TheMKWay
CARE. COMMUNICATE.
COLLABORATE. CONTRIBUTE.

NHS
Milton Keynes
University Hospital
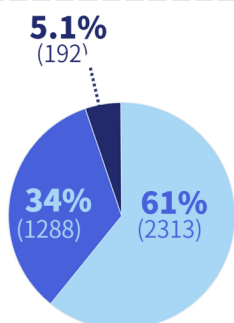NHS Foundation Trust

Workforce Race Equality Standard (WRES) 2020/21

Metric 1
% of BAME employees
(3798 total staff)

- White employees
- BAME employees
- Not stated

5.1% (192)
34% (1288)
61% (2313)

61% of the Trust's employees identify as white and 34% identify as BAME.

This is in line with the local population, where 74% of people identify as white and 26% identify as BAME.

Metric 2
Likelihood of BAME Candidates Being Shortlisted

1.29

BAME candidates applying for a job at the Trust are less likely to be shortlisted than white candidates.

Metric 3
Disciplinary Process

0.41

BAME employees are less likely to enter a formal disciplinary process than white employees.
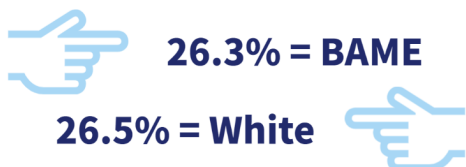
Metric 4
Training and Development

0.9

BAME employees are more likely to access non mandatory training and professional development opportunities than white employees.

Metric 5
% of employees facing harassment, bullying or abuse from patients, relatives or the public in the last 12 months

26.3% = BAME

26.5% = White

BAME employees and white employees are equally as likely to experience bullying harassment or abuse.

Metric 6
% of employees facing harassment, bullying or abuse from colleagues in the last 12 months
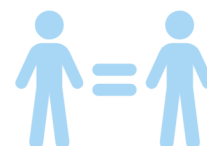
25.1% BAME
21.3% White

BAME employees experienced more harassment, bullying and abuse from colleagues in the last 12 months than white employees

Metric 7
Equal Opportunities

69.2% BAME
90.3% White

BAME employees are less likely to believe that the Trust offers them equal opportunity for career progression or promotion than white employees.
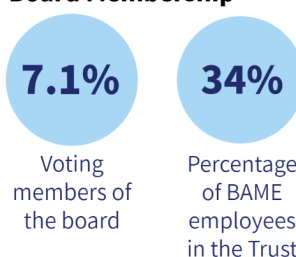
Metric 8
Discrimination at Work

12.8% BAME
6.4% White

In the last 12 months, almost double the amount of BAME employees faced discrimination from a manager, team leader or colleague than white employees.

Metric 9
Board Membership

7.1%
Voting members of the board

34%
Percentage of BAME employees in the Trust

7.1% of voting members on the Trust board identify as BAME (1 out of 14). This means that the Trust's board has a significantly lower level of representation of BAME employees than the Trust overall (34%).