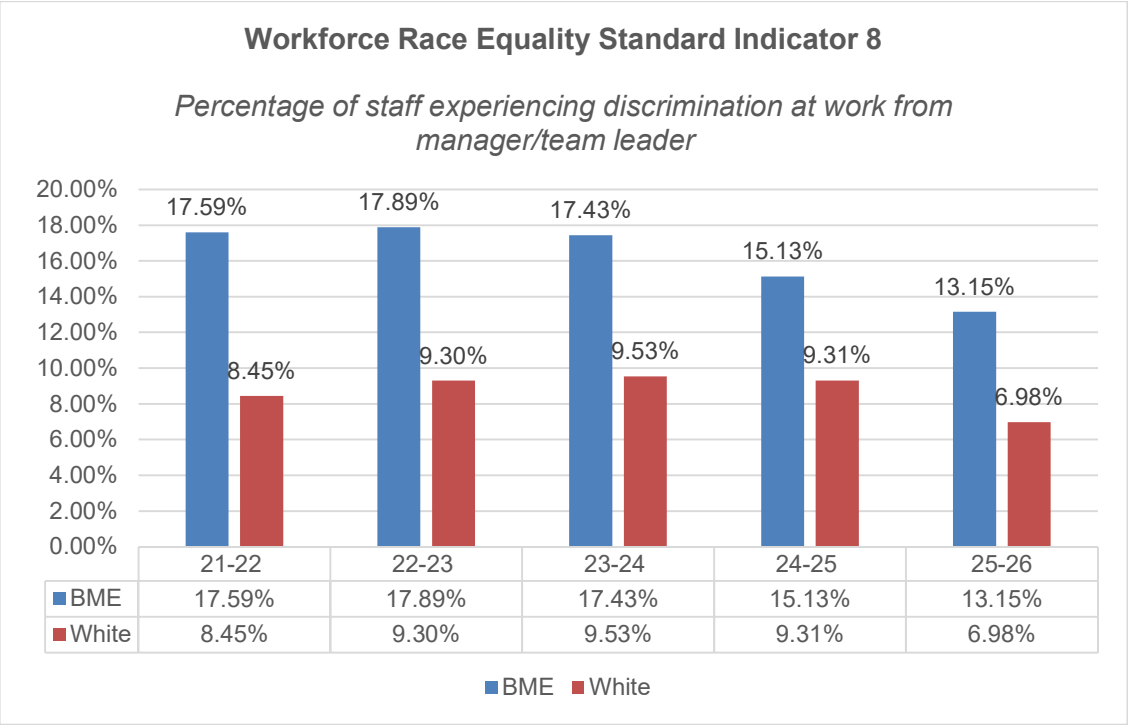
Data Insights

In 21-22, White staff were 16.66% more likely to believe they have equal opportunities to career progression. In 25-26 White staff were still 11.33% more likely. Between 24-25 and 25-26 the likelihood improved from 12.65% to 11.33%.

The data also shows that there has been an improvement of 6.45% in regard to the percentage of staff from the Global Majority believing they have equal opportunities for career progression from 21-22 to 25-26 and from 24-25 to 25-26, there was an improvement of 4.11%.

As for White staff, between 21-22 to 25-26 the percentage has improved by 1.12% and between 24-25 and 25-26 it has improved by 2.79%.

WRES Metric 8: Discrimination from manager/team leader



Data Insights

The overall **percentage of staff reporting discrimination from managers, team leaders or colleagues has reduced for both staff groups** over the last 12 months. However, Global Majority staff remain significantly more likely than White staff to report discrimination at work.

Staff from the Global Majority continue to be more likely to experience discrimination at work than their White counterparts, and a significant gap in experience remains between the two groups.

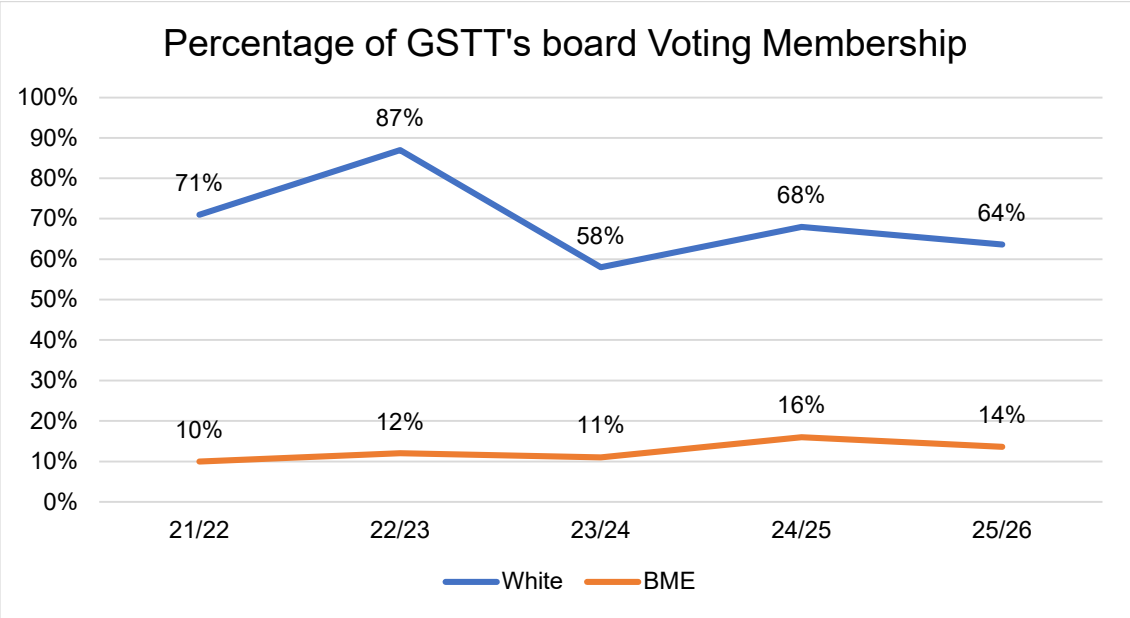
In 21-22, 17.59% of Global Majority staff reported experiencing discrimination compared with 8.45% of White staff, a gap of 9.14 percentage points. By 25-26 this gap had reduced to 6.17 percentage points, although it has increased slightly from 5.82 percentage points in 24-25.

Over the last 5 years there has been an improvement of 4.44% (21-22: 17.59% vs 25-26: 13.15%). The percentage of Global Majority staff reporting discrimination at work has reduced by 1.98 percentage points over the last 12 months.

For White staff, the percentage has improved by 2.33% over the last 12 months. Between 21-22 and 25-26 there was an improvement of 1.47%.

Whilst improvement has been demonstrated for both groups, Global Majority staff remain significantly more likely to report experiencing discrimination at work than White staff.

WRES Metric 9: Representation at Board Level



Data Insights

The percentage voting Board members self-declaring as BME/Global Majority has **decreased from 16% in 2024/25 to 14% in 2025/26**. The percentage voting Board members self-declaring as White has also decreased from 68% to 64%.

Changes year on year may reflect changes in Board composition and/or declaration rates, rather than underlying representation alone. This indicator should therefore be interpreted with caution, while continuing to monitor Board representation and declaration rates over time.

Conclusion

This report has analysed the Trust's performance against the WRES indicators for the period of 25/26 with reference to the previous periods (21/22, 22/23, 23/24, 24/25) to identify trends in the data. Overall, the Trust has seen improvement across a number of WRES indicators in 2025/26 compared with 2024/25. However, significant disparities remain between Global Majority and White staff, particularly in recruitment, career progression, discrimination and representation at senior levels.

Improvements have been demonstrated in the areas of relative likelihood of BME applicants being **appointed from shortlisting** and in Relative likelihood of BME staff entering the formal **disciplinary process** (WRES 2,3). The relative likelihood of White applicants being appointed from shortlisting compared to BME applicants has improved from 2.1 to 1.9 bringing this indicator back to the 23-24 levels and closer to equity.

Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff has improved from 2.1 over the last 2 years to 1.6 in 25-26.

Some improvements have also been demonstrated in the areas of equal **opportunities for career progression or promotion** and staff experiencing **discrimination at work from manager/leader/other colleagues** although the gaps in experience between the two staff groups are persistent over time (WRES 7,8). Staff views on having access to fair career progression and promotion have improved for both ethnic groups, improving by 4.11% for staff from the global majority and 2.79% for White staff. The gap in their experience is 11.33% for this year (25-26) and it has improved marginally compared to last year that was 12.65% (24-25). The percentage of staff experiencing discrimination at work from manager/leader/other colleagues has improved for both groups over the last 12 months; 1.98% from staff from the Global Majority and 2.33% for white staff. Although there are year-to year improvements, the gap in the experience between the two staff groups has increased from 5.82% in 24-25 to 6.17% in 25-26.

Lower improvement has been demonstrated in three key areas: **representation** of Global Majority staff in **senior bands**, staff reporting **bullying and harassment from patients and the public** and **bullying and harassment** experienced by Global Majority staff (WRES 1, 5 and 6). Individuals from the Global Majority make up 53.97% and their representation in the workforce has further improved by 1.73%, making up more than half of the workforce. Despite overall workforce growth, no significant improvement has been observed in senior-band representation, where disparities remain persistent and largely unchanged year-on-year. Staff experiencing bullying, harassment or abuse at work from other staff has marginally reduced for both groups, improving by 1.70% for staff from the Global Majority and 2.31% for White staff. In addition, there have been marginal improvements in staff experiencing bullying and harassment from patients and the public for both racial groups, with an improvement of 0.56% for staff from the Global Majority and a better improvement of 2% for White staff

The Trust's performance has **worsened** in **accessing non-mandatory training** and CPD and in **board representation** for staff from the Global Majority (WRES 4 and 9).

The relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff has increased from 1.3 to 1.5 reaching the 23-24 levels. Also, the percentage of GSTT's board voting membership for staff from the Global majority has decreased from 16% to 14% over the last 12 months.

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.