Oxford Health NHS FT

Equality, Diversity & Inclusion

Workforce Race Equality Standard (WRES) 2025

To find out more about what Oxford Health NHS FT is doing to be a fair and equal employer and care provider, please contact:
EqualityandInclusion@oxfordhealth.nhs.uk

Implementing the Workforce Race Equality Standard (WRES) is a requirement for NHS commissioners and NHS healthcare providers including independent organisations, through the NHS standard contract.

The NHS Equality and Diversity Council announced on 31 July 2014 that it had agreed action to ensure employees from black and minority ethnic (BME) backgrounds have equal access to career opportunities and receive fair treatment in the workplace.

This is important because studies show that a motivated, included and valued workforce helps deliver high quality patient care, increased patient satisfaction and better patient safety.

In April 2015, after engaging and consulting with key stakeholders including other NHS organisations across England, the WRES was mandated through the NHS standard contract, starting in 2015/16. From 2017, independent healthcare providers are required to publish their WRES data.

The first WRES report, was published in June 2016, followed by the 2016 WRES report on 19 April 2017.

NHS providers are expected to show progress against a number of indicators of workforce equality, including a specific indicator to address the low numbers of BME board members across the organisation.

NHS England » NHS Workforce Race Equality Standard

Oxford Health NHS Foundation Trust

1 = Indicator 1
2 = Indicator 2
3 = Indicator 3
4 = Indicator 4
5 = Indicator 5
6 = Indicator 6
7 = Indicator 7
8 = Indicator 8
9 = Indicator 9

Indicator 1

Percentage of staff in each of the AfC bands 1 to 9 or medical and dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce disaggregated by: non-clinical staff & clinical staff (non-medical staff, medical and dental staff).

Indicator 2

Relative likelihood of staff being appointed from shortlisting across all 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 organisation provides equal opportunities for career progression or promotion.

Indicator 8

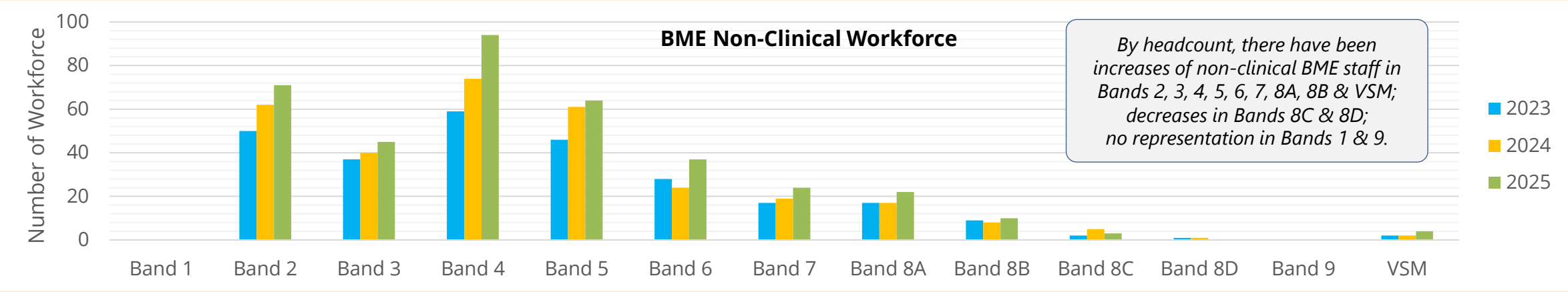
Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months

Indicator 9

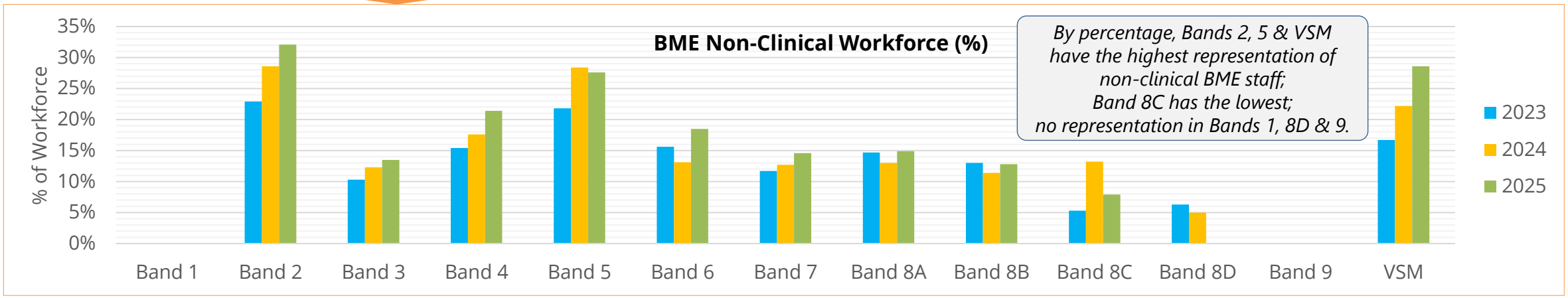
Percentage difference between the organisations' Board membership and its overall workforce disaggregated:

- By voting membership of the Board
- By executive membership of the Board

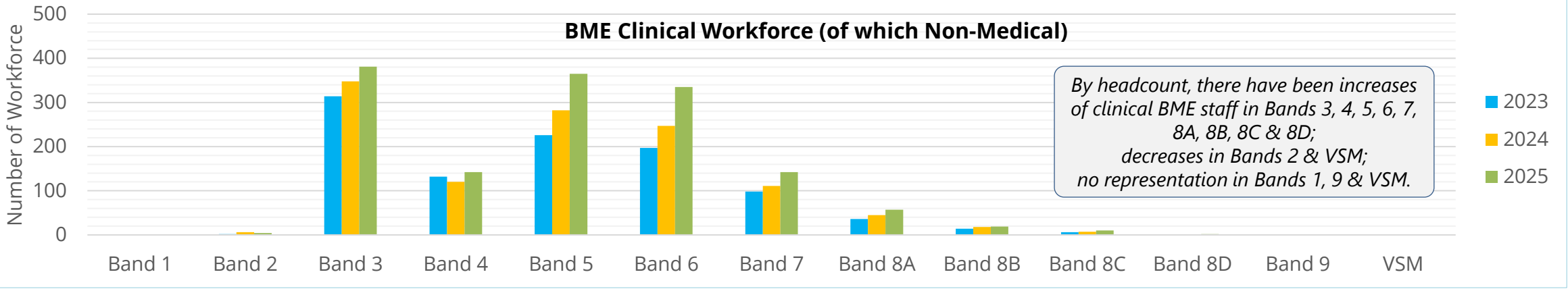
Non-Clinical Workforce	BME 2023	BME 2024	BME 2025	White 2023	White 2024	White 2025	Unknown 2023	Unknown 2024	Unknown 2025
Band 1	0	0	0	1	1	1	0	0	0
Band 2	50	62	71	153	138	134	15	17	16
Band 3	37	40	45	309	279	283	13	7	6
Band 4	59	74	94	317	337	336	8	9	9
Band 5	46	61	64	153	151	163	12	3	5
Band 6	28	24	37	135	144	153	16	15	10
Band 7	17	19	24	117	122	129	11	9	11
Band 8A	17	17	22	96	110	126	3	4	0
Band 8B	9	8	10	57	61	67	3	1	1
Band 8C	2	5	3	35	33	35	1	0	0
Band 8D	1	1	0	15	19	14	0	0	0
Band 9	0	0	0	5	7	8	0	1	1
VSM	2	2	4	8	7	8	2	0	2



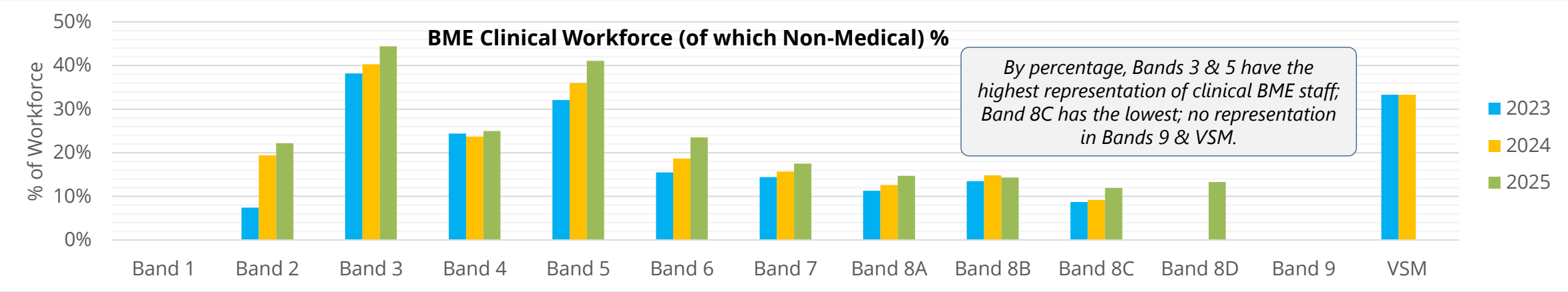
Non-Clinical Workforce	BME 2023	BME 2024	BME 2025	White 2023	White 2024	White 2025	Unknown 2023	Unknown 2024	Unknown 2025
Band 1	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
Band 2	22.9%	28.6%	32.1%	70.2%	63.6%	60.6%	6.9%	7.8%	7.2%
Band 3	10.3%	12.3%	13.5%	86.1%	85.6%	84.7%	3.6%	2.1%	1.8%
Band 4	15.4%	17.6%	21.4%	82.6%	80.2%	76.5%	2.1%	2.1%	2.1%
Band 5	21.8%	28.4%	27.6%	72.5%	70.2%	70.3%	5.7%	1.4%	2.2%
Band 6	15.6%	13.1%	18.5%	75.4%	78.7%	76.5%	8.9%	8.2%	5.0%
Band 7	11.7%	12.7%	14.6%	80.7%	81.3%	78.7%	7.6%	6.0%	6.7%
Band 8A	14.7%	13.0%	14.9%	82.8%	84.0%	85.1%	2.6%	3.1%	0.0%
Band 8B	13.0%	11.4%	12.8%	82.6%	87.1%	85.9%	4.3%	1.4%	1.3%
Band 8C	5.3%	13.2%	7.9%	92.1%	86.8%	92.1%	2.6%	0.0%	0.0%
Band 8D	6.3%	5.0%	0.0%	93.8%	95.0%	100.0%	0.0%	0.0%	0.0%
Band 9	0.0%	0.0%	0.0%	100.0%	87.5%	88.9%	0.0%	12.5%	11.1%
VSM	16.7%	22.2%	28.6%	66.7%	77.8%	57.1%	16.7%	0.0%	14.3%



Clinical Workforce	BME 2023	BME 2024	BME 2025	White 2023	White 2024	White 2025	Unknown 2023	Unknown 2024	Unknown 2025
Band 1	0	0	0	0	0	0	0	0	0
Band 2	2	6	4	24	24	13	1	1	1
Band 3	314	348	381	468	484	452	39	32	25
Band 4	132	120	142	384	370	410	24	17	16
Band 5	226	282	365	410	449	488	67	52	36
Band 6	197	247	335	957	995	1032	117	79	57
Band 7	98	111	142	563	582	649	19	16	20
Band 8A	36	45	57	273	297	312	10	16	18
Band 8B	14	18	19	88	98	110	2	6	4
Band 8C	6	7	10	62	69	74	1	0	0
Band 8D	0	0	2	8	10	11	2	2	2
Band 9	0	0	0	2	2	2	0	0	0
VSM	1	1	0	2	2	2	0	0	0

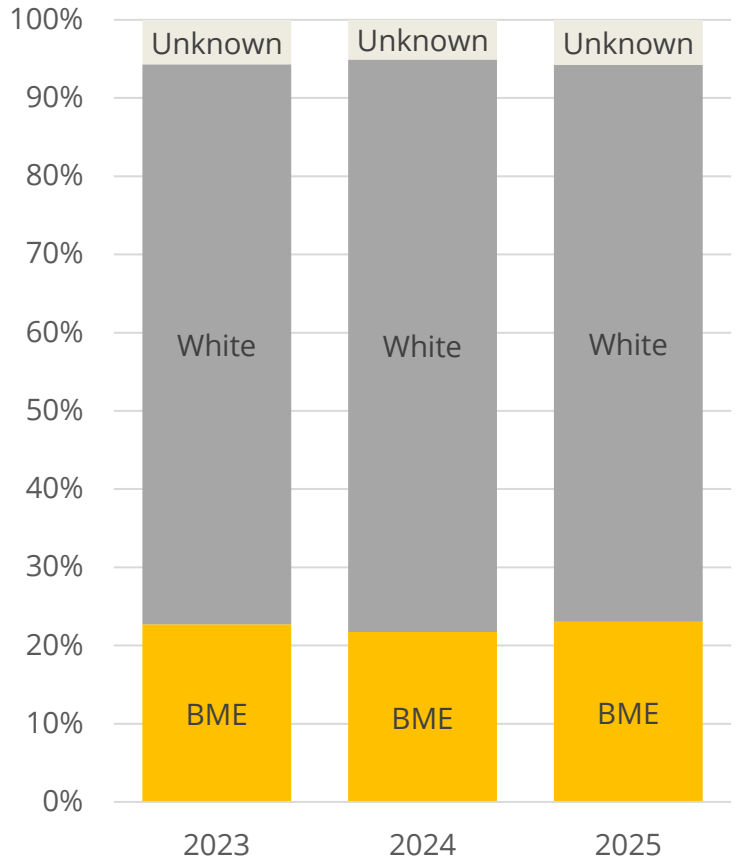


Clinical Workforce	BME 2023	BME 2024	BME 2025	White 2023	White 2024	White 2025	Unknown 2023	Unknown 2024	Unknown 2025
Band 1	-	-	-	-	-	-	-	-	-
Band 2	7.4%	19.4%	22.2%	88.9%	77.4%	72.2%	3.7%	3.2%	5.6%
Band 3	38.2%	40.3%	44.4%	57.0%	56.0%	52.7%	4.8%	3.7%	2.9%
Band 4	24.4%	23.7%	25.0%	71.1%	73.0%	72.2%	4.4%	3.4%	2.8%
Band 5	32.1%	36.0%	41.1%	58.3%	57.3%	54.9%	9.5%	6.6%	4.0%
Band 6	15.5%	18.7%	23.5%	75.3%	75.3%	72.5%	9.2%	6.0%	4.0%
Band 7	14.4%	15.7%	17.5%	82.8%	82.1%	80.0%	2.8%	2.3%	2.5%
Band 8A	11.3%	12.6%	14.7%	85.6%	83.0%	80.6%	3.1%	4.5%	4.7%
Band 8B	13.5%	14.8%	14.3%	84.6%	80.3%	82.7%	1.9%	4.9%	3.0%
Band 8C	8.7%	9.2%	11.9%	89.9%	90.8%	88.1%	1.4%	0.0%	0.0%
Band 8D	0.0%	0.0%	13.3%	80.0%	83.3%	73.3%	20.0%	16.7%	13.3%
Band 9	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
VSM	33.3%	33.3%	0.0%	66.7%	66.7%	100.0%	0.0%	0.0%	0.0%

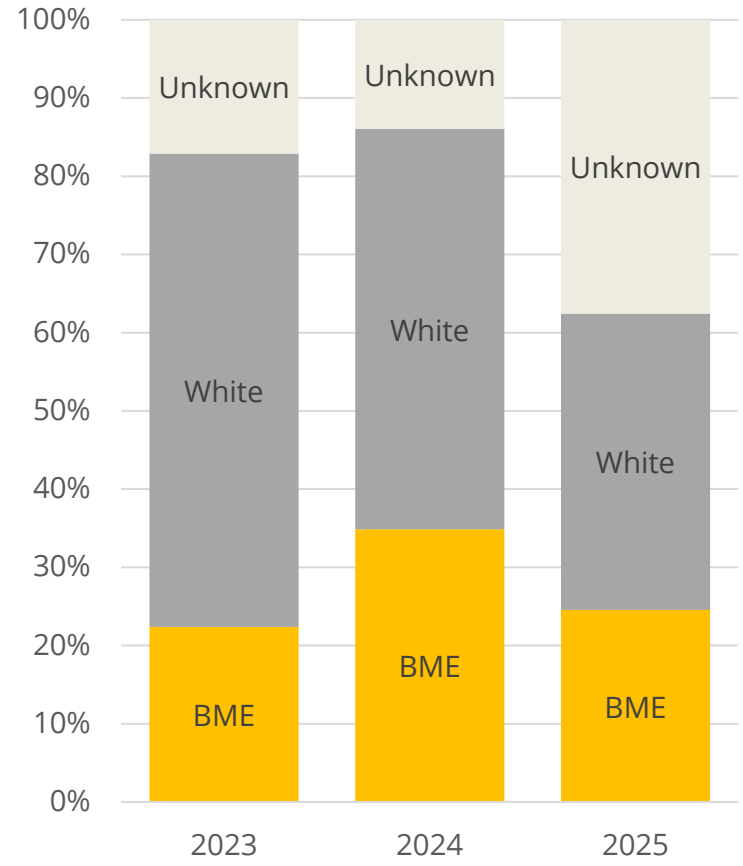


Medics & Other	BME 2023	BME 2024	BME 2025	White 2023	White 2024	White 2025	Unknown 2023	Unknown 2024	Unknown 2025
Consultant	32	30	32	101	101	99	8	7	8
Non-consultant	17	30	66	46	44	102	13	12	101
Trainee	21	24	3	34	41	6	11	47	3
Other	2	0	2	5	0	0	4	0	2

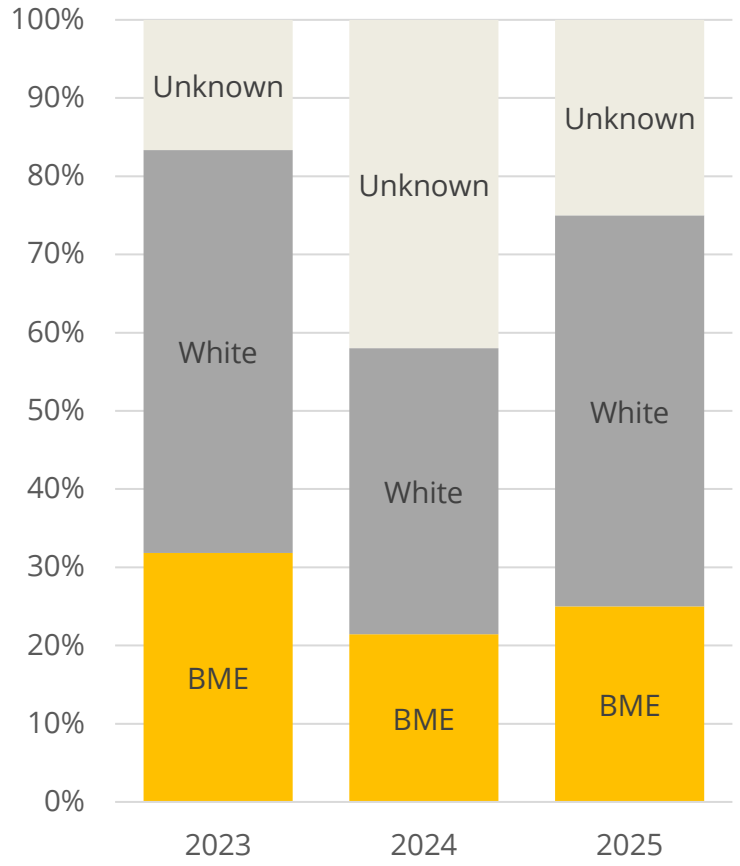
Consultants



Non-Consultants

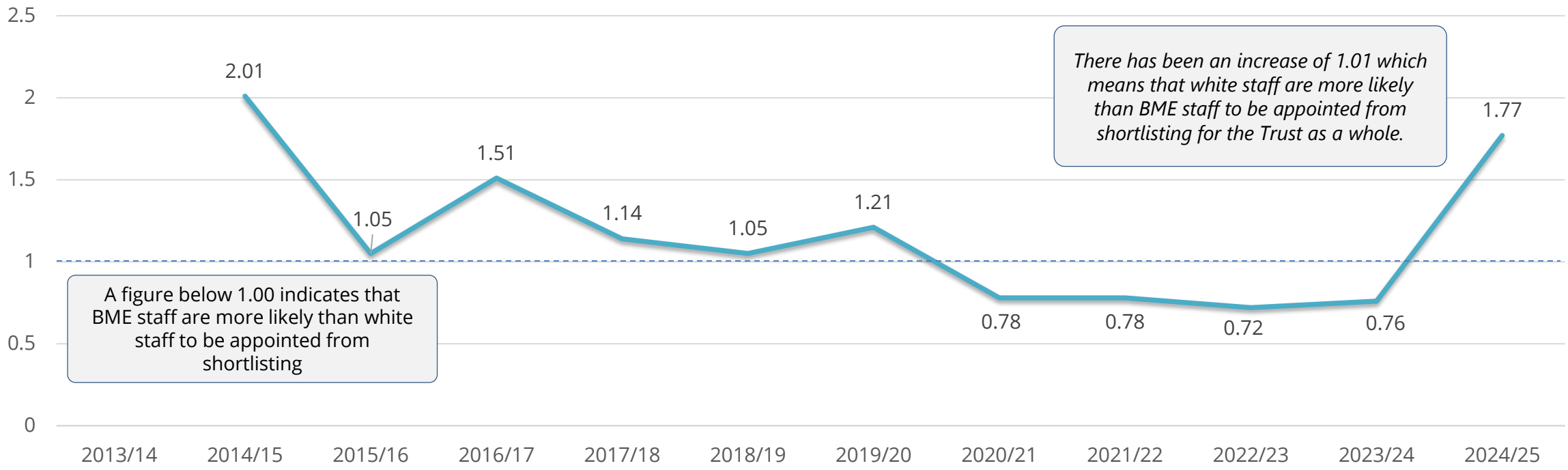


Trainee



Relative likelihood of white staff being **appointed from shortlisting** compared to BME staff

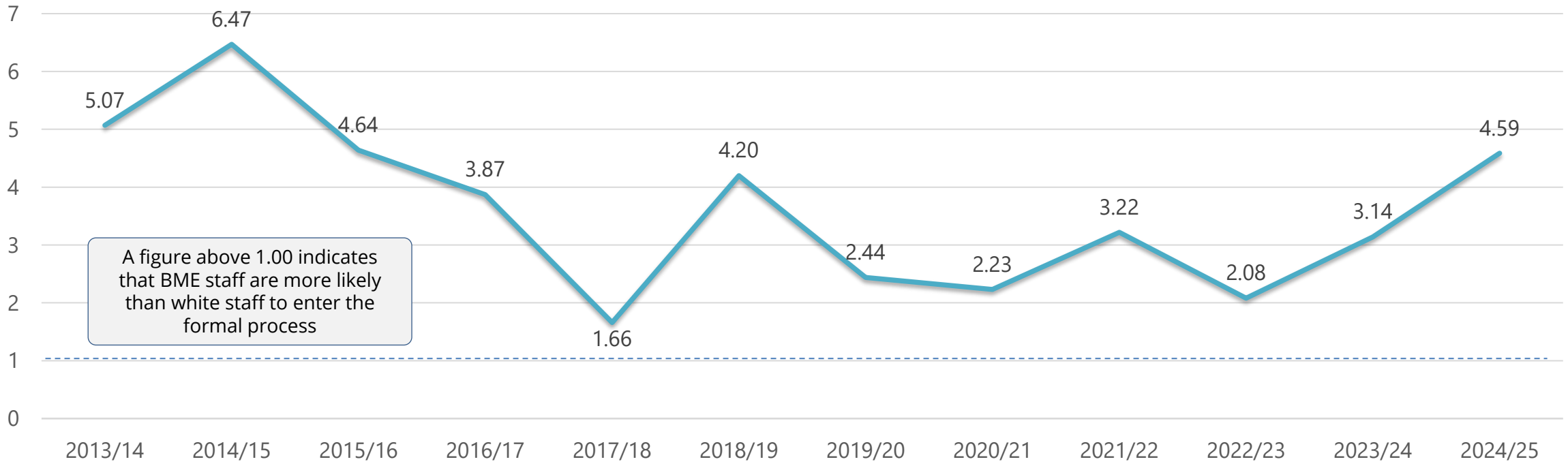
2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
No data	**2.01** times more likely	**1.05** times more likely	**1.51** times more likely	**1.14** times more likely	**1.05** times more likely	**1.21** times more likely	**0.78** times more likely	**0.78** times more likely	**0.72** times more likely	**0.76** times more likely	**1.77** times more likely
-	-	-0.96	+0.46	-0.37	-0.09	+0.16	-0.43	0.00	-0.06	+0.04	+1.01



1 2 3 4 5 6 7 8 9

Relative likelihood of BME staff entering into **formal disciplinary process** compared to white staff

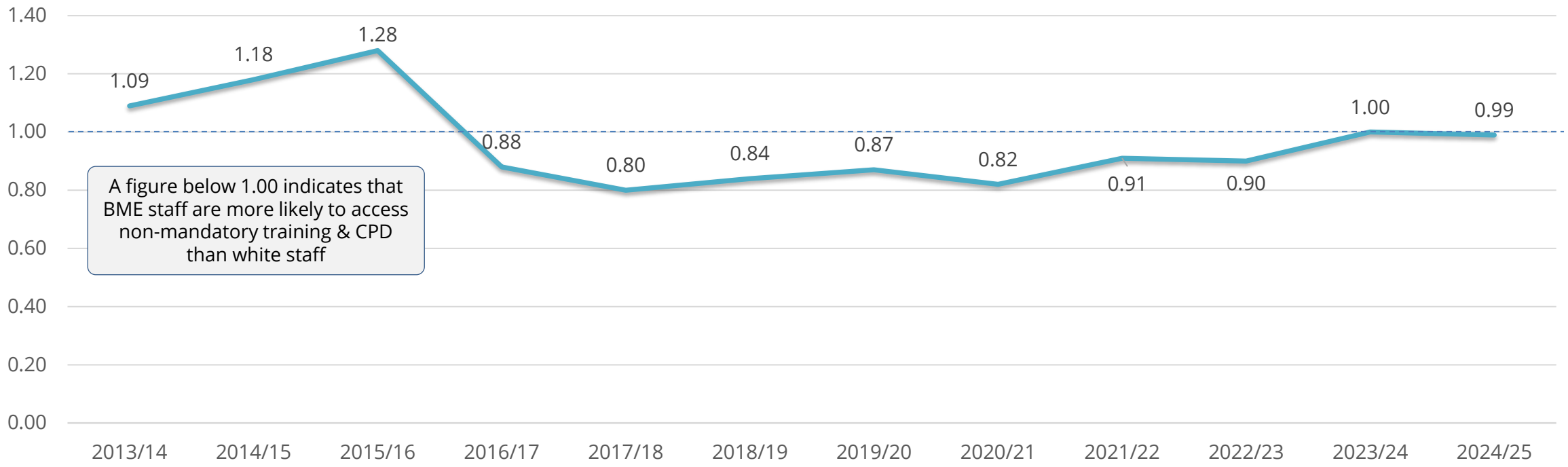
2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
5.07 times more likely	**6.47** times more likely	**4.64** times more likely	**3.87** times more likely	**1.66** times more likely	**4.20** times more likely	**2.44** times more likely	**2.23** times more likely	**3.22** times more likely	**2.08** times more likely	**3.14** times more likely	**4.59** times more likely
-	+1.4	-1.83	-0.77	-2.21	+2.54	-1.76	-0.21	+0.99	-1.14	+1.06	+1.45



1 2 3 4 5 6 7 8 9

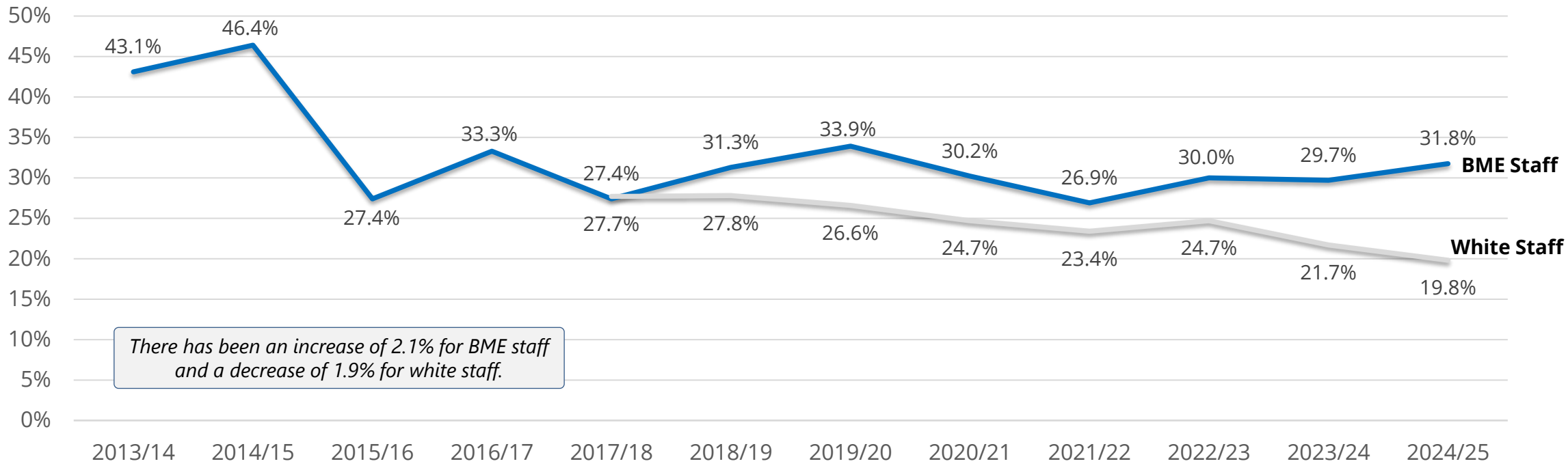
Relative likelihood of white staff accessing **non-mandatory training & CPD** compared to BME staff

2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
1.09 times more likely	**1.18** times more likely	**1.28** times more likely	**0.88** times more likely	**0.80** times more likely	**0.84** times more likely	**0.87** times more likely	**0.82** times more likely	**0.91** times more likely	**0.90** times more likely	**1.00** times more likely	**0.99** times more likely
-	+0.09	+0.10	-0.40	-0.08	+0.04	+0.03	-0.05	+0.09	-0.01	+0.10	-0.01



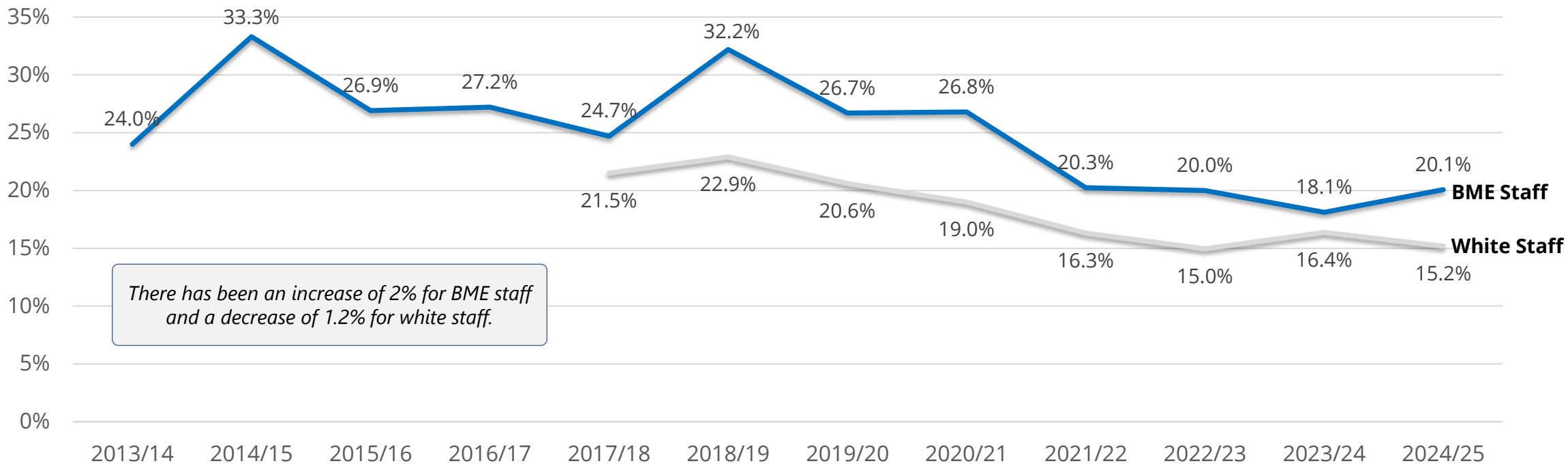
Percentage of staff experiencing harassment, bullying or abuse **from patients, relatives or the public** in last 12 months

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
BME Staff	**43.1%** -	**46.4%** +3.3%	**27.4%** -19.0%	**33.3%** +5.9%	**27.4%** -5.9%	**31.3%** +3.9	**33.9%** +2.6%	**30.2%** -3.7%	**26.9%** -3.3%	**30.0%** +3.1%	**29.7%** -0.3%	**31.8%** +2.1%
White Staff					**27.7%** -	**27.8%** +0.1%	**26.6%** -1.2%	**24.7%** -1.9%	**23.4%** -1.3%	**24.7%** +1.3%	**21.7%** -3.0%	**19.8%** -1.9%



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

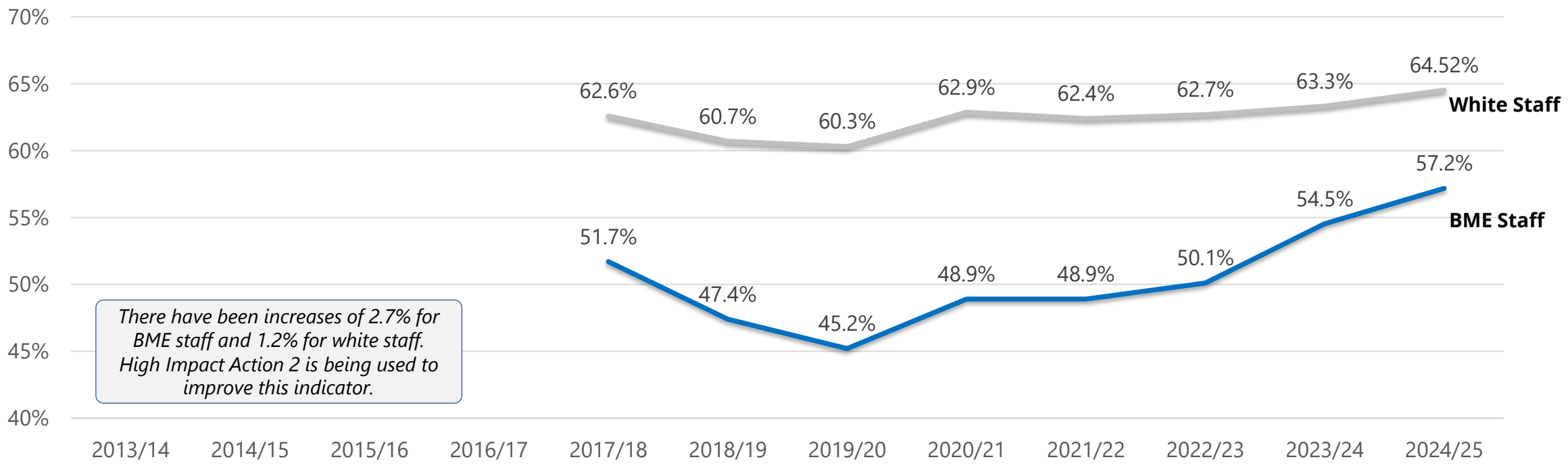
	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
BME Staff	**24.0%**	**33.3%** +9.3%	**26.9%** -6.4%	**27.2%** +0.3%	**24.7%** -2.5%	**32.2%** +7.5%	**26.7%** -5.5%	**26.8%** +0.1%	**20.3%** -6.5%	**20.0%** -0.3%	**18.1%** -1.9%	**20.1%** +2.0%
White Staff	-	-	-	-	**21.5%** -	**22.9%** +1.4%	**20.6%** -2.3%	**19.0%** -1.6%	**16.3%** -2.7%	**15.0%** -1.3%	**16.4%** +1.4%	**15.2%** -1.2%



Percentage of staff believing the organisation provides **equal opportunities** for career progression or promotion

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
BME Staff					**51.7%** -	**47.4%** -4.3%	**45.2%** -2.2%	**48.9%** +3.7%	**48.9%** +0%	**50.1%** +1.2%	**54.5%** +4.4%	**57.2%** +2.7%
White Staff					**62.6%** -	**60.7%** -1.9%	**60.3%** -0.4%	**62.9%** +2.6%	**62.4%** -0.5%	**62.7%** +0.3%	**63.3%** +0.6%	**64.5%** +1.2%

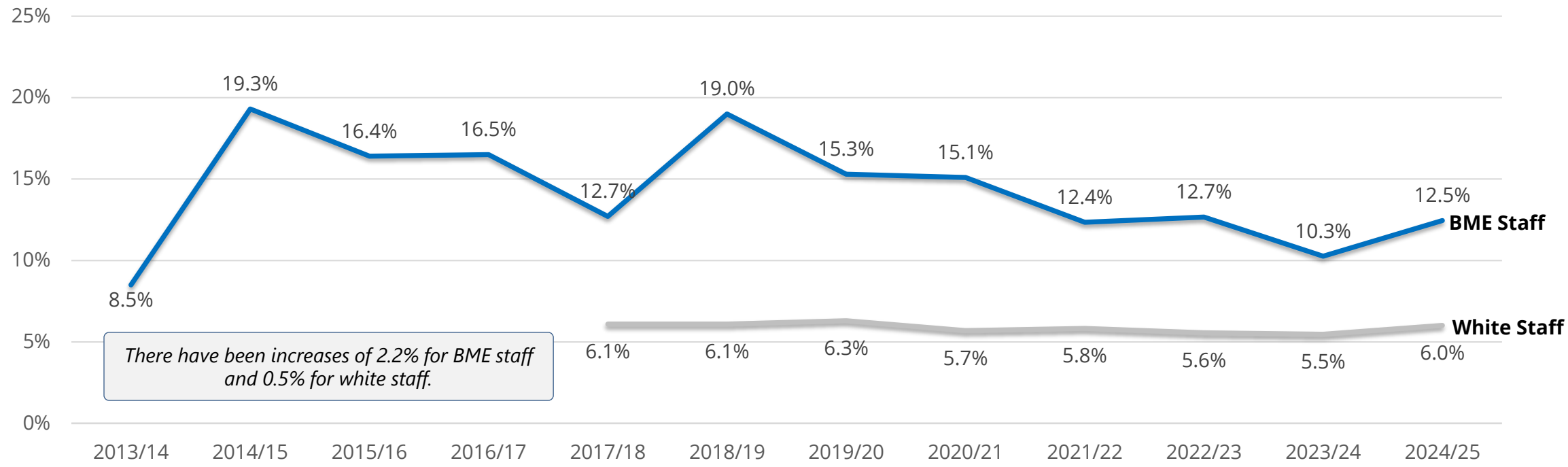
The calculation for this indicator has been changed, and the data prior to the change in 2017 is unavailable.



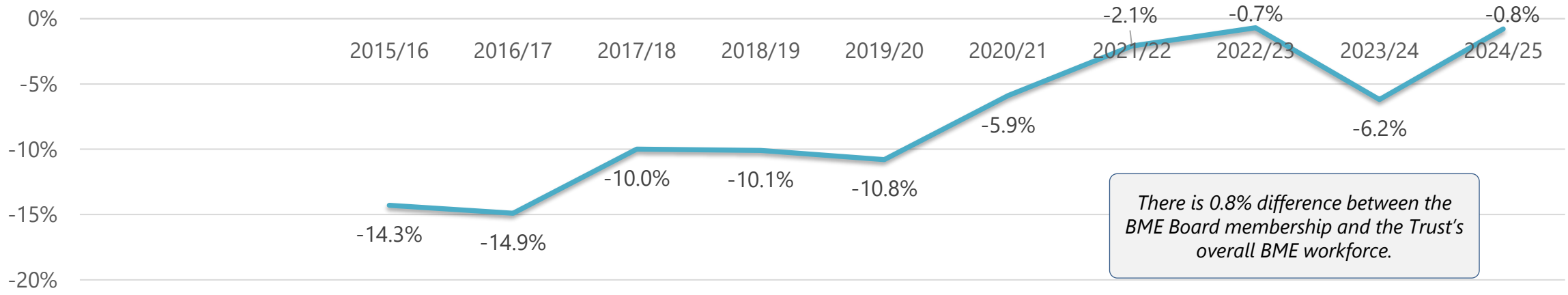
There have been increases of 2.7% for BME staff and 1.2% for white staff. High Impact Action 2 is being used to improve this indicator.

Percentage of staff experiencing discrimination
at work from **manager/team leader** or **other colleagues** in last 12 months

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
BME Staff	**8.5%** -	**19.3%** +10.8%	**16.4%** -2.9%	**16.5%** +0.1%	**12.7%** -3.8%	**19.0%** +6.3%	**15.3%** -3.7%	**15.1%** -0.2%	**12.4%** -2.7%	**12.7%** +0.3%	**10.3%** -2.4%	**12.5%** +2.2%
White Staff					**6.1%** -	**6.1%** 0%	**6.3%** +0.2%	**5.7%** -0.6%	**5.8%** +0.1%	**5.6%** -0.2%	**5.5%** -0.1%	**6.0%** +0.5%



There have been increases of 2.2% for BME staff and 0.5% for white staff.

Percentage difference between the organisations' Board membership and its overall workforce disaggregated by voting membership of the Board & by executive membership of the Board

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage of **BME** members on the Board	**0%**	**0%**	**5.9%**	**6.3%**	**6.3%**	**12.5%**	**17.6%**	**20.0%**	**16.7%**	**25.0%**
Percentage of **BME** Staff in Overall Workforce	**14.3%**	**14.9%**	**15.9%**	**16.4%**	**17.1%**	**18.4%**	**19.7%**	**20.7%**	**22.9%**	**25.8%**
Percentage difference between the organisations' Board membership and its overall workforce (BME representation)	**-14.3%**	**-14.9%**	**-10.0%**	**-10.1%**	**-10.8%**	**-5.9%**	**-2.1%**	**-0.7%**	**-6.2%**	**-0.8%**