

Race at RWT

Black History Month

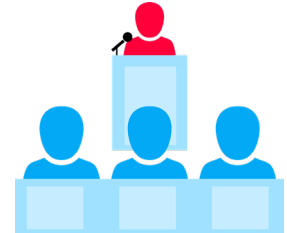
2021



The Black and Minority Ethnic (BAME) Employee Voice Group has 105 members



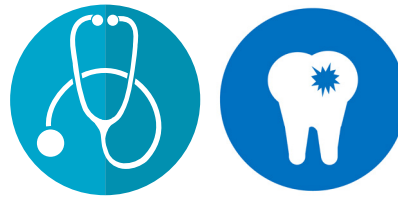
28 Cultural Ambassadors support fairness and equity in disciplinary and recruitment processes



17 per cent of the Trust Board are from a BAME background



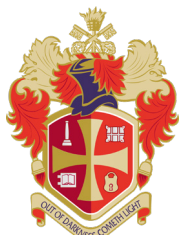
8 per cent of our workforce is Black and 18 per cent is Asian, in-line with the local population



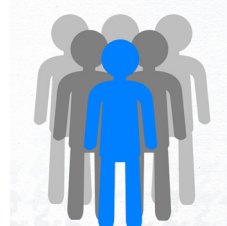
62 per cent of Trust medical and dental staff are from a BAME background



16 per cent of the population of Wolverhampton were born overseas



The Trusts overall BAME profile has increased by 5 per cent since 2017 and sits at 31 per cent in line with the city's BAME profile of 32 per cent



The Trust has **fewer BAME staff in senior leadership roles** with 22 per cent of BAME staff at Band 6 and above. The Trust is working to attract and develop more BAME staff into senior roles



The likelihood rate of **BAME staff entering a disciplinary** has fallen from 1.9 in 2018 to 1.0 in 2021 – **making it equal to white staff**

White staff are 1.44 times more likely to be appointed from shortlisting compared to BAME staff. The Trust is introducing positive action measures to promote inclusion in recruitment and selection.