Berkshire Healthcare
NHS Foundation Trust

Workforce Race Equality Standard (WRES) 2025/2026

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Berkshire Healthcare
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Executive Summary

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The Workforce Race Equality Standard (WRES) provides a national framework for assessing racial inequalities within NHS organisations. Whilst the indicators highlight differences in representation, experience and outcomes between Ethnically Diverse and White staff, they do not account for factors such as workforce age profile, labour market demographics, profession mix, workforce composition or career pathway dynamics. These factors are therefore considered throughout this analysis when interpreting the findings.

To support interpretation, Berkshire Connected Care data was used to model expected ethnically diverse representation based on the demographic profile of Berkshire residents. Connected Care combines GP registration data across Berkshire and provides a local population benchmark against which workforce representation can be assessed.

To ensure consistency with NHS WRES reporting, detailed ethnicity categories within the Connected Care dataset were mapped to the NHS ethnic group classifications used throughout this report. A breakdown of the Berkshire population ethnicity profile, together with the mapping methodology used to derive the ethnically diverse benchmark, is available.

The analysis demonstrates that Berkshire's younger population is substantially more ethnically diverse than its older population. As organisational seniority is strongly associated with age, lower representation at senior levels would be expected when compared with the workforce overall. This highlights the importance of using age-adjusted benchmarks when assessing representation.

When compared with the Berkshire demographic model, all workforce groups demonstrate lower ethnically diverse representation than would be expected within the local population. This finding indicates that any under-representation observed is not unique to senior grades and exists across the workforce more broadly.

Further analysis considered the composition of the Trust's senior workforce. Standard WRES analysis focuses on Agenda for Change Bands 8a-9. However, a significant proportion of senior leadership, clinical leadership and professional leadership roles are held by staff in non-Agenda for Change roles. When equivalent non-Agenda for Change senior roles are incorporated, ethnically diverse representation increases from 22.0% to 29.5%.

Whilst this remains below the Berkshire demographic model, the variance reduces substantially. Senior representation then demonstrates the smallest gap against its modelled benchmark when compared with other workforce groupings. This suggests that senior representation is more aligned with local demographic expectations than is apparent from Agenda for Change analysis alone.

Board voting membership was also examined using age-adjusted demographic benchmarking. Whilst Board representation remains lower than overall workforce representation, the average age of Board voting members is 56.4 years. At this age, Berkshire's population is 21.09% ethnically diverse, compared with Board representation of 23.1%. Board voting membership therefore exceeds the age-adjusted Berkshire benchmark by 2.01 percentage points.

Overall, the findings indicate that workforce age profile, profession mix, workforce structure and career pipeline factors explain a substantial proportion of the observed differences in senior representation. Whilst continued monitoring remains important, the evidence suggests that representation challenges are not confined to senior grades and that age-adjusted demographic context is essential when interpreting the WRES indicators.

Workforce differences are often structural, and in many areas are explained by workforce composition and other contextual factors.

Approach to Interpretation

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Differences in outcomes do not automatically indicate inequity and must be ed in context.

Structural explanations should not be interpreted as race-neutral phenomena. Workforce structures themselves may have developed through historical, social, educational and organisational factors, some of which may also be associated with inequity.

This analysis is based on the principle that observed differences may arise from a range of factors, including workforce structure, labour market dynamics, career pathways, and wider population trends.

To support clear interpretation, differences are described using three categories:

- Where differences can be explained → **Structural disparities**
- Where differences remain → **Unexplained differences**
- Where patterns persist within comparable groups → **Consistent with inequity**

Limitations

This analysis seeks to explain observed differences using available workforce, recruitment and staff survey data. Not all potentially relevant factors are measurable within these datasets. Findings should therefore be interpreted as evidence of contribution rather than definitive proof of causation unless explicitly stated.

The purpose of this approach is not to assume inequity, nor to dismiss it, but to ensure interpretation is grounded in evidence and context.

WRES Indicator Overview (2025/2026)

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Overall results show mixed progress, with improvements in some areas and widening gaps in

Overall results show mixed progress, with improvements in some areas and widening gaps in others.

Likelihood ratios are used where appropriate to support comparison. A value of **1.00 represents parity** between groups. Values above 1.00 indicate a higher likelihood, and values below 1.00 indicate a lower likelihood relative to the comparator group.

The table below summarises all WRES indicators, including current position, change from last year, and direction of the gap. The remainder of this paper provides detailed analysis to explain the drivers behind these results.

Indicator	Metric	Ethnically Diverse (ED) (25/26)	White (25/26)	Gap (difference between groups, 25/26)	Change in gap vs 24/25	Direction (difference between groups)
1	Workforce representation across AfC Bands 1–9 and VSM	See Appendix A	See Appendix A	Varies by band	–	See Appendix A
2	Likelihood of being appointed from shortlisting	0.67	1.50	ED candidates 33% less likely than White candidates	↑ 0.07	Gap widened
3	Likelihood of entering the formal disciplinary process	1.47	0.68	ED staff 47% more likely than White staff	↓ 0.51	Gap narrowed
4	Likelihood of accessing non-mandatory training (CPD)	0.95	1.05	ED staff 5% less likely than White staff	↓ 0.24	Gap narrowed
5	Staff experiencing harassment, bullying or abuse from patients, relatives or the public	30.2%	16.5%	13.7pp gap	↑ 3.1pp	Gap widened
6	Staff experiencing harassment, bullying or abuse from staff	19.0%	14.4%	4.6pp gap	↓ 1.6pp	Gap narrowed
7	Staff believing organisation provides equal opportunities for career progression	59.8%	65.2%	5.4pp gap	↓ 6.8pp	Gap narrowed
8	Staff experiencing discrimination from	10.7%	4.8%	5.9pp gap	↑ 0.3pp	Gap widened

	manager / team leader or colleagues					
9	**Board voting membership vs overall workforce**	**-11pp**	**+14pp**	**25pp gap**	**↑ 21pp**	**Gap widened**

Introduction

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The WRES provides a national framework for assessing racial inequalities within NHS workforces. However, the indicators do not adjust for:

- Age
- Gender
- Professional distribution
- Labour market factors
- International recruitment and workforce composition factors
- **Long-term occupational and career choices across population groups**

These structural elements may reflect broader societal and historical patterns and, in some circumstances, contribute to the persistence of unequal outcomes including patterns of access, opportunity and representation. However, within this paper they are primarily considered as measurable explanatory factors unless evidence suggests otherwise.

This paper therefore starts from a central question:

To what extent are observed differences in senior representation explained by workforce composition, demographic patterns and progression dynamics, and where do unexplained differences remain?

Senior Representation: A Data-Led Explanation

Indicator 1 Data

Berkshire Connected Care modelling demonstrates that ethnically diverse representation falls below the Berkshire demographic benchmark across all workforce groups. Whilst representation within Agenda for Change Bands 8a-9 is lower than expected, the inclusion of equivalent non-Agenda for Change senior roles increases representation from 22.0% to 29.5% and reduces the variance to the smallest observed across the workforce.

The analysis below explores the workforce, demographic and career pipeline factors

1. Headline Position

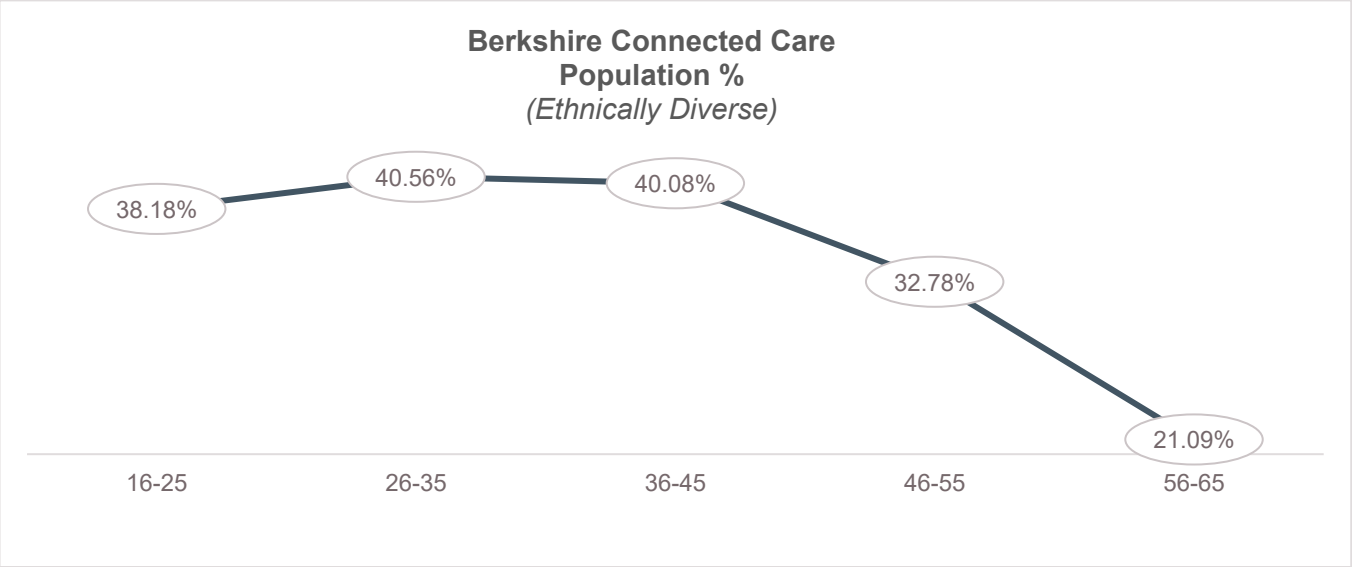
Ethnically diverse staff represent 33.9% of the Trust workforce compared with 22.0% of staff within Agenda for Change Bands 8a-9. On the surface, this suggests lower representation within senior roles than within the workforce overall.

The purpose of this analysis is to understand the extent to which this difference may be explained by workforce demographics, profession mix, workforce structure and career pipeline factors, and to identify where unexplained differences remain.

2. Age Profile and Expected Representation

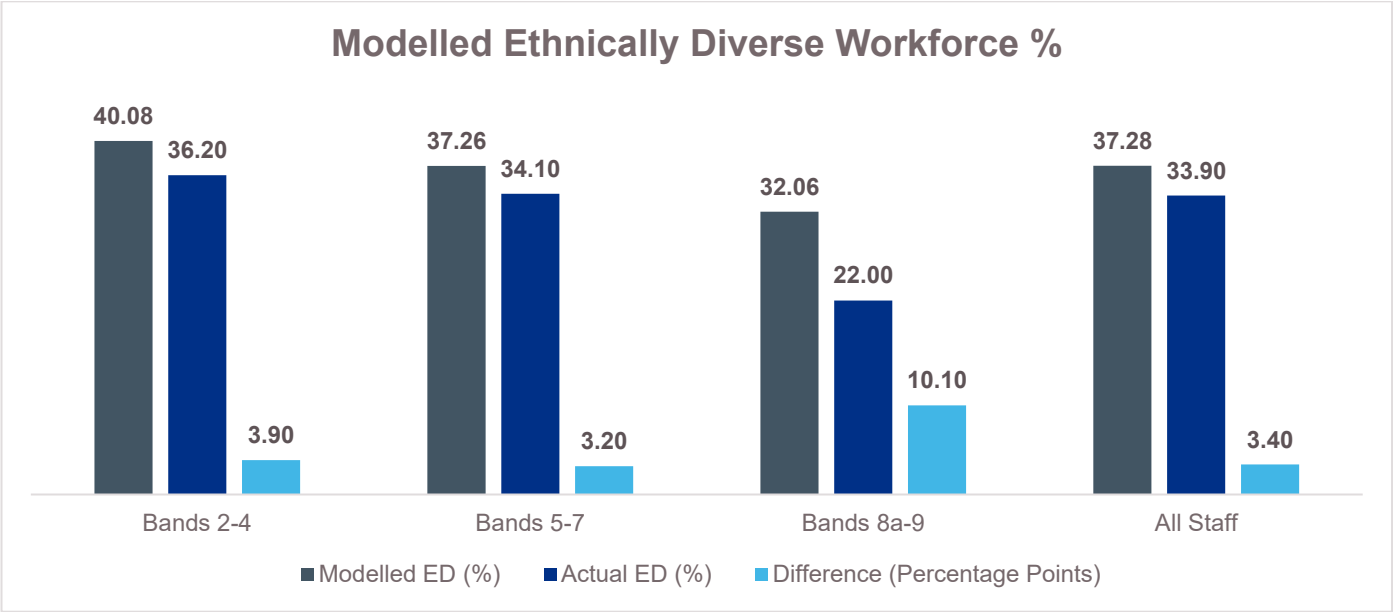
To better understand expected levels of representation, Berkshire Connected Care data was used to model ethnically diverse representation based upon the age profile of Berkshire residents.

The analysis demonstrates that Berkshire's younger population is substantially more ethnically diverse than its older population.



This is important because organisational seniority is strongly associated with age. Senior positions are more commonly occupied by older workforce cohorts, whilst newer entrants to the workforce are more likely to sit within younger cohorts.

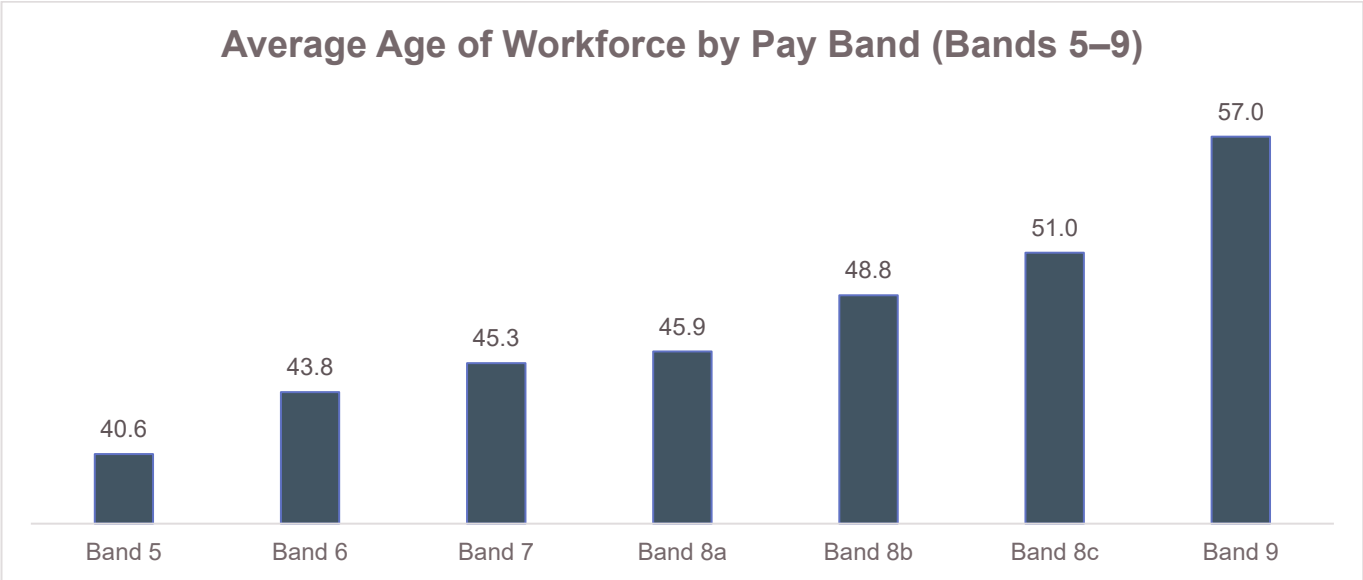
Using the average age profile of each pay band group, a modelled level of expected representation was calculated.



The modelling confirms that representation is lower than the Berkshire demographic benchmark across all workforce groupings.

This is a significant finding because it demonstrates that any under-representation identified is not unique to senior grades. Representation falls below the modelled Berkshire benchmark throughout the workforce. When Agenda for Change bands alone are considered, Bands 8a-9 show the largest gap against the age-adjusted benchmark. However, this position changes materially when equivalent non-Agenda for Change senior roles are incorporated which will be addressed later within this paper.

The analysis also confirms that lower representation within senior grades would be expected to some extent due to the relationship between age and organisational seniority.



3. Role and Profession Composition



Workforce composition analysis demonstrates that professions are not evenly distributed across pay bands.

Professional distribution shows:

Clinical Psychologists

- Represent approximately 0.7% of the Bands 2-7 workforce.
- Represent approximately 19.5% of the Bands 8a-9 workforce.
- 18.4% of the Trust's Qualified Clinical Psychologist workforce are ethnically diverse.
- Nationally, approximately 12.1% of registered Clinical Psychologists are ethnically diverse.

Additional Clinical Services

- Represent approximately 27.1% of Bands 2-7.
- Represent approximately 0.6% of Bands 8a+.
- 39.0% of the Trust's Additional Clinical Services workforce are ethnically diverse.

This demonstrates that workforce groups with higher ethnically diverse representation are often concentrated within occupations with relatively limited direct progression routes into senior grades.

For example, Additional Clinical Services is primarily comprised of support and associate-level occupations such as Healthcare Assistants, Assistant Practitioners and Assistant Psychologists. These roles are an important part of the workforce and can provide progression routes into registered professional, specialist and leadership careers. However, progression often requires staff to undertake additional professional qualifications or training before accessing those pathways. As a result, progression may take longer or involve additional barriers compared with professions where staff enter the workforce through a registered professional route from the outset. Given that Additional Clinical Services roles represent approximately 27.1% of the Bands 2-7 workforce but only 0.6% of the Bands 8a-9 workforce, the demographic profile of this staff group may have an indirect influence on the ethnic composition of senior grades.

In contrast, certain professional groups account for a substantial proportion of the Trust's senior workforce despite demonstrating lower levels of ethnically diverse representation nationally.

This analysis does not explain why staff are distributed across professions. Wider educational, labour market, professional and societal factors may all contribute. However, it demonstrates that profession mix is likely to influence the demographic profile of senior grades and should therefore be considered when interpreting representation data.

➡ **Key implication:** The demographic profile of senior grades is influenced not only by progression processes but also by the professional groups from which senior positions are predominantly drawn.



4. Workforce Growth, International Recruitment and Career Pipeline Effects

Workforce demographics have also been influenced by significant changes in NHS recruitment patterns over recent years.

Appendix analysis demonstrates that the proportion of NHS staff who are non-British nationals increased substantially between 2016 and 2022, largely driven by national international recruitment programmes.

Within Berkshire Healthcare:

-
- Higher ethnically diverse representation is concentrated within Bands 2-7.
- Visa holders are disproportionately represented within lower and middle pay bands.
- Approximately 3.2% of staff within Bands 8a-9 currently hold visas.

Nationality is not being used as a proxy for ethnicity. Rather, it is considered to understand the impact of international recruitment on workforce composition and career pipeline dynamics.

These findings suggest that recent international recruitment activity has increased diversity within lower and middle pay bands more rapidly than within senior grades.

Given the relatively small proportion of visa holders currently occupying senior positions, and the time typically required to gain experience and progress through organisational hierarchies, these changes are unlikely to be fully reflected within the senior workforce at present.

This is particularly relevant when considered alongside the Connected Care age profile, which shows that younger Berkshire residents are significantly more diverse than older age groups. The Trust workforce reflects a similar pattern, with newer workforce cohorts generally displaying greater levels of diversity than workforce cohorts currently occupying many senior roles.

➡ **Key implication:** Recent workforce growth and international recruitment activity are likely to have increased diversity within emerging workforce cohorts, but the full impact of these changes may not yet be visible within senior grades due to normal career progression timescales.

5. Looking Beyond Agenda for Change Bands 8a-9

The standard WRES approach uses Agenda for Change Bands 8a-9 as a proxy measure for senior representation.

However, a significant proportion of senior leadership, clinical leadership and professional leadership roles sit outside Agenda for Change pay structures, particularly within medical and other professional staff groups.

To better understand representation across the wider senior workforce, non-Agenda for Change roles were mapped to equivalent levels of organisational seniority.

When equivalent non-Agenda for Change senior roles are incorporated into the analysis, ethnically diverse representation within the senior workforce increases from 22.0% to 29.5%.

These roles include senior medical consultants, non-consultant career grade doctors, executive directors and other senior positions operating outside Agenda for Change pay structures but broadly equivalent in organisational seniority to Bands 8a-9.

Using the same Berkshire demographic benchmark, the comparison becomes:

Workforce Group	**Modelled Ethnically Diverse (%)**	**Actual Ethnically Diverse (%)**	**Difference**
Bands 2-4	**40.08%**	**36.20%**	**-3.9pp**
Bands 5-7	**37.26%**	**34.10%**	**-3.2pp**
Senior Workforce (AfC and Equivalent Non-AfC)	**32.06%**	**29.50%**	**-2.6pp**

This materially changes the interpretation of senior representation.

Whilst representation remains below the Berkshire demographic benchmark, the difference reduces substantially when the full workforce is considered.

Importantly, after incorporating equivalent non-Agenda for Change roles, the senior workforce demonstrates the smallest variance from its expected demographic benchmark of any workforce grouping examined.

An important consideration is that the observed representation pattern is not mirrored by senior appointment outcomes. Analysis elsewhere within this paper demonstrates that ethnically diverse candidates are more likely than White candidates to be appointed following interview for Bands 8a-9 roles and that ethnically diverse staff are more likely to receive promotion at Band 8a and above. Whilst representation remains below the Berkshire benchmark, these findings do not provide evidence that current senior recruitment or promotion processes are disadvantaging ethnically diverse staff.

6. Interpretation

Taken together, the evidence suggests that several structural factors contribute to observed representation patterns:

- Berkshire's age profile.
- The relationship between age and organisational seniority.
- Professional composition within senior grades.
- The concentration of highly diverse workforce groups within occupations that have fewer direct routes into senior grades.
- The impact of recent international recruitment on emerging workforce cohorts.
- The concentration of a proportion of senior roles outside Agenda for Change pay structures.

The analysis demonstrates that representation is below the Berkshire demographic benchmark across all workforce groups rather than being unique to senior grades.

Furthermore, once the full senior workforce is considered, senior representation is substantially closer to its expected benchmark than is apparent when examining Agenda for Change Bands 8a-9 alone.

7. Key Conclusion

The Berkshire Connected Care analysis demonstrates that ethnically diverse representation is lower than the Berkshire demographic benchmark across all workforce groups.

Whilst senior representation remains below the level modelled for the local population, this pattern is not unique to senior grades.

Age profile, profession mix, international recruitment, workforce structure and career pipeline dynamics all appear to contribute to the observed differences. When equivalent non-Agenda for Change senior roles are incorporated, ethnically diverse representation increases from 22.0% to 29.5%, reducing the variance from the Berkshire benchmark to approximately 2.6 percentage points.

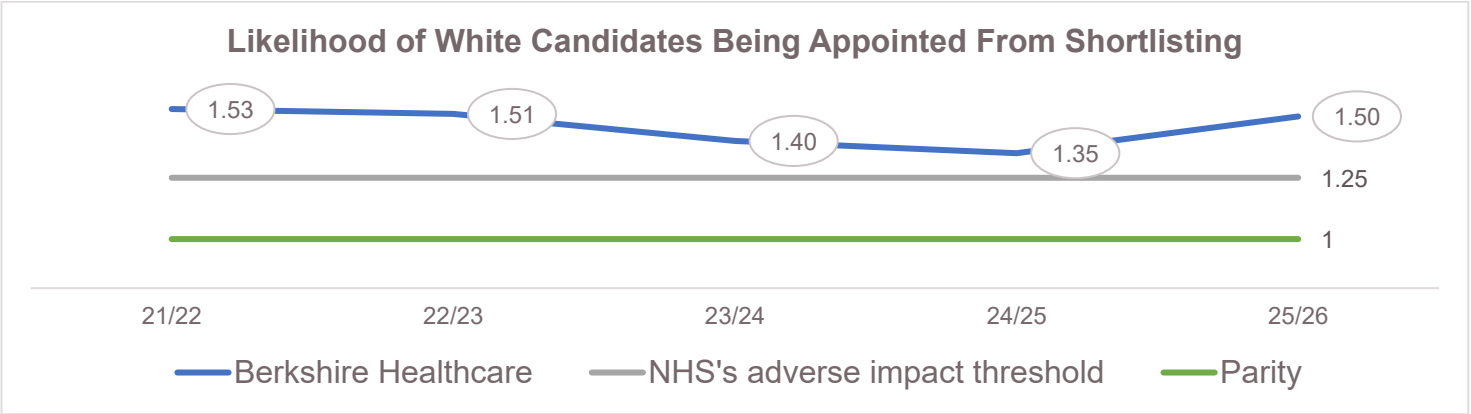
Indeed, after adjustment for non-Agenda for Change roles, the senior workforce demonstrates the smallest variance from its expected demographic benchmark of any workforce grouping examined.

The findings therefore suggest that the observed differences in senior representation are heavily influenced by workforce demographics and workforce composition. Whilst continued monitoring remains appropriate, the evidence challenges the interpretation that senior representation should be viewed in isolation as the Trust's primary representation concern.

Indicator-Level Insights: **Indicator 2 Data**

There is no evidence uncovered of disadvantage in senior appointments.

Indicator 2: Recruitment - Five-Year Trend



The chart above shows that the relative likelihood of White candidates being appointed has increased slightly in the most recent year, following two consecutive years of improvement. A score of 1.50 means that White candidates were 1.5 times more likely than ethnically diverse candidates to be appointed following shortlisting during 2025/26.

Headline:

- White candidates 1.50x more likely to be appointed

Structural Drivers

1. Applicant Pool

- 77% of applications from Ethnically diverse candidates
- 21% from White candidates

**Previous analysis (2024/25) also showed substantially higher application rates among ethnically diverse staff, reinforcing the role of applicant pool composition as a key driver.*

Extremely different applicant pools

2. Repeat Applications (applications from candidates who have applied two or more times)

- ED repeat applications: **40%**
- White: **30%**

**This finding is presented as evidence of a behavioural difference within applicant pools rather than evidence of either advantage or disadvantage. The underlying reasons may vary and require separate analysis.*

3. Competition Levels

- ED candidates more likely to interview for roles with **5 or more candidates interviewing**
- White candidates more likely to:
  - Be sole applicant interviewing(**15% vs 11%**)

➡ Increased applicants interviewing increases rejection rates, whilst fewer applicants interviewing increases success likelihood.

4. Right-to-Work Impact

- White candidates are 1.50 times as likely to be appointed
- White candidates with the visa status “British citizen with right to work in the UK” are **1.15** times as likely to be appointed

➡ When comparing British citizens with right to work only, the **disparity reduces by ~70%**, suggesting that differences in candidate profiles and right-to-work status account for a substantial proportion of the observed variation. The underlying reasons for these differences require further exploration and may include a range of labour market, recruitment process and workforce factors.

Likelihood to be appointed after interview attendance by band cluster (British Citizen with RTW in the UK Only)

**Analysis in this section relates specifically to candidates recorded within TRAC as "British Citizen with Right to Work".*

Band Group	Relative Likelihood of White candidate being appointed after attending an interview	Favours
Bands 2–4	**1.59 times as likely**	**White Candidates**
Bands 5–7	**1.15 times as likely**	**White Candidates**
Bands 8a–9	**0.96 times as likely**	**Ethnically Diverse Candidates**

➡ **Ethnically Diverse** staff are more likely to be appointed after attending interview for senior positions (**bands 8a – 9**)

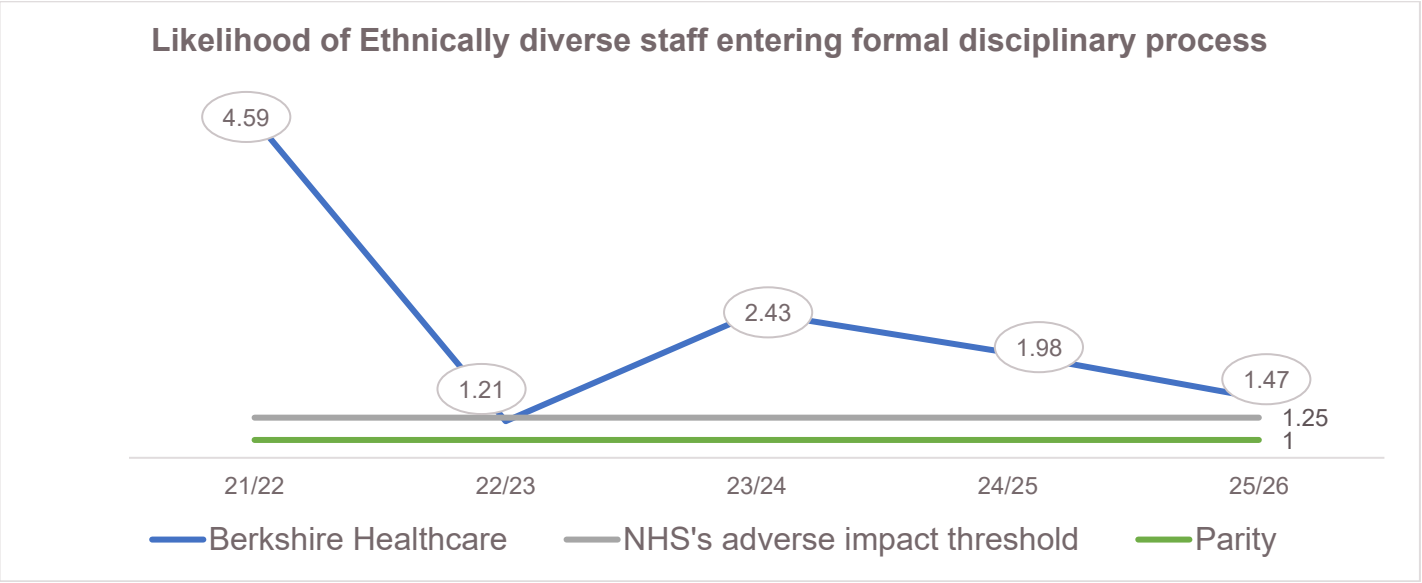
☑ Key conclusion:

Recruitment disparity is not evident at senior levels and the available evidence suggests that applicant pool composition, competition dynamics, international recruitment and workforce composition factors appear to explain a substantial proportion of the observed difference. However, further analysis could provide additional insight into remaining unexplained variation.

Indicator 3: Disciplinary **Indicator 3 Data**

Workforce Composition, Particularly Gender, Appears to Explain Most of the Observed Gap.

Five-Year Trend



The chart above shows that the gap has narrowed significantly over the past year, representing the largest improvement across all indicators.

- Males are approximately **3.5 times more likely** to enter the formal disciplinary process than females.
- The Ethnically Diverse workforce contains **more than double the proportion of males** compared to the White workforce (**26% vs 12%**).
- This difference in workforce composition has a substantial impact on the headline WRES indicator.

Gender Standardisation Analysis

To estimate the impact of workforce composition, a modelling exercise was undertaken whereby the White workforce was adjusted to have the same gender profile as the Ethnically Diverse workforce.

Using actual White male disciplinary rates (1.67%), the number of White male disciplinary cases was recalculated assuming males represented **26% of the White workforce**, equivalent to the Ethnically Diverse workforce.

This increased the expected number of White disciplinary cases from **7 to 18**.

As a result:

- The reported WRES likelihood ratio falls from **1.47** to approximately **1.10**
- Around **80% of the observed disparity is removed** through gender standardisation alone

This indicates that the majority of the headline difference is attributable to differences in workforce composition rather than differences in disciplinary outcomes within comparable gender groups.

Intersectionality

Group	% of each workforce group entering the disciplinary process
White male	1.7%
ED male	1.5%
ED female	0.6%
White female	0.4%

Analysis by gender shows that males are substantially more likely to enter the disciplinary process regardless of ethnicity.

When comparing like-for-like groups:

- Among males, rates are very similar (**1.7% White vs 1.5% Ethnically Diverse**)
- Among females, rates are also relatively similar (**0.4% White vs 0.6% Ethnically Diverse**)

The remaining differences are small in absolute terms and are not consistent in direction across groups.

Taken together, these findings suggest that gender is a substantially stronger predictor of disciplinary outcomes than ethnicity within the available data.

☑ Key conclusion:

The observed disciplinary disparity appears to be driven predominantly by workforce composition, particularly gender.

Ethnically Diverse staff are significantly more likely to be male, and males are substantially more likely to enter the formal disciplinary process. Modelling indicates that equalising gender composition between workforce groups reduces the WRES likelihood ratio from 1.47 to approximately 1.10, suggesting that gender differences explain the majority of the observed disparity.

While a small residual difference remains, the available evidence does not indicate a strong or consistent pattern of disadvantage when comparing staff within the same gender group. Consequently, workforce composition appears to be the primary measurable driver within the available dataset of this indicator.

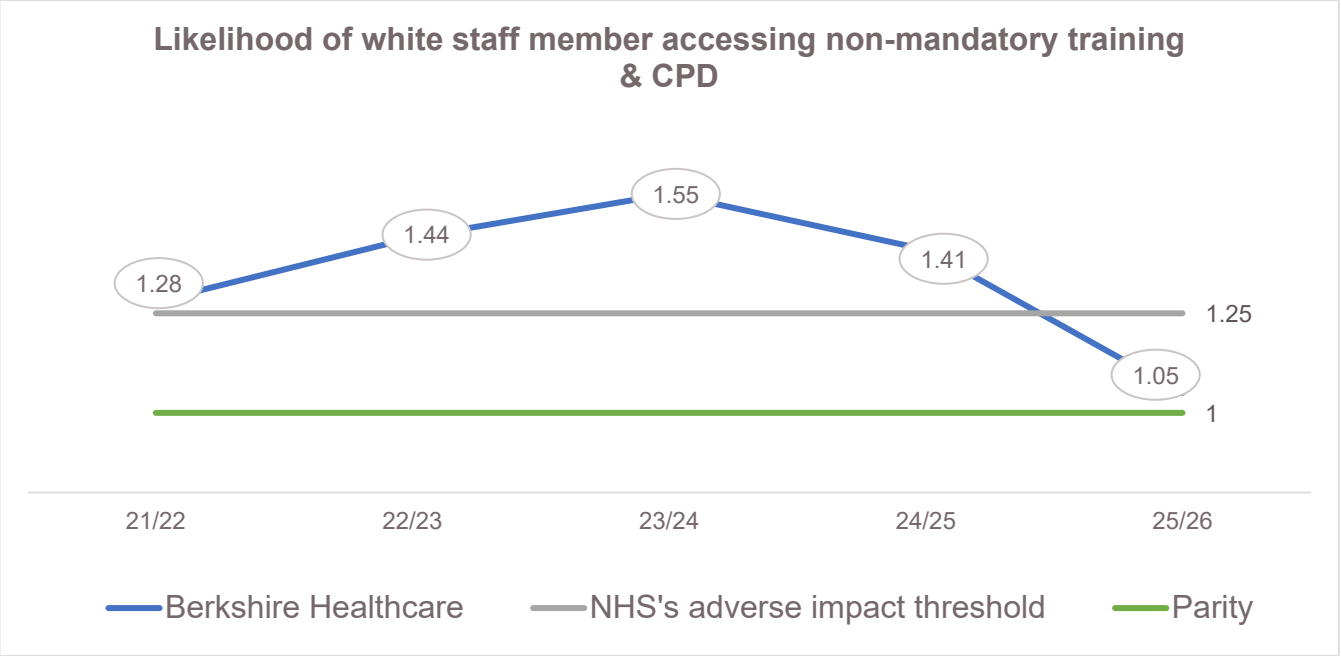
Indicator 4: CPD

Indicator 4 Data

Headline improvement reflects better data coverage rather than a clear change in access.

Five-Year Trend





The chart above shows a marked movement towards parity in the latest year. However, this shift must be interpreted alongside changes in data scope.

- Headline improved (which includes CPD, Apprenticeship and In-House Training): **1.41 → 1.05**
- CPD-only (like-for-like with what was included in last year's submission): **1.41 → 1.36**

☑ Key conclusion:

The apparent improvement is primarily driven by expanded data coverage in 2025/26 rather than a change in underlying access.

When comparing like-for-like data, differences in access to CPD-funded training persist. While differences in **access to other forms of development are more balanced**, this presents a mixed picture which requires further understanding before drawing conclusions regarding equity.

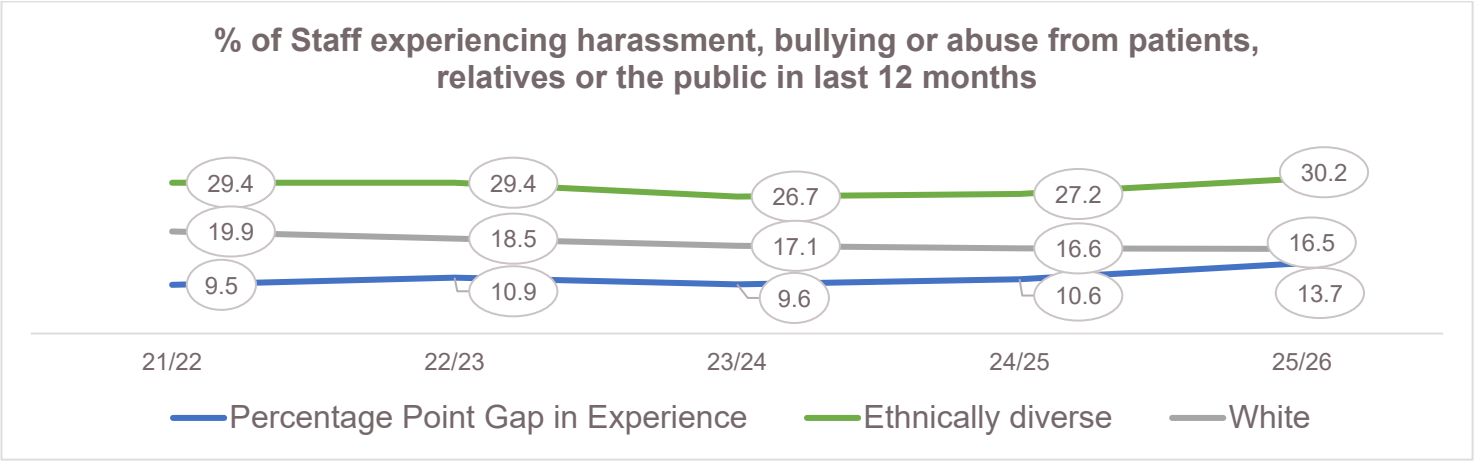
Indicators 5, 6, 8: Staff Experience

Patterns in staff experience are consistent with inequity and are amplified in higher-risk environments.

Indicator 5: Harassment, Bullying or Abuse from Patients, Relatives or the Public

Indicator 5 Data

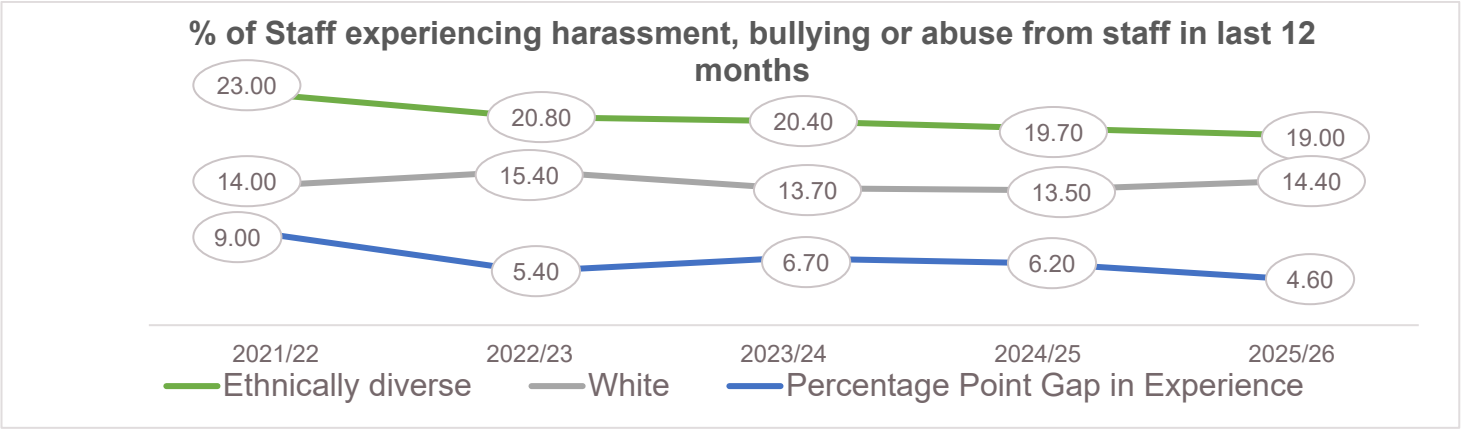
Five-Year Trend



The chart above shows that the gap in reported experience has widened in the most recent year.

Indicator 6: Harassment, Bullying or Abuse from Staff Indicator 6 Data

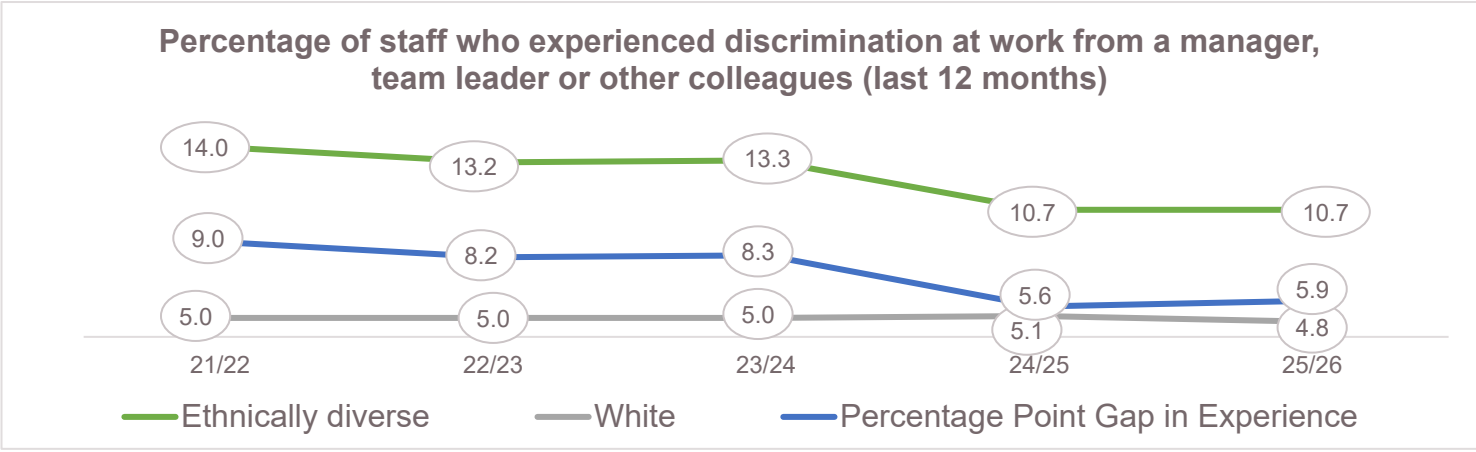
Five-Year Trend



The chart above shows a continued reduction in the gap over time, driven by improving outcomes for Ethnically diverse staff, alongside a slight increase in reported experience for White staff. Any level of bullying, harassment or abuse is unacceptable for any member of staff.

Indicator 8: Discrimination from Manager, Team Leader or Colleagues Indicator 8 Data

Five-Year Trend



The chart above shows a largely stable position over time, with a slight widening of the gap in the most recent year driven by improved outcomes for White staff rather than deterioration for Ethnically diverse staff.

Combined Analysis and Key Drivers

While these indicators measure different aspects of staff experience, they show a consistent pattern when analysed in detail.

1. Work Environment as a Primary Driver Mental Health Inpatients (PPH)

Analysis shows that working environment, particularly PPH, is a significant factor shaping outcomes:

- **65.5% of staff at PPH** report experiencing abuse from patients/public, compared with **17.4% across the rest of the Trust**
- At PPH:
  - Ethnically diverse staff: **70.1%**
  - White staff: **46.2%**
- Outside PPH:
  - Ethnically diverse staff: **21.8%**
  - White staff: **15.8%**

This demonstrates that:

- The **environment itself is a strong driver of incidents** This pattern is consistent with findings reported in other inpatient mental health settings nationally.
- The baseline level of risk is significantly higher within PPH

2. Interaction Between Environment and Ethnicity

While environment is the dominant factor, ethnicity remains important:

- The ethnicity gap is present both within and outside PPH
- However, the scale of the gap differs:



- Around **6** percentage points **outside PPH**
- Around **23.9** percentage points **within PPH**

This suggests that while differences between ethnic groups exist across the Trust, they are substantially more pronounced within PPH. This is particularly important given that approximately 72% of the PPH workforce is Ethnically Diverse, compared with around 31% across the remainder of the Trust. As a result, a disproportionate share of Ethnically Diverse staff work within the setting where the largest differences in reported experience are observed.

Importantly:

- PPH represents only **~7.2% of the workforce**, but
- Accounts for **18.1% of the Ethnically Diverse workforce**

This means that Ethnically Diverse staff are overrepresented within the Trust's highest-risk environment. Consequently, both workforce distribution and differences observed within the environment itself are relevant when interpreting Trust-wide staff experience outcomes. The reasons for this workforce distribution have not been explored within the scope of this analysis. From an EDI perspective, this pattern may warrant further investigation to understand whether it reflects wider workforce, recruitment, career pathway or organisational factors.

3. Workforce Composition Across Environments

An additional factor influencing these indicators is the changing distribution of the workforce across environments.

PPH represents a higher-risk setting for all staff. The proportion of the Trust's Ethnically diverse workforce working within this environment has increased over time, from approximately **16.5%** in March 25 to **18.1%** in March 26.

This means that a greater share of the Ethnically diverse workforce is now working in an environment with a significantly higher baseline likelihood of experiencing negative incidents.

As a result, even if the underlying conditions and relative experiences within each setting remained unchanged, the overall likelihood of Ethnically diverse staff reporting negative experiences at a Trust-wide level could increase. This reflects a **composition effect**, where changes in where staff work influence aggregate outcomes.

This insight helps explain part of the observed **increase in the overall gap over time**, rather than the underlying difference between ethnic groups within the same setting.

It is important to note that this does not explain the persistent differences observed between Ethnically diverse and White staff within PPH itself, where a gap remains even when comparing like-for-like environments.

This is an important consideration when interpreting year-on-year changes, as increases in reported experience may reflect changes in workforce distribution rather than a change in underlying conditions or behaviours.

4. Interpretation

These findings suggest that:

- Environment appears to explain a significant proportion of exposure to negative staff experience
- However, **ethnicity continues to influence outcomes within those environments**
- In higher-risk environments such as PPH, **differences are more pronounced**

5. Indicator 6 and 8 Alignment

A similar pattern is observed for:

- Harassment from staff (Indicator 6)
- Discrimination (Indicator 8)

In both cases:

- PPH staff report the highest levels of negative experiences
- Differences between Ethnically diverse and White staff remain present
- The gap reduces outside PPH, but does not disappear

☑ Key conclusion:

Staff experience is influenced by both working environment and ethnicity. While environment appears to explain a significant proportion of variation, differences between Ethnically diverse and White staff persist within the same settings.

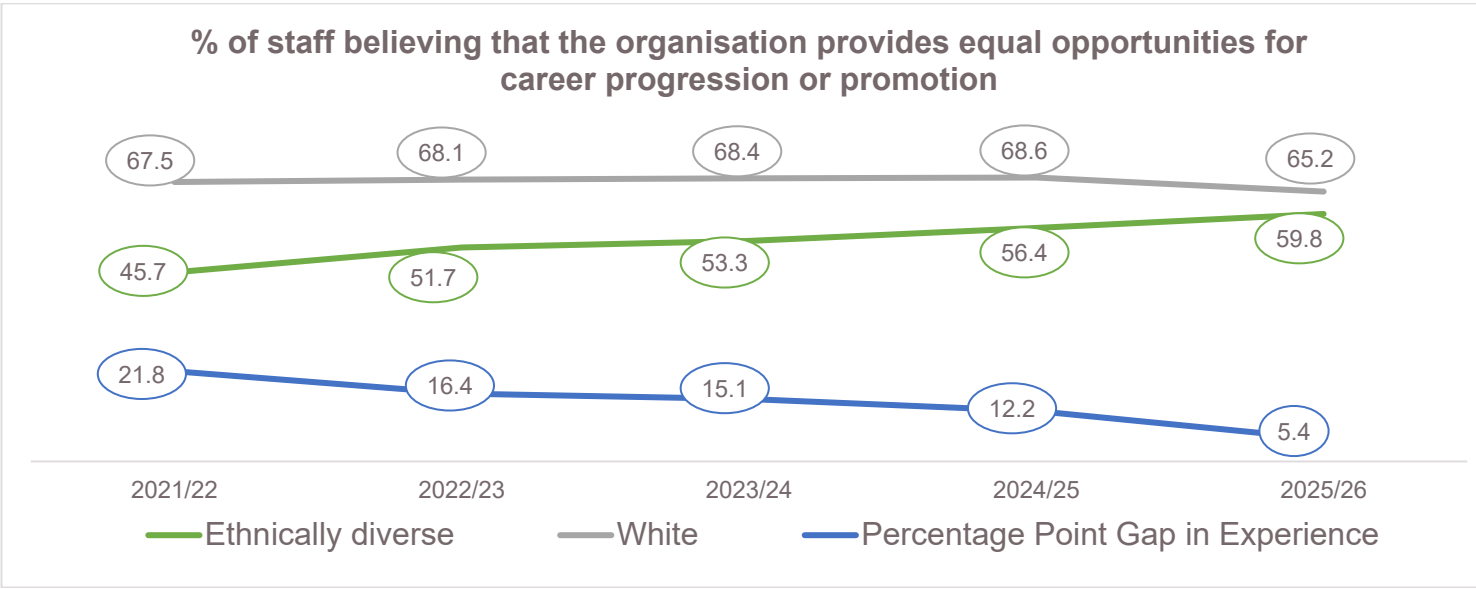
These findings are consistent with the presence of inequity, particularly in higher-risk environments, although further analysis would be required to fully isolate contributing factors.

Indicator 7: Career Progression

Indicator 7 Data

Progression outcomes and staff perceptions of fairness do not fully align.

Five-Year Trend



The chart above shows a sustained narrowing of the gap over the past five years. While this reflects consistent improvement for both Ethnically diverse and White staff over this period, the reduction in the most recent year is partly driven by a notable decline in the proportion of White staff reporting that career progression is fair. The underlying reasons for this change are not yet understood.

- Gap reduced: 21.8pp (21/22) → 5.4pp (25/26)
- ED staff now report more favourable outcomes trend

However, outcome data presents a more nuanced picture. Overall, Ethnically diverse staff are more likely to receive a promotion than White staff, with this effect most pronounced at senior levels, where Ethnically diverse staff are **1.84 times as likely to be promoted at Band 8a and above**.

This pattern is not consistent across all grades. At Band 7, Ethnically Diverse staff are less likely to be promoted than White staff. This may be influenced by workforce composition, profession mix and the concentration of nursing and midwifery staff at Band 7. In particular, Band 7 roles are heavily concentrated in nursing and midwifery, which make up 41.6% of the Band 7 workforce, but only 24% of the Band 8a workforce.

Given that 39.6% of the nursing and midwifery workforce is Ethnically Diverse, this may create a structural constraint on progression, where a large proportion of Ethnically Diverse staff are concentrated in roles with fewer pathways into senior positions. However, further analysis is required to determine the extent to which these factors explain the observed difference. This remains an important area for future investigation.

☑ Key conclusion:

Where progression outcomes have been more favourable for Ethnically diverse staff, this suggests that outcomes data alone does not fully explain staff perceptions of fairness.

This therefore raises a broader question regarding what shapes perception beyond direct experience.



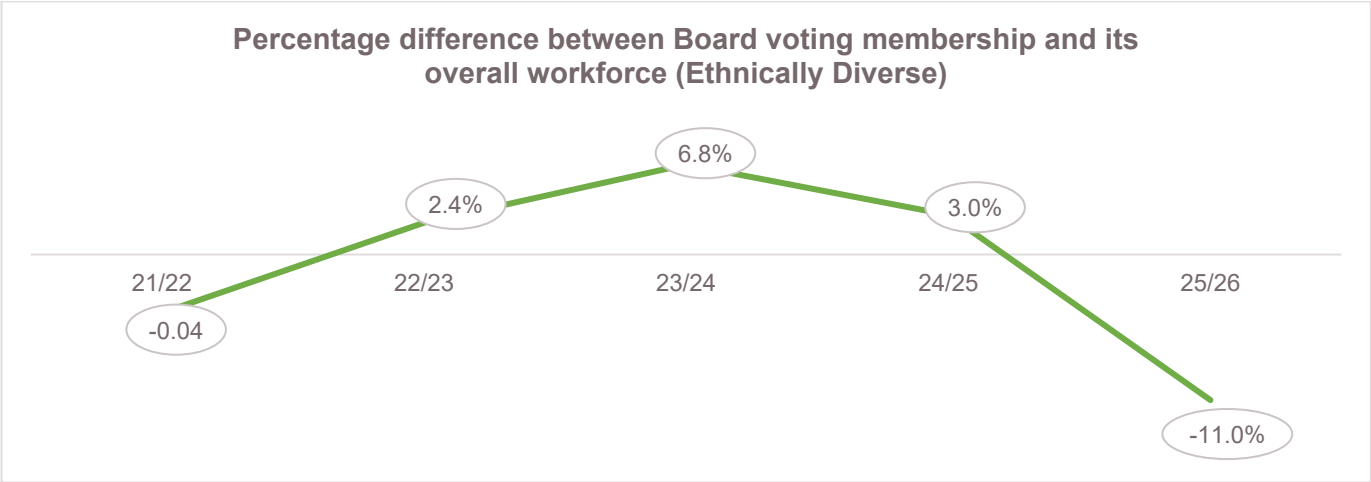
Interpretation should consider how organisational messaging is understood. For example, the visibility of positive action initiatives may be interpreted by some staff as an acknowledgement of past inequality, which may influence perceptions of fairness.

This does not provide evidence of causal impact but highlights an important contextual factor when interpreting staff survey responses.

Indicator 9: Board Representation

Board representation appears lower when compared with the Trust workforce overall, but exceeds the Berkshire age-adjusted benchmark for the population cohort from which Board members are most commonly drawn. The analysis below demonstrates how comparator selection can materially influence

Indicator 9 Data



Interpretation

The WRES indicator compares Board voting membership with overall workforce representation. For 2025/26, Board voting membership is 23.1% ethnically diverse compared with overall workforce representation of 33.9%.

Whilst this indicates lower representation than the workforce overall, Board members are typically drawn from older and more experienced workforce cohorts. The average age of the Trust's Board voting members is 56.4 years.

Using Berkshire Connected Care data, the Berkshire population aged 56-65 is 21.09% ethnically diverse.

Comparison Group	Ethnically Diverse (%)
Berkshire population aged 56-65	21.09%
Board voting membership	23.10%
Difference	+2.01pp

Using an age-adjusted comparator, Board voting membership exceeds the expected Berkshire benchmark.

This demonstrates that the interpretation of Board representation is highly dependent upon the comparator selected. Whilst Board representation remains lower than the workforce as a whole, it is higher than the age-adjusted local population benchmark for the demographic group from which Board members are most commonly drawn.

Key Conclusion

Board representation should be considered in the context of workforce age profile and local demographics.

Whilst the national indicator highlights a difference between Board voting membership and overall workforce representation, age-adjusted analysis demonstrates that Board voting membership exceeds the relevant Berkshire demographic benchmark. This suggests that demographic context is an important consideration when interpreting Board representation and assessing whether observed differences represent a meaningful disparity.

Conclusion

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The central finding of this paper is that observed differences in workforce outcomes do not follow a single narrative and must be interpreted in context.

Using the framework set out earlier:

- **Structural disparities:**
  Differences in senior representation and elements of recruitment are largely explained by measurable workforce composition factors. Furthermore, promotion and recruitment outcomes at senior levels are at least as favourable for Ethnically Diverse staff as for White staff, suggesting that current senior appointment processes are unlikely to explain the observed representation profile.
- **Unexplained differences:**
  Some indicators show remaining variation which is not fully explained by available data and requires further analysis.
- **Patterns consistent with inequity:**
  Staff experience indicators, particularly those relating to discrimination, harassment, and bullying, show consistent differences that persist within comparable environments.

In practice, some indicators span more than one category, reflecting the complexity of workforce dynamics.

For the disciplinary indicator specifically, the observed difference is largely explained by workforce composition, particularly gender. **When comparing like-for-like groups, remaining differences are small and not consistent in direction, indicating no clear underlying pattern.**

Overall, the analysis demonstrates that many headline disparities change materially when relevant workforce factors are considered. This reinforces the importance of moving beyond headline comparisons and examining the underlying drivers of observed outcomes before drawing conclusions regarding inequity. At the same time, areas remain where differences are either not fully understood or are consistent with inequity and therefore warrant continued attention and further analysis.

Final Thought

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A single narrative of inequity does not explain all outcomes, but areas of concern remain and require targeted action.

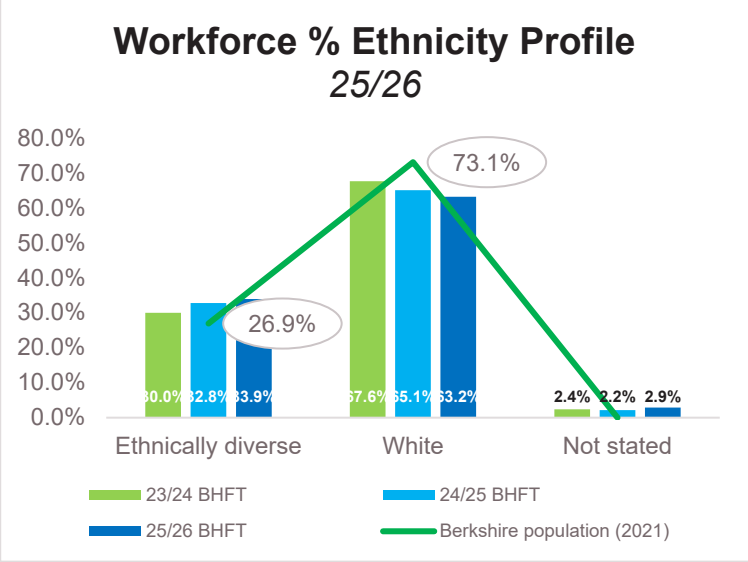
This paper demonstrates that workforce data requires careful interpretation. While many observed differences are driven by workforce structure, targeted areas consistent with inequity remain. In other areas, variation is small or not consistent in direction and should be interpreted cautiously, ensuring differences are neither assumed nor dismissed without appropriate context.

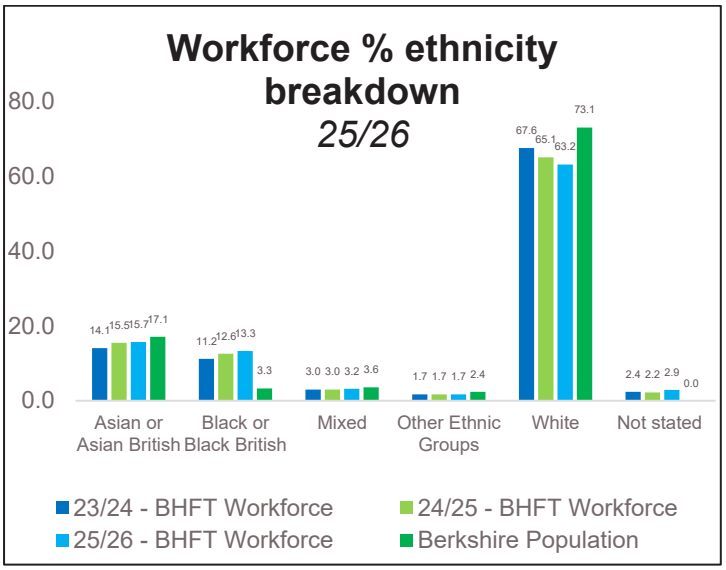
Appendices

Workforce Profile:

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BHFT Workforce compared to Berkshire Population *(from census data,2021)*





Comparison of BHFT Workforce Ethnicity with Berkshire Population Benchmark (Census 2021)

Group	2023/24 BHFT (%)	2024/25 BHFT (%)	2025/26 BHFT (%)	Berkshire population (%) (2021 Census)	Difference vs Berkshire (pp, 2025/26)
Ethnically diverse	**30.0%**	**32.8%**	**33.9%**	**26.9%**	**7**
White	**67.6%**	**65.1%**	**63.2%**	**73.1%**	**-10**
Not stated	**2.4%**	**2.2%**	**2.9%**	**0%**	**3**

Further breakdown of ethnicity

Detailed Ethnicity Breakdown: BHFT Workforce Compared to Berkshire Population (Census 2021)

	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Groups	White	Not stated
	(Indian, Pakistani, Bangladeshi, any other Asian background)	*(Caribbean, African, any other Black background)*	*(White & Black Caribbean, White & Black African, White & Asian, any other mixed background)*	*(Chinese, any other ethnic group)*	*(British, Irish, any other White background)*	
23/24 - BHFT Workforce	14.1% (738)	11.2% (584)	3% (158)	1.7% (85)	67.6% (3530)	2.4% (124)
24/25 - BHFT Workforce	15.5% (893)	12.6% (693)	3% (163)	1.7% (95)	65.1% (3580)	2.2% (119)
25/26 - BHFT Workforce	15.7% (851)	13.3% (720)	3.2% (172)	1.7% (93)	63.2% (3422)	2.9% (157)
Berkshire Population (ONS census)	17.1%	3.3%	3.6%	2.4%	73.1%	0
Difference in % points – 25/26 BHFT workforce vs Berkshire population	-1.47	9.98	-0.30	-0.70	-9.74	2.72

Workforce Profile by Ethnicity Group

	Ethnically Diverse	White
% working full time	77	57
Average FTE	0.91	0.85
Average age (years)	43.3	45

Ethnic composition of workforce within each age grouping

	Ethnically Diverse (%)	White (%)
16–25	36.8%	60.9%
26–35	34.4%	61.9%
36–45	37.6%	59.3%
46–55	35.8%	61.6%
56–65	25.3%	72.2%
66+	25.2%	72.0%

Ethnicity by Age Group in England and Wales (Census 2021) – Demonstrating Declining Diversity with Age

Age range	% which are White: English, Welsh, Sottish, Northern Irish or British	% which are Ethnically diverse
16-25 years	69	31
26-35 years	68	32
36-45 years	65	35
46-55 years	77	23
56-65 years	84	16
66 plus years	90	10
Average age	42.7	31.6

Average Age by Pay Band Demonstrating Increasing Age with Seniority

Pay Band	Average age (years)	Number of posts
Band 1 and below	18	4
Band 2	44.8	73
Band 3	45	790
Band 4	42.6	799
Band 5	40.6	735
Band 6	43.8	981
Band 7	45.3	1081
Band 8a	45.9	441
Band 8b	48.8	173
Band 8c	51	69

Band 8d	54.8	35
Band 9	57	10
Consultant	52	97
Non-Consultant Career Grade	49.2	80
Executive Board Member	53.7	6
VSM	58	3
Trainee Grade	34.4	38
Total (Trust average)	44.4	5415

Ethnic Diversity in Berkshire and England & Wales (1991–2021)

Year	National ED	Berkshire (estimated range using ratio between 2021 actual figures vs 2021 national actual figures)
1991	5.9%	~8–9%
2001	8.7%	~12–13%
2011	14.0%	~20–21%
2021	18.3%	26.9% (Actual)

Average Length of Time in Current Grade (Months) by AfC Band and Role

Row Labels	Average of month in grade
Band 2	68.00
Band 3	46.75
Band 4	48.03
Band 5	36.40
Band 6	51.92
Band 7	48.84
Band 8 - Range A	48.75
Band 8 - Range B	46.85
Band 8 - Range C	56.49
Band 8 - Range D	72.18
Band 9	45.22
Consultant	95.58
Executive Board Member	123.50
Non-Consultant Career Grade	70.38
Trainee Grade	11.34
Under Band 1	2.75
VSM	126.00

Grand Total	**48.66**

Average Time in Grade (Months) by AfC Band Group

Row Labels	Average of month in grade
Bands 2-4	**48**
Bands 5-7	**47**
Bands 8a - 9	**50**

Ethnically diverse workforce representation by profession compared to national registration rates

Profession type	National reg. rate (%)	Overall % ED Workforce	Bands 8a–9 % ED Workforce
Pharmacist	**58.8%**	**46.7%**	**37.1%**
Medical	**44.9%**	**53.3%**	**—**
Dental Officer	**38.1%**	**81.3%**	**—**
Specialist Dentist	**38.1%**	**0.0%**	**—**
Nursing and Midwifery Registered	**38.0%**	**39.6%**	**32.0%**
Social Worker	**32.1%**	**25.7%**	**28.6%**
Additional Clinical Services	**26.9%**	**39.0%**	**0.0%**
Administrative and Clerical	**26.9%**	**27.9%**	**21.8%**
Estates and Ancillary	**26.9%**	**27.6%**	**—**
Other - Add Prof Scientific and Technical	**26.9%**	**27.4%**	**14.6%**
Students	**26.9%**	**50.0%**	**—**
Unknown Profession	**26.9%**	**33.3%**	**0.0%**
Physiotherapist	**20.4%**	**26.9%**	**10.9%**
Psychotherapist	**20.0%**	**23.1%**	**20.0%**
Pharmacy Technician	**19.0%**	**25.0%**	**—**
Audiologist	**16.0%**	**70.0%**	**100.0%**
Dietitian	**15.4%**	**23.1%**	**0.0%**
Art Therapist	**14.7%**	**12.5%**	**0.0%**
Occupational Therapist	**12.7%**	**20.6%**	**9.1%**
Qualified Clinical Psychologist	**12.1%**	**18.4%**	**15.5%**
Podiatrist	**11.2%**	**34.4%**	**0.0%**



Speech & Language Therapist	10.1%	13.5%	0.0%
Osteopath	9.0%	50.0%	—
Paramedic	4.5%	16.7%	26.7%

Distribution of workforce across Bands 2–7 and Bands 8a–9 by profession, and relative concentration at senior bands

Profession type	% of Bands 2–7 workforce	% of Bands 8a–9 workforce	Difference (8a–9 minus 2–7)
Qualified Clinical Psychologist	0.7%	19.5%	18.8%
Administrative and Clerical	23.6%	32.7%	9.1%
Pharmacist	0.2%	4.8%	4.6%
Physiotherapist	4.2%	6.3%	2.1%
Paramedic	0.2%	2.1%	1.9%
Other - Add Prof Scientific and Technical	4.9%	6.6%	1.7%
Psychotherapist	0.1%	1.4%	1.3%
Social Worker	1.4%	1.9%	0.6%
Unknown Profession	0.0%	0.3%	0.3%
Audiologist	0.2%	0.4%	0.3%
Art Therapist	0.1%	0.3%	0.1%
Medical	0.0%	0.0%	0.0%
Dental Officer	0.0%	0.0%	0.0%
Specialist Dentist	0.0%	0.0%	0.0%
Osteopath	0.0%	0.0%	0.0%

Podiatrist	**0.7%**	**0.4%**	**-0.2%**
Students	**0.3%**	**0.0%**	**-0.3%**
Pharmacy Technician	**0.3%**	**0.0%**	**-0.3%**
Estates and Ancillary	**0.7%**	**0.0%**	**-0.7%**
Dietitian	**1.4%**	**0.3%**	**-1.1%**
Occupational Therapist	**2.7%**	**1.5%**	**-1.2%**
Speech & Language Therapist	**2.4%**	**0.8%**	**-1.5%**
Nursing and Midwifery Registered	**29.0%**	**20.2%**	**-8.8%**
Additional Clinical Services	**27.1%**	**0.6%**	**-26.6%**

Ethnic distribution of staff on visas

Metric	Ethnically Diverse	White	Not stated
Percentage of all visa holders by ethnicity	**89.2%**	**8.2%**	**2.6%**

Proportion of staff on visas and under sponsorship by AfC band grouping

Metric	Bands 2–4	Bands 5–7	Bands 8a–9
Total staff	**1662**	**2797**	**728**
Number of staff on a visa	**252**	**268**	**23**
Percentage of staff on a visa	**15.2%**	**9.6%**	**3.2%**
Number of staff under sponsorship	**85**	**126**	**4**
Percentage of staff under sponsorship	**5.1%**	**4.5%**	**0.5%**

Number and proportion of staff on visas by profession

Profession type	Total staff	Number of staff on a visa	Percentage of staff on a visa
Audiologist	10	5	50.0%
Podiatrist	32	7	21.9%
Additional Clinical Services	1218	227	18.6%
Medical	199	37	18.6%
Physiotherapist	234	37	15.8%
Occupational Therapist	131	15	11.5%
Dietitian	65	7	10.8%
Nursing and Midwifery Registered	1438	143	9.9%
Students	14	1	7.1%
Pharmacist	45	3	6.7%
Dental Officer	16	1	6.3%
Administrative and Clerical	1296	76	5.9%
Paramedic	24	1	4.2%
Qualified Clinical Psychologist	174	7	4.0%
Speech and Language Therapist	111	4	3.6%
Estates and Ancillary	29	1	3.4%
Other – Additional Professional Scientific and Technical	266	8	3.0%
Social Worker	74	2	2.7%
Art Therapist	8	0	0.0%
Osteopath	2	0	0.0%
Pharmacy Technician	12	0	0.0%
Psychotherapist	13	0	0.0%
Specialist Dentist	1	0	0.0%
Unknown	3	0	0.0%
Total	5415	582	10.7%

Number and proportion of staff under sponsorship by profession (as at 31 March 2026)

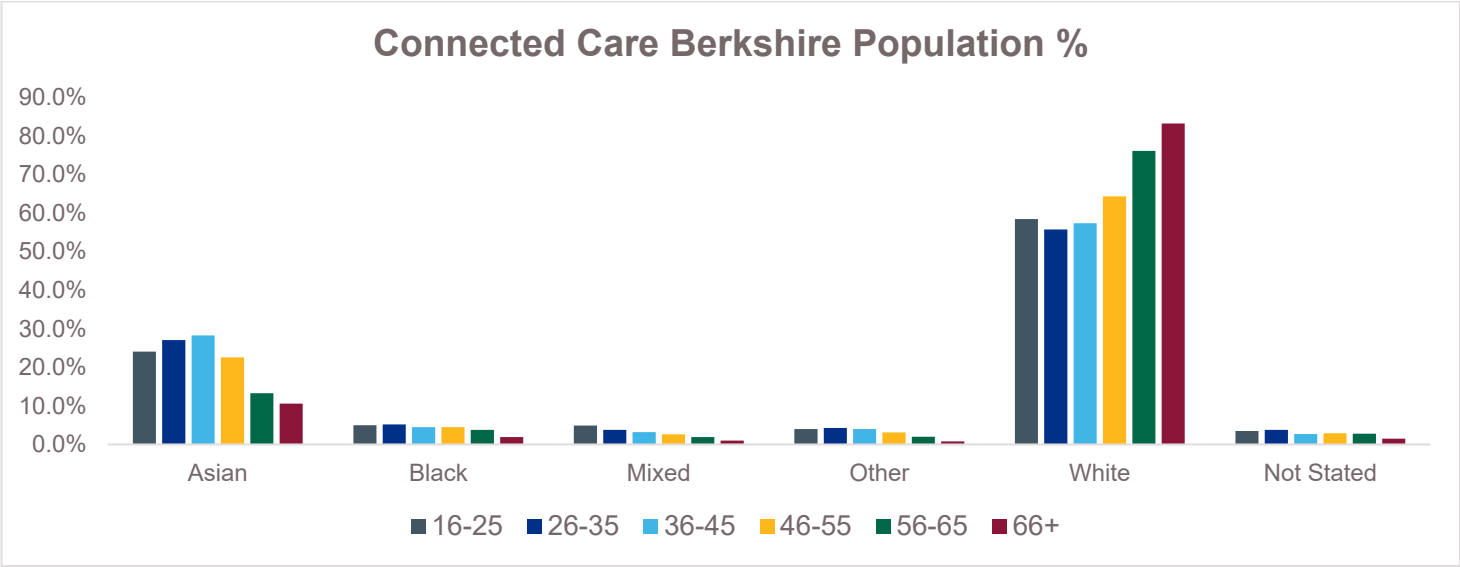
Profession type	Total staff	Number of staff under sponsorship	Percentage of staff under sponsorship
Audiologist	10	5	50.0%
Podiatrist	32	7	21.9%
Physiotherapist	234	20	8.5%
Additional Clinical Services	1218	97	8.0%
Medical	199	12	6.0%
Occupational Therapist	131	7	5.3%
Dietitian	65	3	4.6%
Paramedic	24	1	4.2%
Nursing and Midwifery Registered	1438	54	3.8%
Speech and Language Therapist	111	3	2.7%
Pharmacist	45	1	2.2%
Qualified Clinical Psychologist	174	2	1.1%
Administrative and Clerical	1296	13	1.0%
Other – Additional Professional Scientific and Technical	266	2	0.8%
Art Therapist	8	0	0.0%
Dental Officer	16	0	0.0%
Estates and Ancillary	29	0	0.0%
Osteopath	2	0	0.0%
Pharmacy Technician	12	0	0.0%
Psychotherapist	13	0	0.0%
Social Worker	74	0	0.0%
Specialist Dentist	1	0	0.0%
Students	14	0	0.0%
Unknown	3	0	0.0%
Total	5415	227	4.2%

Staff survey indicators equated to "likelihood to" scores in order to rank order levels of observed disparity's.

Group with greatest likelihood	Likelihood score	Indicator	Ranking WRES Indicators by Level of Observed Disparity (Adverse Impact Ratio)
Ethnically Diverse	**2.23**	**Percentage of staff experienced discrimination at work from manager / team leader or other colleagues in last 12 months**	**Yes**
Ethnically Diverse	**1.83**	**Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months**	**Yes**
White	**1.5**	**Likelihood of being appointed from shortlisting**	**Yes**
Ethnically Diverse	**1.47**	**Likelihood of entering the formal disciplinary process**	**Yes**
Ethnically Diverse	**1.32**	**Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months**	**Yes**
White	1.09	Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	No
White	1.05	Likelihood of accessing non-mandatory training and continuous professional development (CPD)	No

Connected Care Berkshire Population by Ethnicity Type %

Ethnicity	16-25	26-35	36-45	46-55	56-65	66+	Overall
Asian	**24.1%**	**27.1%**	**28.3%**	**22.6%**	**13.3%**	**10.6%**	**21.2%**
Black	**5.0%**	**5.2%**	**4.5%**	**4.5%**	**3.8%**	**1.9%**	**4.1%**
Mixed	**4.9%**	**3.8%**	**3.2%**	**2.6%**	**1.9%**	**1.0%**	**2.9%**
Other	**4.0%**	**4.3%**	**4.0%**	**3.1%**	**2.0%**	**0.8%**	**3.0%**
White	**58.5%**	**55.8%**	**57.4%**	**64.4%**	**76.2%**	**83.3%**	**65.9%**
Not Stated	**3.5%**	**3.8%**	**2.7%**	**2.9%**	**2.8%**	**1.5%**	**2.8%**
Ethnically Diverse	**38.1%**	**40.5%**	**40.0%**	**32.7%**	**21.0%**	**14.4%**	**31.2%**



Below is how the detailed ethnicity types under the connected care data has been mapped to align with NHS reporting specifications.

Detailed Ethnicity	NHS Ethnic Group
African	Black
Any other Asian background	Asian
Any other Black, Black British, or Caribbean background	Black
Any other ethnic group	Other
Any other Mixed or multiple ethnic background	Mixed
Any other white background	White
Arab	Other
Bangladeshi	Asian
Caribbean	Black
Chinese	Asian
English, Welsh, Scottish, Northern Irish or British	White
Gypsy or Irish Traveller	White
Indian	Asian
Irish	White
Not stated	Not Stated
Pakistani	Asian
Refused and not stated group	Not Stated

Roma	**White**
White and Asian	**Mixed**
White and Black African	**Mixed**
White and Black Caribbean	**Mixed**

WRES Indicators

1. Percentage of staff in each of the Agenda for Change (AfC) Bands 1-9 and Very Senior Manager (VSM) roles (including executive board members) compared with the percentage of staff in the overall workforce

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Workforce Profile – Non-Clinical Staff 2024-26 (across 3 years)

Pay Band	2024 Non-Clinical Workforce Data				2025 Non-Clinical Workforce Data				2026 Non-Clinical Workforce Data			
	Total Staff	White	Ethnically diverse	Ethnicity Unknown	Total Staff	White	Ethnically diverse	Ethnicity Unknown	Total Staff	White	Ethnically diverse	Ethnicity Unknown
Under Band 1	**0**	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)	2	0 (0%)	0 (0%)	0 (0%)
Band 1	0	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)
Band 2	65	49 (75%)	16 (25%)	0 (0%)	53	42 (79%)	10 (19%)	1 (2%)	44	36 (82%)	8 (18%)	0 (0%)
Band 3	298	221 (74%)	74 (25%)	3 (1%)	309	225 (73%)	79 (26%)	5 (2%)	285	200 (70%)	79 (28%)	6 (2%)
Band 4	305	217 (71%)	79 (26%)	9 (3%)	316	222 (70%)	88 (28%)	6 (2%)	313	217 (69%)	90 (29%)	6 (2%)
Band 5	153	110 (72%)	41 (27%)	2 (1%)	150	104 (69%)	44 (29%)	2 (1%)	154	102 (66%)	50 (32%)	2 (1%
Band 6	163	111 (68%)	50 (31%)	2 (1%)	162	110 (68%)	48 (30%)	4 (3%)	156	106 (68%)	47 (30%)	3 (2%)
Band 7	126	84 (67%)	39 (31%)	3 (2%)	130	86 (66%)	43 (33%)	1 (1%)	127	82 (65%)	43 (34%)	2 (2%)
Band 8a	95	69 (73%)	22 (23%)	4 (4%)	106	76 (72%)	26 (25%)	4 (4%)	115	81 (70%)	28 (24%)	6 (5%)
Band 8b	55	40 (73%)	14 (25%)	1 (2%)	69	52 (75%)	16 (23%)	1 (1%)	61	43 (70%)	16 (26%)	2 (3%)
Band 8c	35	29 (83%)	5 (14%)	1 (3%)	38	32 (84%)	5 (13%)	1 (3%)	40	34 (85%)	4 (10%)	2 (5%)
Band 8d	15	12 (80%)	1 (7%)	2 (13%)	16	13 (81%)	2 (13%)	1 (6%)	16	12 (75%)	3 (19%)	1 (6%)
Band 9	4	3 (75%)	1 (25%)	0 (0%)	9	8 (90%)	1 (11%)	0 (0%)	6	5 (83%)	1 (17%)	0 (0%)
VSM	8	6 (75%)	1 (13%)	1 (13%)	8	6 (75%)	1 (13%)	1 (13%)	8	7 (88%)	0 (0%)	1 (13%)
Total	**1329**	**956 (72%)**	**344 (26%)**	**29 (2%)**	1366	**976 (71%)**	**363 (27%)**	**27 (2%)**	**1325**	**925 (70%)**	**369 (28%)**	**31 (2%)**

Workforce Profile - Clinical Staff 2024-256 (across 3 years)

Pay Band	2024 Clinical Workforce Data				2025 Clinical Workforce Data				2026 Clinical Workforce Data			
	Total Staff	White	Ethnically diverse	Ethnicity Unknown	Total Staff	White	Ethnically diverse	Ethnicity Unknown	Total Staff	White	Ethnically diverse	Ethnicity Unknown
Under Band 1	7	5 (71%)	2 (29%)	0 (0%)	13	5 (39%)	8 (62%)	0 (0%)	4	3 (75%)	1 (25%)	0 (0%)
Band 1	0	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)
Band 2	183	70 (38%)	105 (58%)	8 (4%)	56	23 (41%)	31 (55%)	2 (4%)	29	13 (44%)	15 (52%)	1 (3%)
Band 3	354	226 (64%)	122 (34%)	6 (2%)	505	244 (48%)	250 (50%)	11 (2%)	505	227 (45%)	267 (53%)	11 (2%)
Band 4	515	384 (75%)	122 (24%)	9 (1%)	546	367 (67%)	171 (31%)	8 (2%)	486	338 (70%)	143 (29%)	5 (1%)
Band 5	500	268 (54%)	219 (44%)	13 (2%)	542	294 (54%)	237 (44%)	11 (2%)	581	288 (50%)	267 (46%)	26 (4%)
Band 6	784	542 (69%)	225 (29%)	17 (2%)	832	543 (65%)	267 (32%)	22 (3%)	825	526 (64%)	275 (33%)	24 (3%)
Band 7	869	631 (73%)	218 (25%)	20 (2%)	929	668 (72%)	243 (26%)	18 (2%)	954	662 (69%)	272 (29%)	20 (2%)

Band 8a	296	222 (75%)	68 (23%)	6 (2%)	319	240 (75%)	75 (24%)	4 (1%)	326	245 (75%)	75 (23%)	6 (2%)
Band 8b	113	91 (81%)	19 (17%)	3 (2%)	112	91 (81%)	18 (16%)	3 (3%)	112	84 (75%)	25 (22%)	3 (3%)
Band 8c	35	31 (89%)	4 (11%)	0 (0%)	32	27 (84%)	5 (16%)	0 (0%)	29	23 (79%)	6 (21%)	0 (0%)
Band 8d	20	18 (90%)	2 (10%)	0 (0%)	16	15 (94%)	1 (6%)	0 (0%)	19	17 (89%)	2 (11%)	0 (0%)
Band 9	6	6 (100%)	0 (0%)	0 (0%)	3	3 (100%)	0 (0%)	0 (0%)	4	4 (100%)	0 (0%)	0 (0%)
VSM	1	0 (0%)	1 (100%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)
Total	**3683**	**2494 (68%)**	**1106 (30%)**	**82 (2%)**	**3905**	**2520 (65%)**	**1306 (33%)**	**79 (2%)**	**3874**	**2400 (69%)**	**1348 (35%)**	**96 (2%)**

Workforce Profile – Medical & Dental staff 2024-2026 (across 3 years)

	2024 Clinical (Medical & Dental) Workforce				2025 Clinical (Medical & Dental) Workforce				2026 Clinical (Medical & Dental) Workforce			
Pay Band	**Total Staff**	**White**	**Ethnically diverse**	**Ethnicity Unknown**	**Total Staff**	**White**	**Ethnically diverse**	**Ethnicity Unknown**	**Total Staff**	**White**	**Ethnically diverse**	**Ethnicity Unknown**
Consultants	**91**	37 (41%)	52 (57%)	2 (2%)	101	42 (42%)	58 (57%)	1 (1%)	**98**	35 (36%)	57 (58%)	6 (6%)
Snr Medical Manager	**1**	0 (0%)	1 (100%)	0 (0%)	2	0 (0%)	2 (100%)	0 (0%)	**1**	0 (0%)	1 (100%)	0 (0%)
Non-consultant Career Grade	**81**	30 (37%)	44 (54%)	7 (9%)	84	25 (30%)	53 (63%)	6 (7%)	**80**	21 (26%)	50 (63%)	9 (11%)
Trainee Grade	**35**	13 (37%)	18 (51%)	4 (11%)	40	13 (33%)	22 (55%)	5 (13%)	**38**	11 (29%)	12 (32%)	15 39%)
Other	**0**	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)	**0**	0 (0%)	0 (0%)	0 (0%)
Total	**208**	**80 (39%)**	**115 (55%)**	**13 (6%)**	225	**80 (36%)**	**133 (59%)**	**12 (5%)**	**216**	**67 (31%)**	**119 (55%)**	**30 (14%)**

Workforce Profile – All staff 2023-2025 (across 3 years)

	2024 All Staff Workforce Data				2025 All Staff Workforce Data				2026 All Staff Workforce Data			
Pay Band	**Total Staff**	**White**	**Ethnically diverse**	**Ethnicity Unknown**	**Total Staff**	**White**	**Ethnically diverse**	**Ethnicity Unknown**	**Total Staff**	**White**	**Ethnically diverse**	**Ethnicity Unknown**
Under Band 1	**7**	5 (71%)	2 (29%)	0 (0%)	13	5 (39%)	8 (62%)	0 (0%)	4	3 (75%)	1 (25%)	0 (0%)
Band 1	**0**	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)
Band 2	**248**	119 (48%)	121 (49%)	8 (3%)	109	65 (60%)	41 (38%)	3 (3%)	73	49 (67%)	23 (32%)	1 (1%)
Band 3	**652**	447 (69%)	196 (30%)	9 (1%)	814	469 (58%)	329 (40%)	16 (2%)	790	427 (54%)	346 (44%)	17 (2%)
Band 4	**820**	601 (73%)	201 (25%)	18 (2%)	862	589 (68%)	259 (30%)	14 (2%)	799	555 (69%)	233 (29%)	11 (1%)
Band 5	**653**	378 (58%)	260 (40%)	15 (2%)	692	398 (58%)	281 (41%)	13 (2%)	735	390 (53%)	317 (43%)	28 (4%)
Band 6	**947**	653 (69%)	275 (29%)	19 (2%)	994	653 (66%)	315 (32%)	26 (3%)	981	632 (64%)	322 (33%)	27 (3%)
Band 7	**995**	715 (72%)	257 (26%)	23 (2%)	1059	754 (71%)	286 (27%)	19 (2%)	1081	744 (69%)	315 (29%)	22 (2%)
Band 8a	**391**	291 (74%)	90 (23%)	10 (3%)	425	316 (74%)	101 (24%)	8 (2%)	441	326 (74%)	103 (23%)	12 (3%)
Band 8b	**168**	131 (78%)	33 (20%)	4 (2%)	181	143 (79%)	34 (19%)	4 (2%)	173	127 (73%)	41 (24%)	5 (3%)
Band 8c	**70**	60 (86%)	9 (13%)	1 (1%)	70	59 (84%)	10 (14%)	1 (1%)	69	57 (83%)	10 (14%)	2 (3%)
Band 8d	**35**	30 (86%)	3 (9%)	2 (6%)	32	28 (88%)	3 (9%)	1 (3%)	35	29 (83%)	5 (14%)	1 (3%)
Band 9	**10**	9 (90%)	1 (10%)	0 (0%)	12	11 (92%)	1 (8%)	0 (0%)	10	9 (90%)	1 (10%)	0 (0%)
VSM	**9**	6 (67%)	2 (22%)	1 (11%)	8	6 (75%)	1 (13%)	1 (13%)	8	7 (88%)	0 (0%)	1 (13%)
Consultants	**91**	37 (41%)	52 (57%)	2 (2%)	101	42 (42%)	58 (57%)	1 (1%)	**98**	35 (36%)	57 (58%)	6 (6%)
Snr Medical Manager	**1**	0	1 (100%)	0	2	0 (0%)	2 (100%)	0 (0%)	**1**	0 (0%)	1 (100%)	0 (0%)
Non-consultant Career Grade	**81**	30 (37%)	44 (54%)	7 (9%)	84	25 (30%)	53 (63%)	6 (7%)	**80**	21 (26%)	50 (63%)	9 (11%)



Trainee Grade	35	13 (37%)	18 (51%)	4 (11%)	40	13 (33%)	22 (55%)	5 (13%)	38	11 (29%)	12 (32%)	15 39%)
Other	0	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)	0	0 (0%)	0 (0%)	0 (0%)
Up to and including Band 4	**1727**	**1172 (68%)**	**520 (30%)**	**35 (2%)**	**1798**	**1128 (63%)**	**637 (35%)**	**33 (2%)**	**1666**	**1034 (62%)**	**603 (36%)**	**29 (2%)**
Band 5 to 7	**2595**	**1746 (67%)**	**792 (31%)**	**57 (2%)**	**2745**	**1805 (66%)**	**882 (32%)**	**58 (2%)**	**2797**	**1766 (63%)**	**954 (34%)**	**77 (3%)**
8a to 9 (AFC only)	**674**	**521 (77%)**	**136 (20%)**	**17 (3%)**	**720**	**557 (77%)**	**149 (21%)**	**14 (2%)**	**728**	**548 (75%)**	**160 (22%)**	**20 (3%)**
Total	**5220**	**3530 (68%)**	**1565 (30%)**	**124 (2%)**	**5496**	**3576 (65%)**	**1802 (33%)**	**118 (2%)**	**5416**	**3422 (63%)**	**1836 (34%)**	**157 (3%)**

Ethnically Diverse Representation by Pay Band Group – Agenda for Change Staff Only

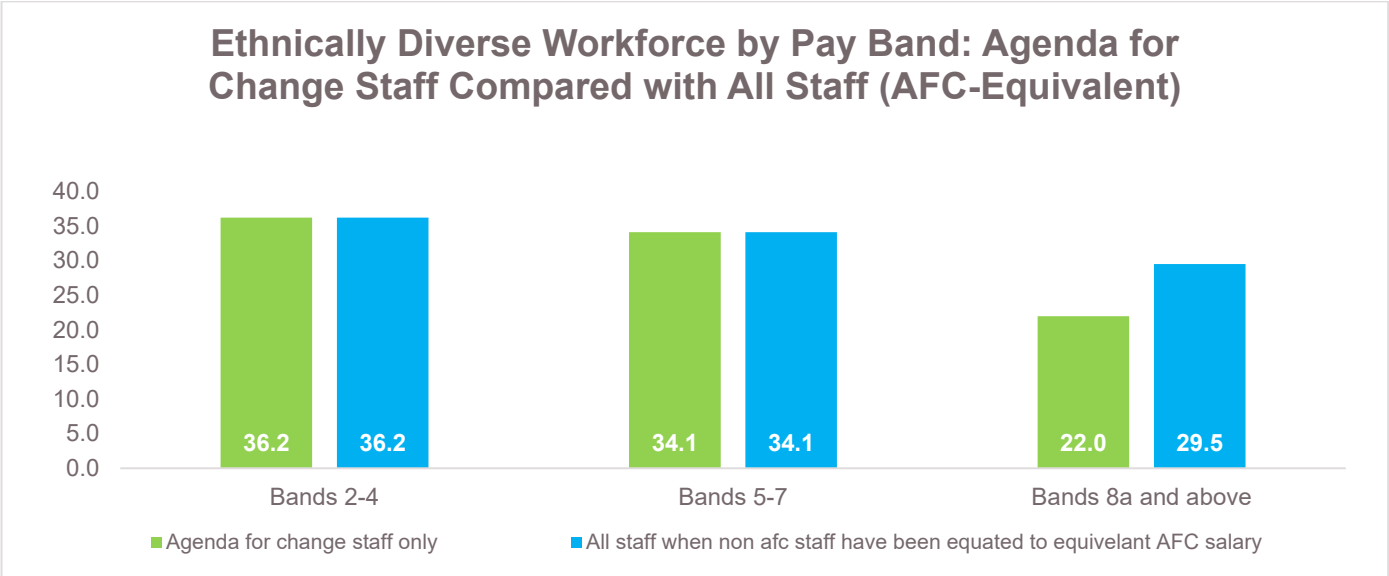
Band group	Ethnically diverse	White	Not stated	Total	Ethnically diverse (%)	Difference vs Berkshire (26.9%)
Up to Band 4	**602**	**1031**	**29**	**1662**	**36.2%**	**+9.3pp**
Band 5–7	**954**	**1766**	**77**	**2797**	**34.1%**	**+7.2pp**
Band 8a+	**160**	**548**	**20**	**728**	**22.0%**	**-4.9pp**

Includes Agenda for Change staff only. Non-AfC staff such as medical staff are excluded.

Ethnically Diverse Representation by Pay Band Group – All Staff Using AfC-Equivalent Pay Mapping

Band group	Ethnically diverse	White	Not stated	Total	Ethnically diverse (%)	Difference vs Berkshire (26.9%)
Up to Band 4	**602**	**1031**	**29**	**1662**	**36.2%**	**+9.3pp**
Band 5–7	**954**	**1766**	**77**	**2797**	**34.1%**	**+7.2pp**
Band 8a+	**278**	**614**	**50**	**942**	**29.5%**	**+2.6pp**

Includes all staff. Non-AfC roles have been mapped to an equivalent AfC pay band based on salary.

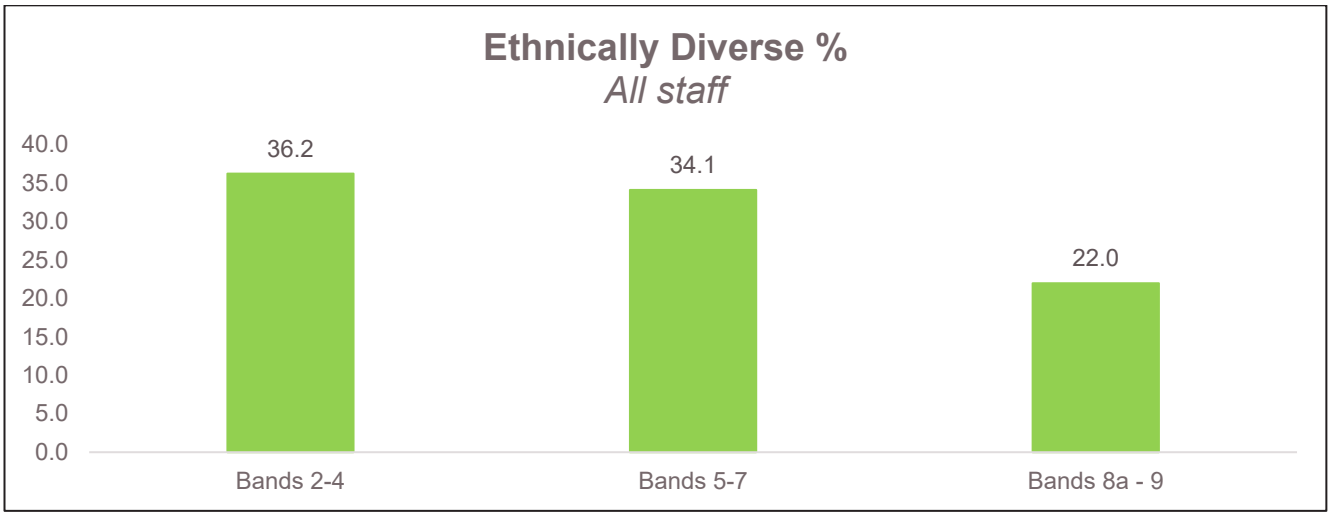


Ethnically Diverse Representation at Senior Pay Levels Under Different Workforce Definitions

Measure	Ethnically Diverse %	Difference vs Berkshire (26.9%)
AfC Staff Only (Band 8a+)	**22.0%**	**-4.9pp**
All Staff (AfC Equivalent Band 8a+)	**29.5%**	**+2.6pp**

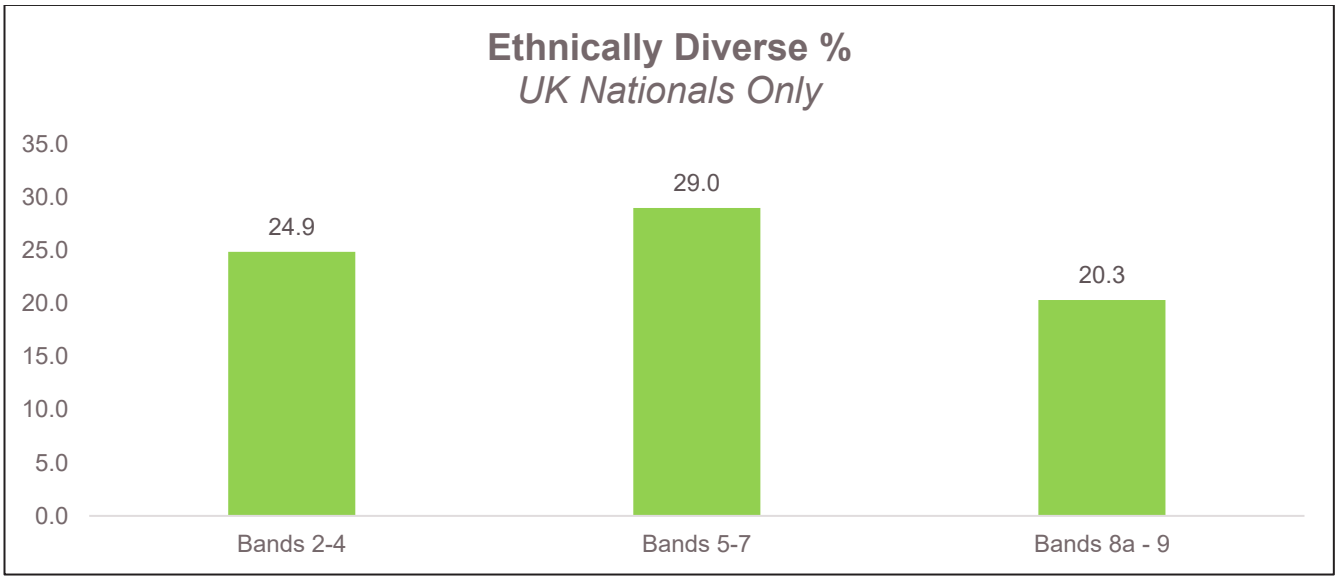
AFC Only Staff in post (All Nationalities)

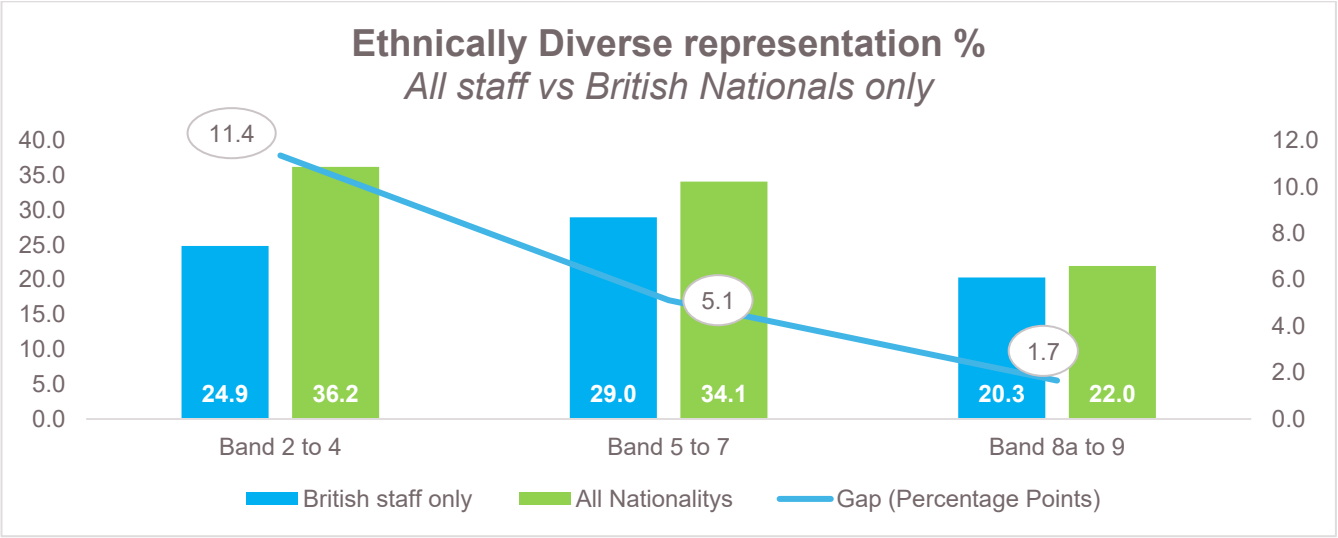
	Ethnically Diverse	White	Not Stated	Ethnically Diverse %	Total Staf
Bands 2-4	**602**	**1031**	**29**	**36.2**	**1662**
Bands 5-7	**954**	**1766**	**77**	**34.1**	**2797**
Bands 8a - 9	**160**	**548**	**20**	**22.0**	**728**

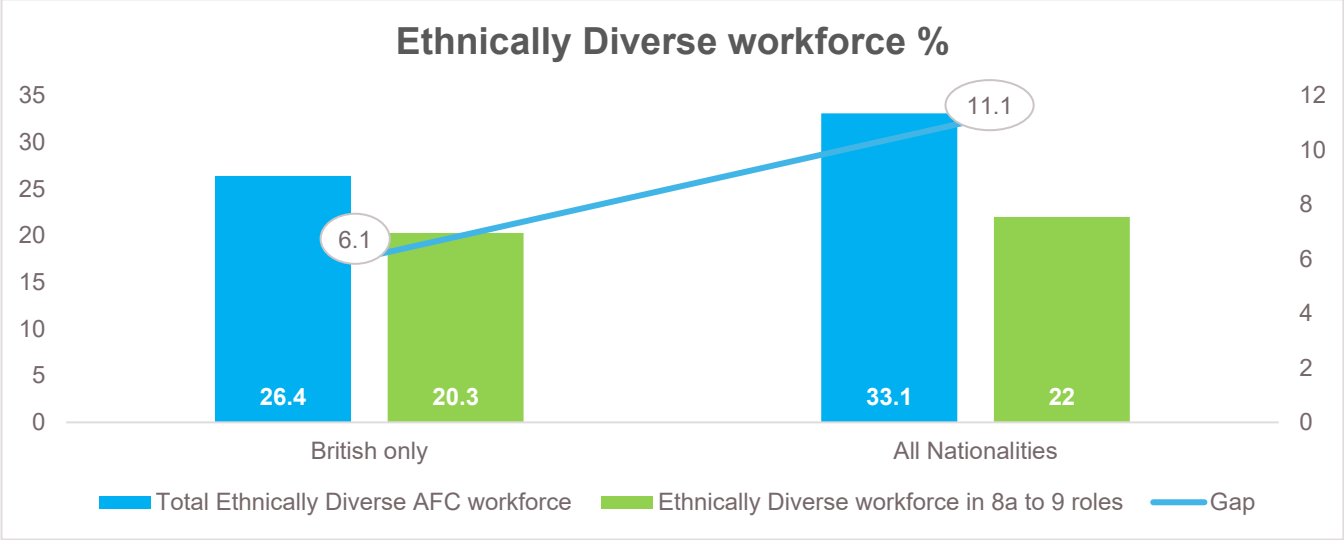


Staff in post (UK Nationals only)

	Ethnically Diverse	White	Not Stated	Ethnically Diverse %	Total Staf
Bands 2-4	**317**	**939**	**19**	**24.9**	**1275**
Bands 5-7	**687**	**1617**	**66**	**29.0**	**2370**
Bands 8a - 9	**139**	**528**	**17**	**20.3**	**684**

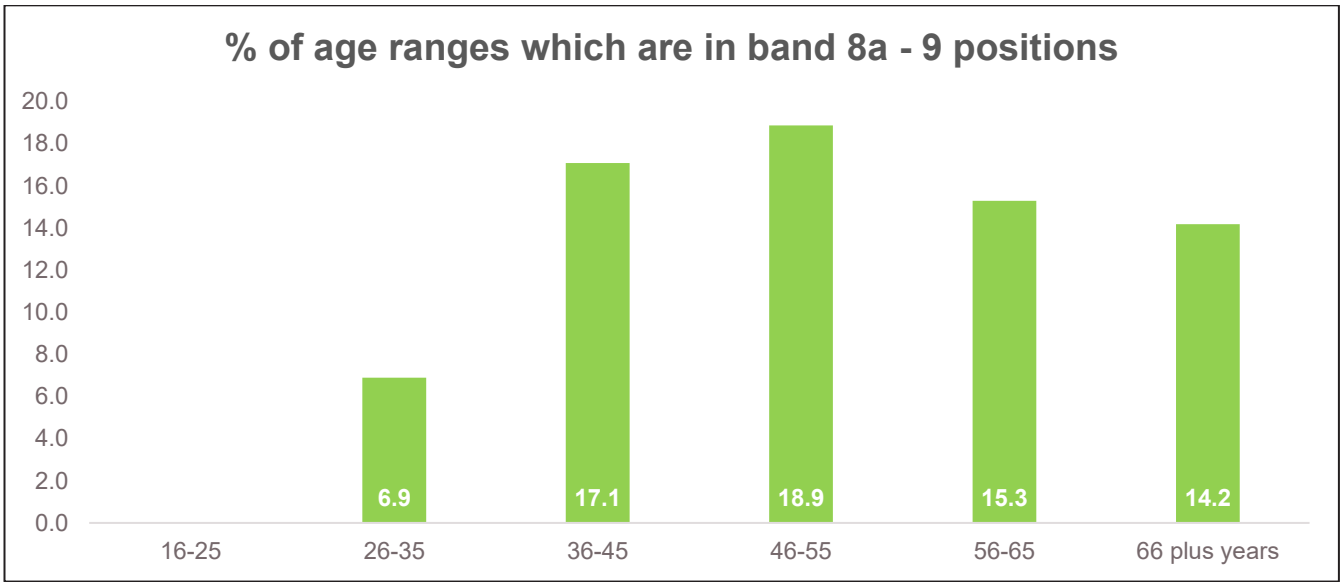






% of workforce by age band which make up AFC band clusters workforce

Row Labels	16-25	26-35	36-45	46-55	56-65	66 plus years
Bands 2-4	**59.2**	**30.6**	**27.7**	**28.9**	**36.5**	**38.1**
Bands 5-7	**40.8**	**62.5**	**55.3**	**52.2**	**48.2**	**47.8**
Bands 8a - 9	**0.0**	**6.9**	**17.1**	**18.9**	**15.3**	**14.2**



Modelled Expected Ethnically Diverse Representation by Pay Band Based on Census Age Profile

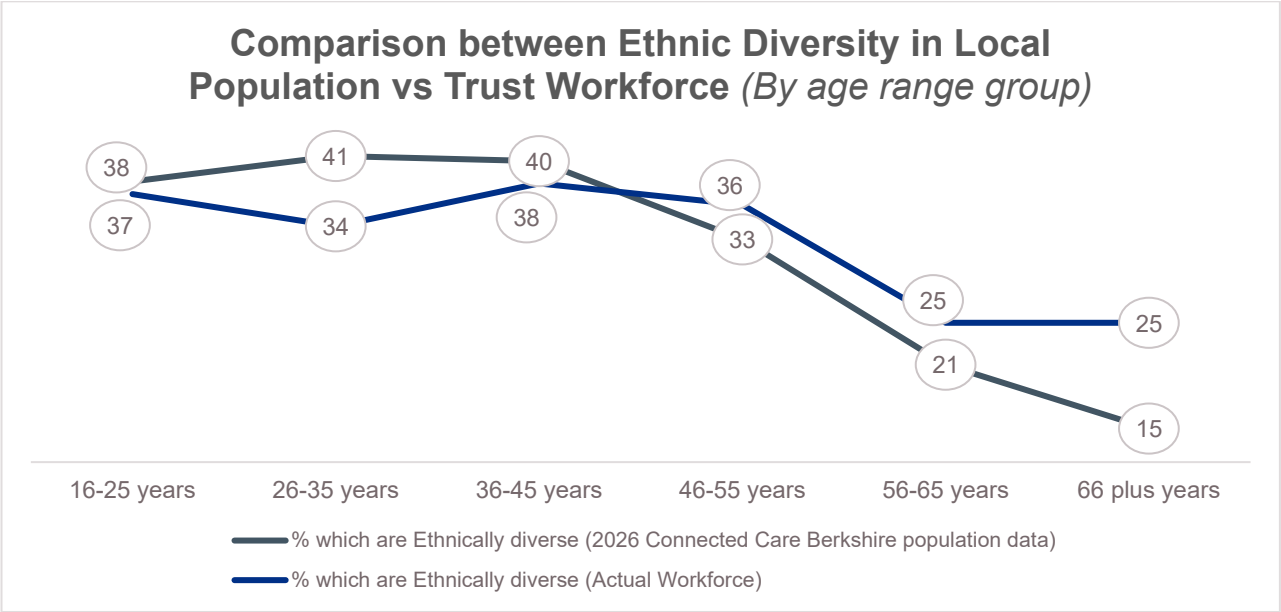
Band	Avg Age	Assigned Age Band	Local Population % ED	Posts	Expected ED Count	Expected % ED
Under B1	18	16–25	38%	4	1.5	38%
Band 2	44.8	36–45	40%	73	29.3	40%
Band 3	45	36–45	40%	790	316.6	40%
Band 4	42.6	36–45	40%	799	320.2	40%
Band 5	40.6	36–45	40%	735	294.6	40%
Band 6	43.8	36–45	40%	981	393.2	40%
Band 7	45.3	46–55	33%	1081	354.4	33%
Band 8a	45.9	46–55	33%	441	144.6	33%
Band 8b	48.8	46–55	33%	173	56.7	33%
Band 8c	51	46–55	33%	69	22.6	33%
Band 8d	54.8	56–65	21%	35	7.4	21%
Band 9	57	56–65	21%	10	2.1	21%
Consultant	52	46–55	33%	97	31.8	33%
Exec Board	53.7	56–65	21%	6	1.3	21%
Non-consultant	49.2	46–55	33%	80	26.2	33%
Trainee	34.4	26–35	41%	38	15.4	41%
VSM	58	56–65	21%	3	0.6	21%

Actual and Modelled Ethnically Diverse Representation by Pay Band Group

Pay band group	Modelled ethnically diverse (%)	Actual ethnically diverse (%)	Difference: actual vs modelled
Bands 2–4	**40.08%**	**36.20%**	**-3.9pp**
Bands 5–7	**37.26%**	**34.10%**	**-3.2pp**
Bands 8a–9	**32.06%**	**22.00%**	**-10.1pp**
All staff	**37.28%**	**33.90%**	**-3.4pp**

Ethnically Diverse Representation by Age Group: Connected Care Berkshire data Compared with BHFT Workforce

Age range	% which are Ethnically diverse (2026 Connected Care Berkshire population data)	% which are Ethnically diverse (Actual Workforce)
16-25 years	**38**	**37**
26-35 years	**41**	**34**
36-45 years	**40**	**38**
46-55 years	**33**	**36**
56-65 years	**21**	**25**
66 plus years	**15**	**25**



NHS National Workforce – Proportion of Non-UK / Non-British Staff (Trend)

Year	% Non-UK / non-British staff
2009	**~11.9%**
2016	**~13.0%**
2023	**~20.4%**

NHS Digital / NHS England Workforce Statistics (Hospital and Community Health Services workforce nationality data), September 2023. The trend has been widely reported using analysis of NHS workforce nationality data, including by **The Guardian**, **Sky News**, **The Telegraph**, **iNews** and other national media outlets.

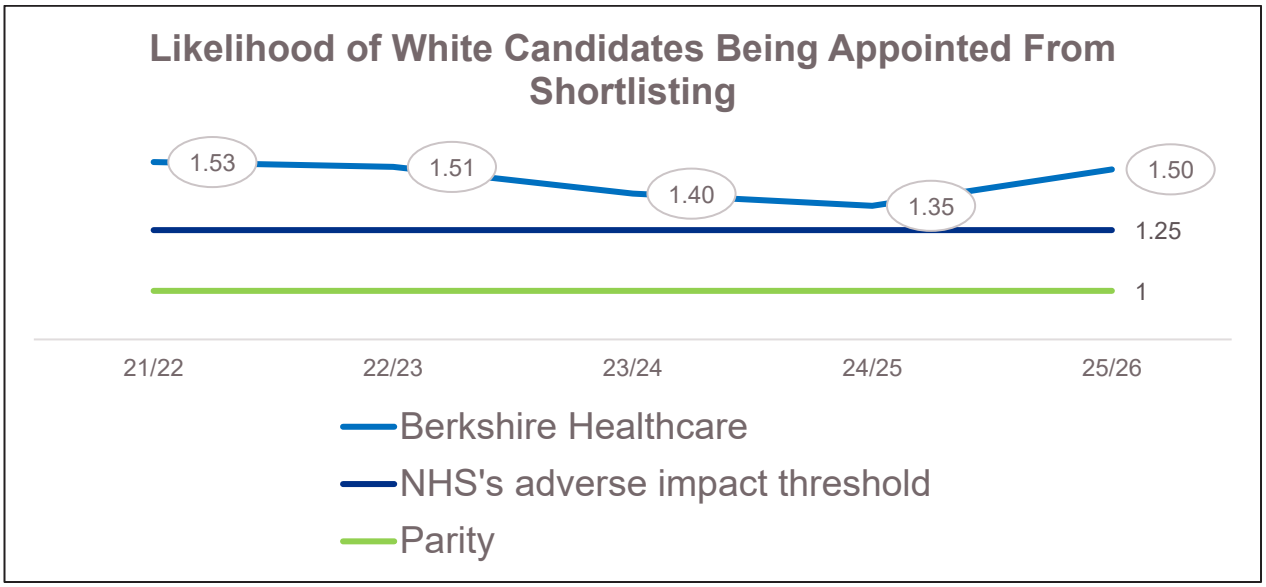
Estimated NHS Nursing Career Progression Timelines (Band 5 to Band 8a)

Career step	Typical time frame	Evidence / method
Band 5 → Band 6	**~2–4 years**	Typical progression based on role expectations and career pathway guidance **Source Link**

Band 6 → Band 7	**~3–5 years**	Requires additional experience, leadership responsibility or advanced clinical practice **Source Link**
Band 7 → Band 8a	**~3–6+ years (estimated)**	No standard timeframe; derived from evidence that only ~14% of nurses reach Band 7+ within 9 years plus additional leadership/experience requirements for Band 8a
Overall (Band 5 → Band 8a)	**Typically >8–10+ years**	Inferred from cumulative progression timelines and observed constraints in progression to senior roles

2. Relative likelihood of staff being appointed from shortlisting Back to contents

WRES Indicator 2 – Likelihood of White applicants being appointed from shortlisting	21/22	22/23	23/24	24/25	25/26	Change (24/25 → 25/26)	Direction
Berkshire Healthcare	**1.53**	**1.51**	**1.40**	**1.35**	**1.50**	**+0.15**	**Worsening**
NHS Trusts (National)	**1.61**	**1.54**	**1.62**	**1.77**	**–**	**–**	**–**



External Hires by Band and Ethnicity (Headcount)

Row Labels	Asian	Black	Mixed	Not Stated	Other	White	Ethnically Diverse	Grand Total
Band 2	3	3	1	0	0	5	7	12
Band 3	7	19	5	9	4	40	35	84
Band 4	15	8	8	4	1	69	32	105
Band 5	19	39	5	7	2	47	65	119
Band 6	8	10	4	4	1	58	23	85
Band 7	9	21	3	7	1	36	34	77
Band 8a	3	2	0	3	0	8	5	16
Band 8b	3	2	0	1	1	3	6	10
Band 8c	0	0	1	1	0	2	1	4
Band 8d	0	0	0	0	0	0	0	0
Band 9	0	0	0	0	0	0	0	0
Non Agenda for change	11	2	2	64	1	9	16	89
Grand Total	78	106	29	100	11	277	224	601

Ethnicity Composition of External Hires by Pay Band

Pay band	Total hires (n)	% Ethnically Diverse Hires	% White Hires	% Ethnicity Not Stated Hires
Band 2	12	58	42	0
Band 3	84	42	48	11
Band 4	105	30	66	4
Band 5	119	55	39	6
Band 6	85	27	68	5
Band 7	77	44	47	9
Band 8a	16	31	50	19
Band 8b	10	60	30	10
Band 8c	4	25	50	25
Band 8c	0	0	0	0
Band 9	0	0	0	0
Non-AfC	89	18	10	72
Total	601	37	46	17



External Hires by Band and Ethnicity (% of Total Hires)

Row Labels	Asian	Black	Mixed	Not Stated	Other	White	Ethnically Diverse
Band 2	25	25	8	0	0	42	58
Band 3	8	23	6	11	5	48	42
Band 4	14	8	8	4	1	66	30
Band 5	16	33	4	6	2	39	55
Band 6	9	12	5	5	1	68	27
Band 7	12	27	4	9	1	47	44
Band 8a	19	13	0	19	0	50	31
Band 8b	30	20	0	10	10	30	60
Band 8c	0	0	25	25	0	50	25
Band 8d	0	0	0	0	0	0	0
Band 9	0	0	0	0	0	0	0
Non Agenda for change	12	2	2	72	1	10	18
Grand Total	13	18	5	17	2	46	37

Recruitment Outcomes by Ethnicity (All Applicants)

Recruitment stage	Ethnically Diverse	White
Applications shortlisted	15,668	4,294
Offered interview	1,559	1,422
% of shortlisted offered interview	10.1%	33.1%
Attended interview	1,141	1,081
% of interviews attended	73.2%	76.0%
Offered job	382	522
% offered job (of those interviewed)	33.5%	48.3%
% offered job (of those offered an interview)	24.5%	36.7%
Likelihood to be appointed (of those interviewed)	0.69	1.44
Likelihood to be appointed (of those offered an interview)	0.67	1.50

Application Profile

Applications	Ethnically Diverse	White	Ethnicity Not Disclosed
Total Applications	15668	4294	316
% of total applications	77.27	21.18	1.56
% of total applications of known ethnicity	78.49	21.51	n/a
% of applications from repeat applicants	40	30	26



Number of times a candidate made 10 or more unique applications	**78**	**12**	**1**

Offered Interview Profile

Offered Interview	Ethnically Diverse	White	Ethnicity Not Disclosed
Total Interviews	**1559**	**1422**	**67**
% of total interviews	**51**	**47**	**2.20**
% of total applications of known ethnicity	**52**	**48**	**n/a**
Total interviews of candidates without immediate right to work status	**395**	**5**	**8**
% offered interview where 5 or more were interviewing	**59**	**50**	**52**
% offered interview where they are the only candidate interviewing	**11**	**15**	**22**

Scenario Based Testing

Scenario	Ethnically Diverse	White
Baseline (attended interview → offer)	**0.69**	**1.44**
Internal applicants only	0.74	1.35
Candidates with right to work only	0.78	1.28
British citizens with UK right to work only	0.85	1.18
Public adverts only	0.57	1.76
Hidden adverts only	0.96	1.05
Internal-only adverts	0.88	1.13
Band 8a–9 adverts only	1.08	0.93

Recruitment Outcomes by Pay Band for British Citizens Only (Interview-to-Offer Stage)

Pay band	Interviews attended (ED)	Interviews attended (White)	Offers (ED)	Offers (White)	Offer rate (ED)	Offer rate (White)	Relative likelihood (White ÷ ED)
Band 2	**6**	**14**	**4**	**8**	**66.7%**	**57.1%**	**0.86**
Band 3	**52**	**109**	**13**	**50**	**25.0%**	**45.9%**	**1.83**
Band 4	**51**	**130**	**15**	**60**	**29.4%**	**46.2%**	**1.57**
Band 5	**105**	**115**	**45**	**49**	**42.9%**	**42.6%**	**0.99**
Band 6	**67**	**104**	**37**	**61**	**55.2%**	**58.7%**	**1.06**
Band 7	**89**	**97**	**36**	**54**	**40.4%**	**55.7%**	**1.38**

Band 8a	**20**	**25**	**6**	**7**	**30.0%**	**28.0%**	**0.93**
Band 8b	**10**	**14**	**4**	**6**	**40.0%**	**42.9%**	**1.07**
Band 8c	**9**	**8**	**4**	**4**	**44.4%**	**50.0%**	**1.13**
Band 9	**2**	**1**	**2**	**1**	**100.0%**	**100.0%**	**1.00**

Recruitment Outcomes by Pay Band Group for British Citizens Only (Interview-to-Offer Stage)

Band grouping	Interviews attended (ED)	Interviews attended (White)	Offers (ED)	Offers (White)	Offer rate (ED)	Offer rate (White)	Relative likelihood (White ÷ ED)
Bands 2–4	**109**	**253**	**32**	**118**	**29.4%**	**46.6%**	**1.59**
Bands 5–7	**261**	**316**	**118**	**164**	**45.2%**	**51.9%**	**1.15**
Bands 8a–9	**41**	**48**	**16**	**18**	**39.0%**	**37.5%**	**0.96**

Appointment Outcomes Following Interview by Staff Group (British Citizens Only)

Staff group	Interviews attended (ED)	Interviews attended (White)	Offers (ED)	Offers (White)	Offer rate (ED)	Offer rate (White)	Relative likelihood (White ÷ ED)
Additional Clinical Services	**67**	**179**	**27**	**89**	**40.3%**	**49.7%**	**1.23**
Additional Professional Scientific and Technical	**28**	**63**	**16**	**30**	**57.1%**	**47.6%**	**0.83**
Administrative and Clerical	**87**	**137**	**26**	**55**	**29.9%**	**40.1%**	**1.34**
Allied Health Professionals	**35**	**119**	**15**	**61**	**42.9%**	**51.3%**	**1.20**
Medical and Dental	**12**	**5**	**9**	**2**	**75.0%**	**40.0%**	**0.53**
Nursing and Midwifery Registered	**195**	**121**	**80**	**67**	**41.0%**	**55.4%**	**1.35**

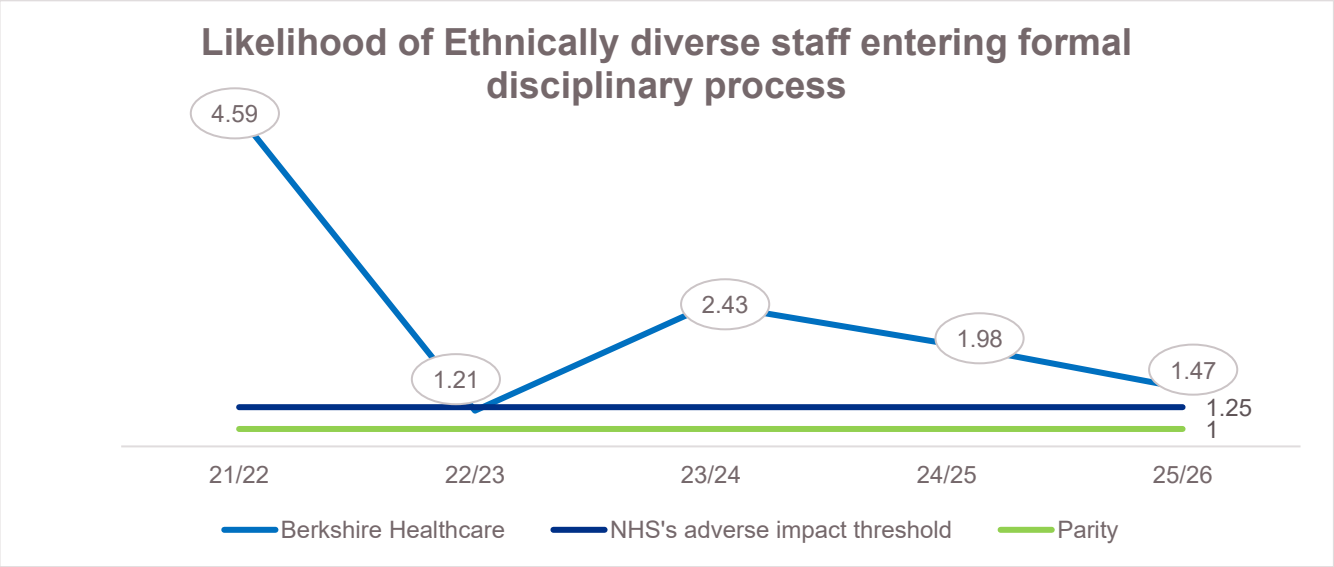


Students	**1**	**3**	**1**	**3**	**100.0%**	**100.0%**	**1.00**

3. Relative likelihood of staff entering the formal disciplinary process

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WRES Indicator 3: Likelihood of Ethnically diverse staff entering formal disciplinary process	21/22	22/23	23/24	24/25	25/26	Change (24/25 → 25/26)	Direction
Berkshire Healthcare	**4.59**	**1.21**	**2.43**	**1.98**	**1.47**	**-0.51**	**Improving**
NHS Trusts (National)	**1.14**	**1.14**	**1.09**	**1.11**	**–**	**–**	**–**



Disciplinary Outcomes by Gender

Gender	Incidents	% of total incidents	Staff in post	% of staff in post	% disciplinary rate (incidents ÷ staff)	Likelihood Ratio
Female	**20**	**1**	**4361**	**1**	**0.5%**	**0.29**
Male	**14**	**0**	**897**	**0**	**1.6%**	**3.39**

Intersectionality Disciplinary Data

Gender	Incidents	% of total incidents	Staff in post of row category	% of staff in post	% of disciplinaries to total staff
Ethnically Diverse Female	**8**	**24**	**1358**	**26**	**0.6**
White Female	**12**	**35**	**3003**	**57**	**0.4**
Ethnically Diverse Male	**7**	**21**	**478**	**9**	**1.5**
White Male	**7**	**21**	**419**	**8**	**1.7**

Gender Composition of our workforce by ethnicity

Gender	Incidents
% of Ethnically Diverse Workforce Which is Male	**26**
% of White Workforce Which is Male	**12**

% Of Workforce Who Entered Disciplinary (Intersectionality) Disciplinary Data

Gender	%
White Male	**4.9**
Ethnically Diverse Male	**4.3**
Ethnically Diverse Female	**1.7**
White Female	**1.2**

Likelihood Score Ethnically Diverse Female vs White Female

Gender	Incidents
Ethnically Diverse Female	**1.47**
White Female	**0.68**

Likelihood Score Ethnically Diverse Male vs White Male

Gender	Incidents
Ethnically Diverse Male	**0.88**
White Male	**1.14**

Disciplinary Data by Pay Band

Band	Incidents	% of total incidents	Headcount in workforce	% of workforce	difference between % of incidents and workforce contribution
3	12.0	35.3	790	14.6	20.7
2	2.0	5.9	73	1.3	4.6
8b	2.0	5.9	173	3.2	2.7
8c	1.0	2.9	69	1.3	1.6
7	7.0	20.6	1081	20.0	0.6
8a	2.0	5.9	441	8.1	-2.2
6	4.0	11.8	981	18.1	-6.3
5	2.0	5.9	735	13.6	-7.7
4	2.0	5.9	799	14.8	-8.9

Disciplinary Data by Division

Division	Incidents	% of total incidents	Headcount in workforce	% of workforce	Difference between % of incidents and workforce contribution
Mental Health Services	20.0	58.8	1812	33.5	25.3
Community Health Services	9.0	26.5	1778	32.8	-6.3
Central Services	2.0	5.9	707	13.1	-7.2
Children Family and All Age Services	3.0	8.8	1118	20.6	-11.8

Disciplinary Data by Position Title

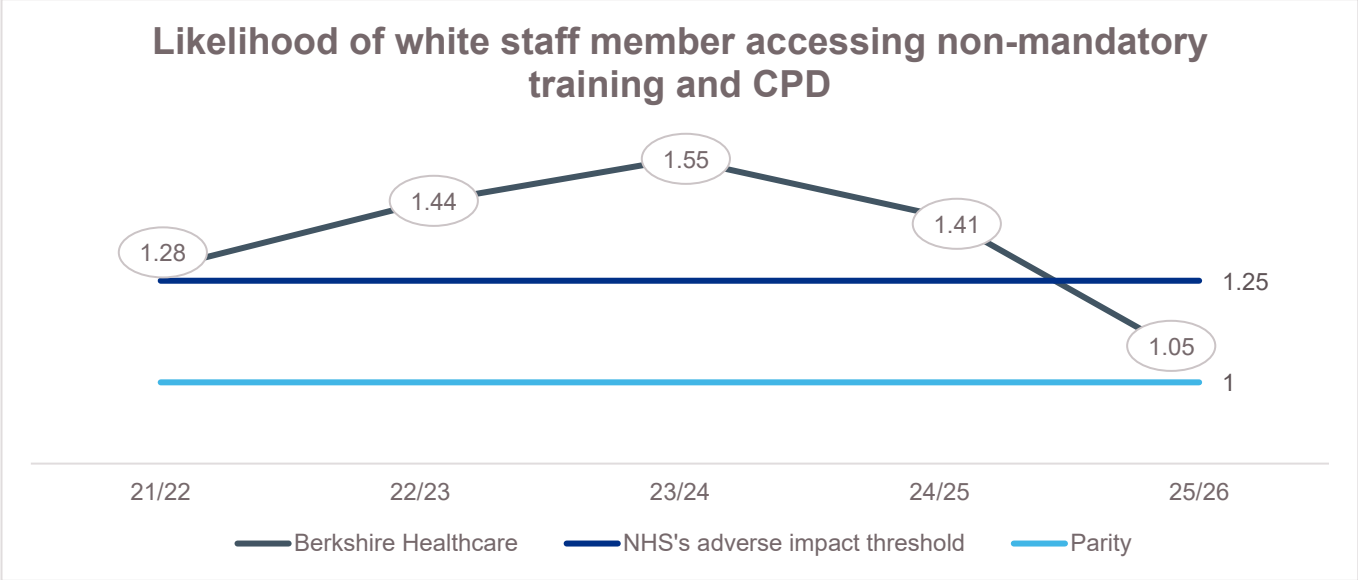
Position Title	Incidents	% of total incidents	Headcount in workforce	% of workforce	difference between % of incidents and workforce contribution
Healthcare Assistant	8.0	23.5	408	9.0	14.5
Community Psychiatric Nurse	5.0	14.7	417	9.2	5.5
Ward Manager	2.0	5.9	26	0.6	5.3
Nursery Cook	1.0	2.9	3	0.1	2.8
Paramedic	1.0	2.9	5	0.1	2.8

Pre-registration Pharmacy Technician	1.0	2.9	6	0.1	2.8
Behaviour Therapist	1.0	2.9	8	0.2	2.7
Pharmacy Technician	1.0	2.9	12	0.3	2.6
Advanced Paramedic Practitioner	1.0	2.9	13	0.3	2.6
Phlebotomist	1.0	2.9	14	0.3	2.6
Podiatrist Specialist	1.0	2.9	14	0.3	2.6
Personal Assistant	1.0	2.9	15	0.3	2.6
Manager	2.0	5.9	167	3.7	2.2
Pharmacist	1.0	2.9	44	1.0	1.9
Clinical Psychologist	1.0	2.9	126	2.8	0.1
Administrator	5.0	14.7	719	15.9	-1.2
Senior Manager	1.0	2.9	230	5.1	-2.2

4. Relative likelihood of staff accessing non-mandatory training and continued professional development

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WRES Indicator 4: Likelihood of accessing non-mandatory training and CPD (White vs Ethnically diverse staff)	21/22	22/23	23/24	24/25	25/26	Change (24/25 → 25/26)	Direction
Berkshire Healthcare	1.28	1.44	1.55	1.41	1.05	-0.36	Improving
NHS Trusts (National)	1.14	1.12	1.06	1.02	–	–	–



2025/26 breakdown of non-mandatory training and CPD access

2025/26 component	Ethnically diverse staff	White staff	Ethnicity not stated	Ethnically diverse uptake %	White uptake %	Likelihood ratio*
Apprenticeships – total staff undertaking	**52**	**90**	**3**	**3.04%**	**2.69%**	**1.13**
CPD funded – total staff undertaking	**126**	**334**	**10**	**7.37%**	**10.00%**	**0.74**
In-house training – total staff undertaking	**1475**	**2757**	**128**	**86.31%**	**82.52%**	**1.05**

Access to non-mandatory training and/or CPD by profession, 2025/26

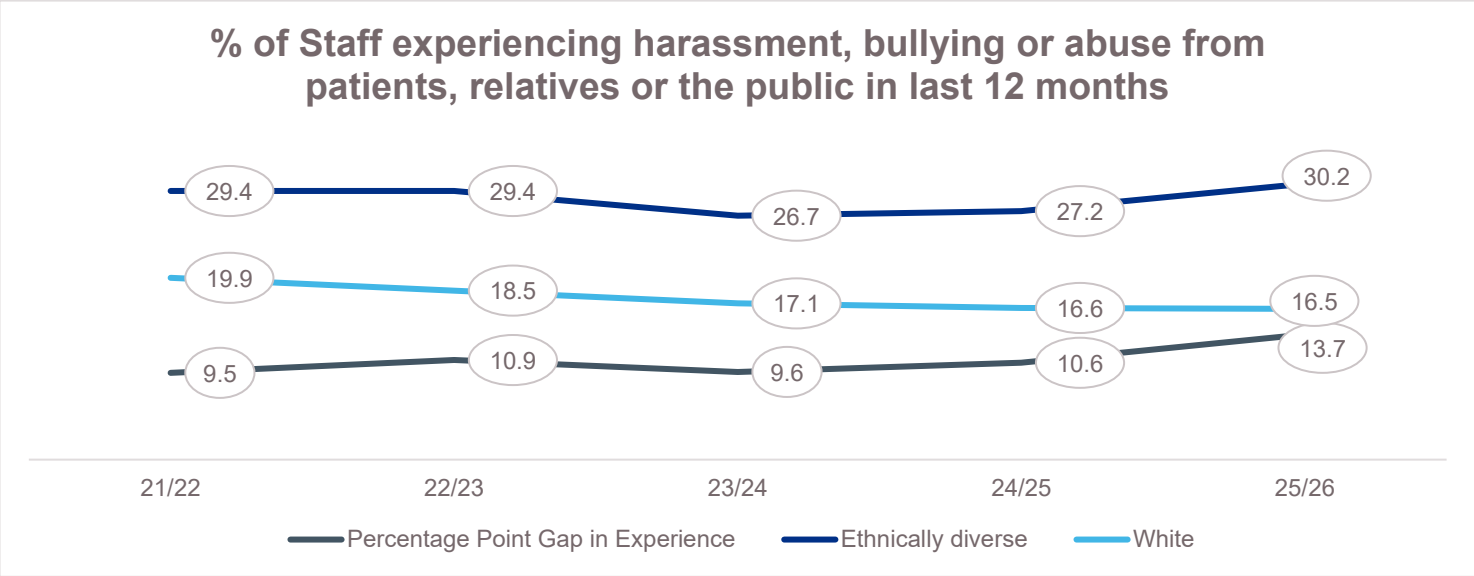
Profession	Total staff	Accessed training/CPD	Uptake %
Medical	**199**	**67**	**34**
Unknown	**3**	**2**	**67**
Speech and Language Therapist	**6**	**5**	**83**
Pharmacist	**45**	**38**	**84**
Dental Officer	**16**	**14**	**88**
Audiologist	**10**	**9**	**90**
Pharmacy Technician	**12**	**11**	**92**
Estates and Ancillary	**29**	**27**	**93**
Grand Total	**5415**	**5115**	**94**
Paramedic	**24**	**23**	**96**
Speech & Language Therapist	**105**	**101**	**96**
Nursing and Midwifery Registered	**1438**	**1389**	**97**
Administrative and Clerical	**1296**	**1254**	**97**
Dietitian	**64**	**62**	**97**
Occupational Therapist	**131**	**127**	**97**
Qualified Clinical Psychologist	**174**	**169**	**97**
Social Worker	**74**	**72**	**97**
Other - Add Prof Scientific and Technic	**266**	**259**	**97**
Physiotherapist	**234**	**228**	**97**
Additional Clinical Services	**1218**	**1187**	**97**
Art Therapist	**8**	**8**	**100**
Dietician	**1**	**1**	**100**
Osteopath	**2**	**2**	**100**
Podiatrist	**32**	**32**	**100**
Psychotherapist	**13**	**13**	**100**
Specialist Dentist	**1**	**1**	**100**
Students	**14**	**14**	**100**

5. Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public

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WRES Indicator 5: Difference in experience (percentage point gap)	21/22	22/23	23/24	24/25	25/26	Change (24/25 → 25/26)	Direction
Berkshire Healthcare (gap)	+9.5pp	+10.9pp	+9.6pp	+10.6pp	+13.7pp	+3.1pp	Worsening
NHS Trusts (gap)	+6pp	+2.2pp	+3.7pp	+5.0pp	–	–	–

WRES Indicator 5: Difference in experience (percentage point gap)	Group	21/22	22/23	23/24	24/25	25/26
Berkshire Healthcare	Ethnically diverse	29.4%	29.4%	26.7%	27.2%	30.2%
	White	19.9%	18.5%	17.1%	16.6%	16.5%
NHS Trusts (National)	Ethnically diverse	32.0%	29.2%	27.8%	28.6%	–
	White	26.0%	27.0%	24.1%	23.6%	–

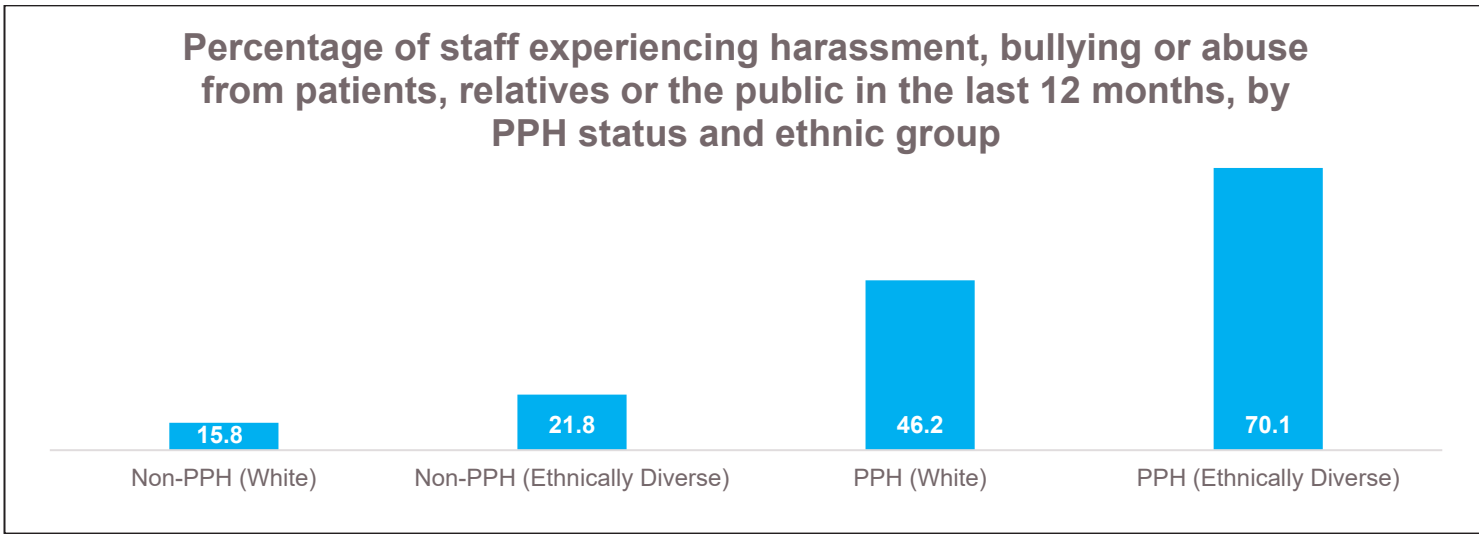


PPH vs Non PPH Scores

Metric	All staff	PPH only	Non PPH
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the general public in the last 12 months	20.7%	65.5%	17.4%

Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months, by PPH status and ethnic group

Description	Non-PPH (White)	Non-PPH (Ethnically Diverse)	PPH (White)	PPH (Ethnically Diverse)
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	15.8	21.8	46.2	70.1



Percentage point gap in experiences of harassment, bullying or abuse from patients, relatives or the public between White and ethnically diverse staff, comparing PPH and non-PPH staff

Description	Non-PPH gap (Ethnically Diverse minus White)	PPH gap (Ethnically Diverse minus White)	Difference between PPH and Non-PPH gaps
Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	6.0 percentage points	23.9 percentage points	17.9 percentage points

Workforce representation of PPH staff as a percentage of total workforce, 2025–2026

Metric	2025	2026
% of workforce made up by PPH	7.6%	7.2%

Percentage of ethnically diverse workforce working at PPH, 2025–2026

Metric	2025	2026

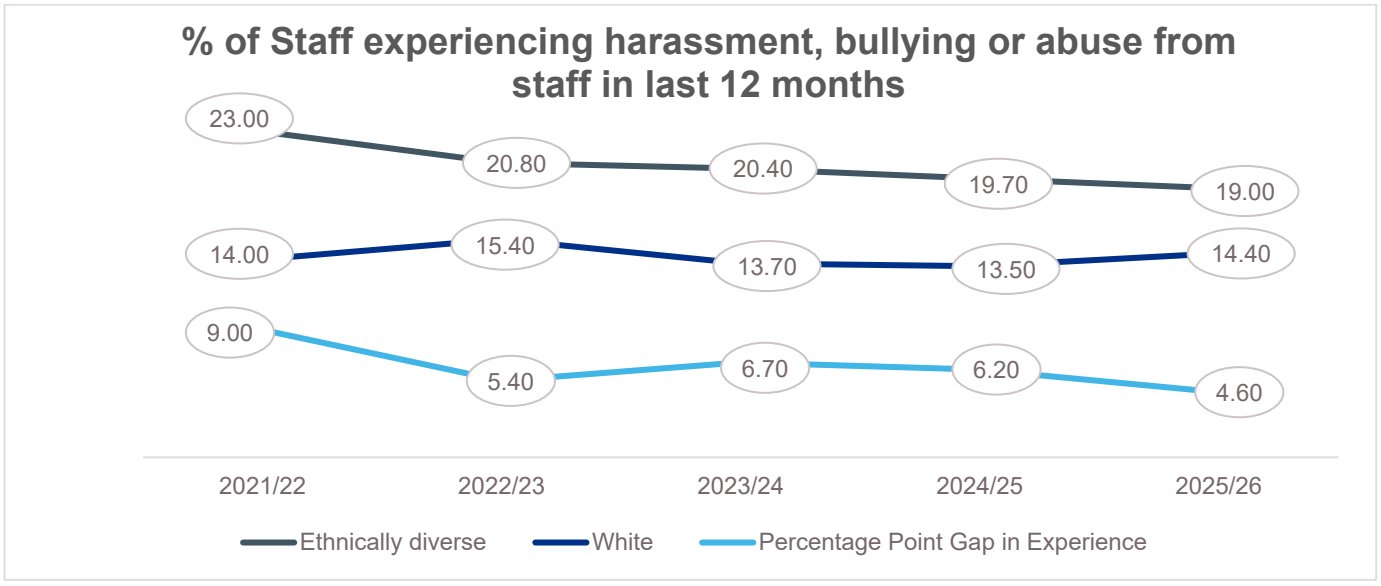
Percentage of trusts total ethnically diverse workforce working at PPH	**16.5%**	**18.1%**

6. Percentage of staff experiencing harassment, bullying or abuse from staff

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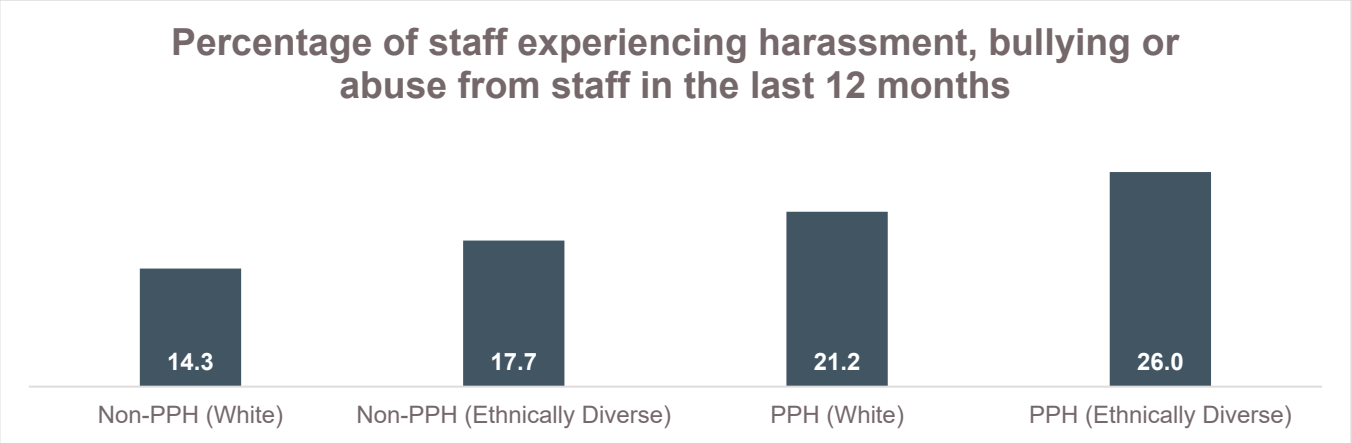
WRES Indicator 6: Percentage of staff experiencing harassment, bullying or abuse from staff (last 12 months)	2021/22	2022/23	2023/24	2024/25	2025/26	Change (24/25 → 25/26)	Direction
Berkshire Healthcare	**9.00**	**5.40**	**6.70**	**6.20**	**4.60**	**-1.6pp**	**Improving**
NHS Trusts (national)*	**5.00**	**4.60**	**4.20**	**4.10**	**–**	**–**	**–**

WRES Indicator 6: Percentage of staff experiencing harassment, bullying or abuse from staff (last 12 months)	Group	21/22	22/23	23/24	24/25	25/26
Berkshire Healthcare	**Ethnically diverse**	**23.0%**	**20.8%**	**20.4%**	**19.7%**	**19.0%**
	White	**14.0%**	**15.4%**	**13.7%**	**13.5%**	**14.4%**
NHS Trusts (National)*	**Ethnically diverse**	**23.0%**	**27.6%**	**24.9%**	**24.0%**	**–**
	White	**18.0%**	**23.0%**	**20.7%**	**19.9%**	**–**



Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months, by PPH status and ethnic group

Description	Non-PPH (White)	Non-PPH (Ethnically Diverse)	PPH (White)	PPH (Ethnically Diverse)
Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	14.3	17.7	21.2	26.0



Gap in percentage points between Ethnically Diverse Staff and White Staff

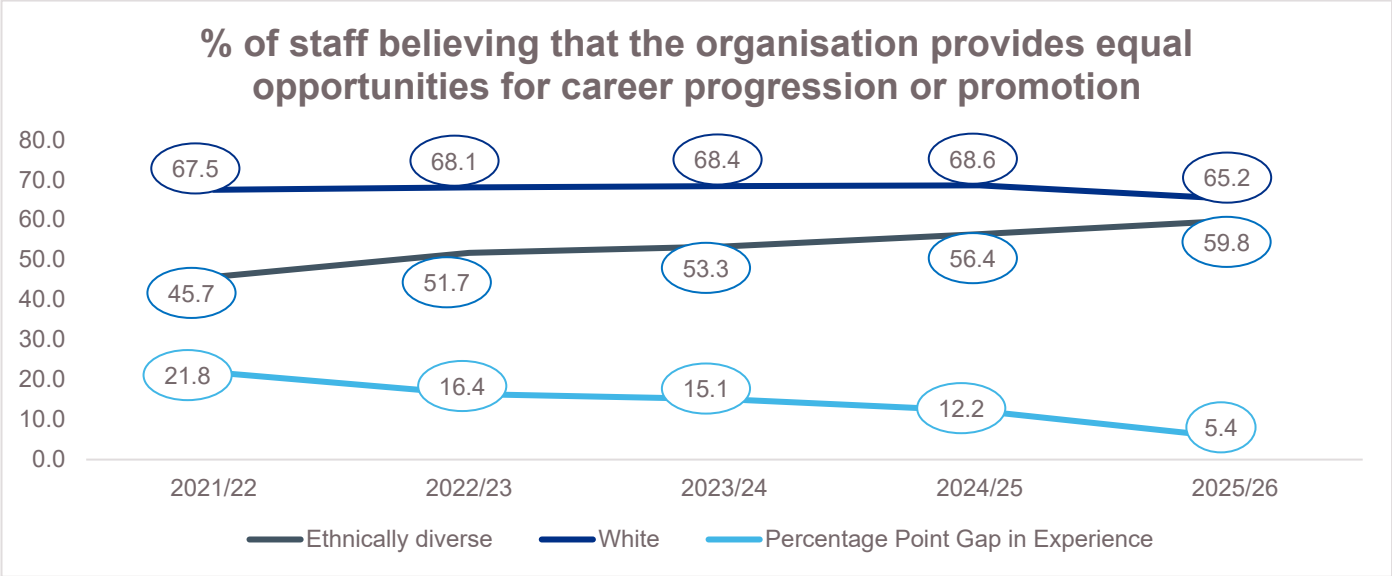
Metric	All staff	PPH only	Non PPH
Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	4.6%	4.8%	3.4%

7. Percentage of staff believing the Trust provides equal opportunities for career progression or promotion

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WRES Indicator 7: Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	21/22	22/23	23/24	24/25	25/26	Change (24/25 → 25/26)	Direction
Berkshire Healthcare	-21.80	-16.40	-15.10	-12.20	-5.40	-6.8pp	Improving
NHS Trusts (National)*	-14.00	-14.60	-10.60	-9.50	–	–	–

WRES Indicator 7: Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	Group	21/22	22/23	23/24	24/25	25/26
Berkshire Healthcare	Ethnically diverse	45.7%	51.7%	53.3%	56.4%	59.8%
	White	67.5%	68.1%	68.4%	68.6%	65.2%
NHS Trusts (National)*	Ethnically diverse	47.0%	44.4%	48.8%	49.6%	–
	White	61.0%	59.0%	59.4%	59.1%	–



Internal promotion rates by starting band and ethnicity

Internal promotions (from band)	Ethnically Diverse promoted / total	Ethnically Diverse % promoted	White promoted / total	White % promoted	Relative likelihood (ED vs White)
Overall	121 / 1693	7.2%	225 / 3569	6.3%	1.14
Band 2	12 / 42	28.6%	9/ 64	14.1%	2.03
Band 3	19 / 332	5.7%	35 / 485	7.2%	0.79
Band 4	28 / 263	10.7%	36 / 590	6.1%	1.74
Band 5	23 / 284	8.1%	40 / 406	9.9%	0.82
Band 6	22 / 321	6.9%	47 / 663	7.1%	0.97
Band 7	7 / 294	2.4%	38 / 783	4.9%	0.49
Band 8a	8 / 104	7.7%	10 / 329	3.0%	2.53
Band 8b	2 / 38	5.3%	7 / 148	4.7%	1.11

Band 8c	0 / 10	0.0%	3/ 60	5.0%	N/A
Band 8d	0 / 4	0.0%	0 / 30	0.0%	N/A
Band 9	0 / 1	0.0%	0 / 11	0.0%	N/A
Band 8a+	10 / 157	6.4%	20 / 578	3.5%	1.84
Band 7+	17 / 451	3.8%	58 / 1361	4.3%	0.88

Change in profession mix between Band 7 and Band 8a, with ethnically diverse workforce representation context

Profession type	Band 7 (%)	Band 8a (%)	Difference (pp)	Overall % ethnically diverse
Nursing and Midwifery Registered	41.6%	24.0%	-17.6	39.6%
Other – Additional Professional Scientific and Technical	16.2%	8.2%	-8.0	27.4%
Speech & Language Therapist*	4.9%	0.0%	-4.9	13.5%
Occupational Therapist	4.4%	1.6%	-2.9	20.6%
Dietitian	2.7%	0.2%	-2.5	23.1%
Social Worker	4.3%	2.0%	-2.3	25.7%
Podiatrist	1.2%	0.5%	-0.7	34.4%
Pharmacy Technician	0.2%	0.0%	-0.2	25.0%
Additional Clinical Services	1.0%	0.9%	-0.1	39.0%
Unknown Profession	0.1%	0.0%	-0.1	33.3%
Art Therapist	0.3%	0.5%	0.2	12.5%
Psychotherapist	0.0%	0.5%	0.5	23.1%
Audiologist	0.2%	0.7%	0.5	70.0%
Speech and Language Therapist*	0.0%	1.1%	1.1	13.5%
Physiotherapist	7.0%	9.1%	2.0	26.9%
Paramedic	0.5%	3.2%	2.7	16.7%
Pharmacist	0.6%	6.8%	6.2	46.7%
Qualified Clinical Psychologist	3.0%	14.7%	11.8	18.4%
Administrative and Clerical	11.7%	26.1%	14.3	27.9%

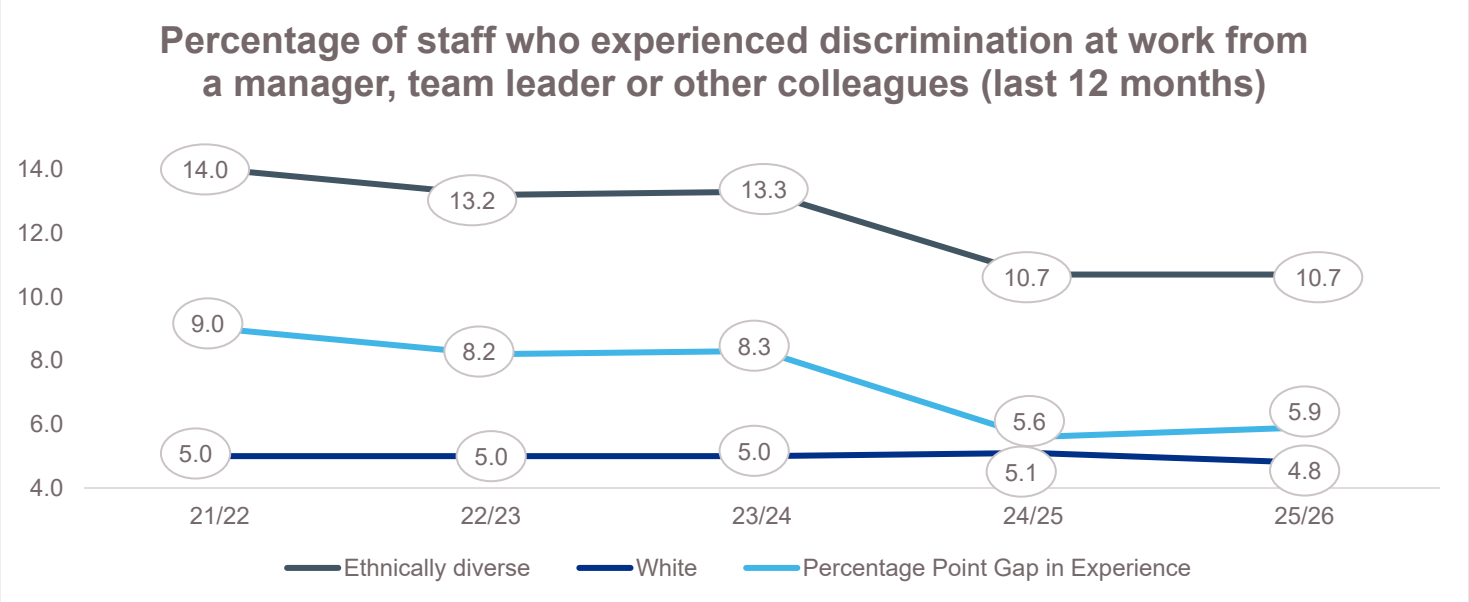
8. Percentage of staff personally experiencing discrimination at work from their manager/team leader or colleagues

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WRES Indicator 8: Percentage of staff who experienced discrimination at work from a manager, team leader or other colleagues (last 12 months) - Percentage Point Gap	21/22	22/23	23/24	24/25	25/26	Change (23/24 → 25/26)	Direction
Berkshire Healthcare	9.00	8.20	8.30	5.60	5.90	+0.3 ↑	Worsening
NHS Trusts (National)*	8.00	10.00	8.80	8.30	–	–	–

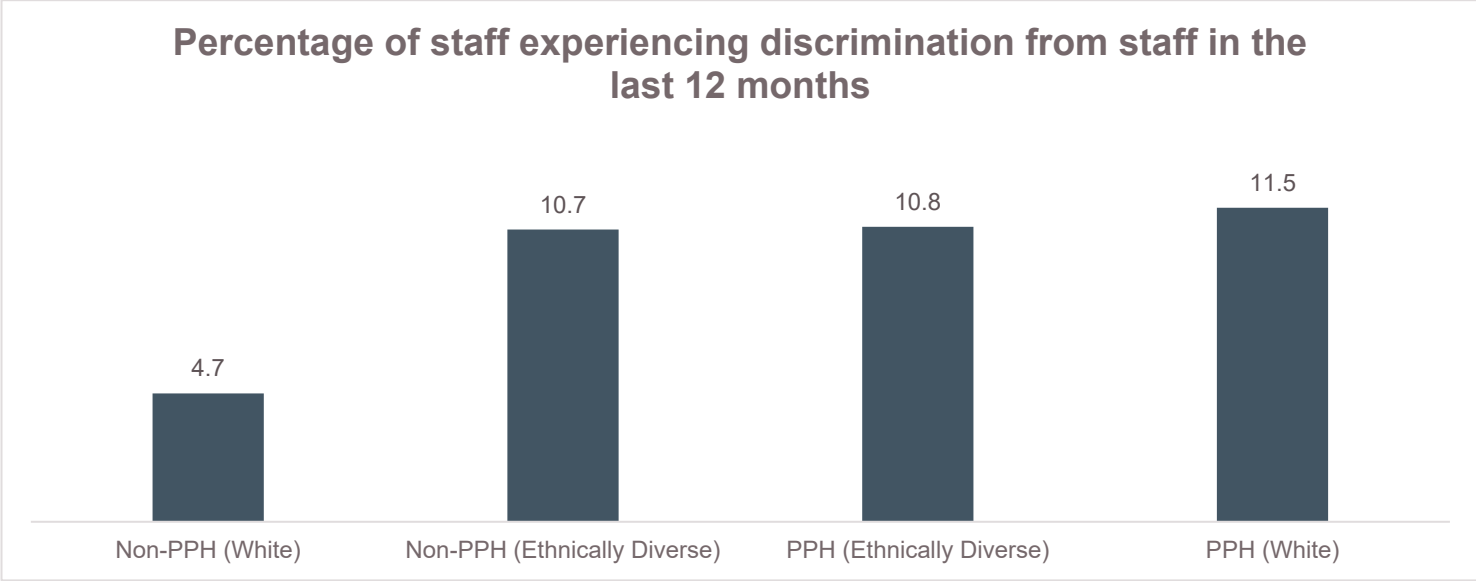
Percentage of staff experienced discrimination at work from manager / team leader or other colleagues in last 12 months	Group	21/22	22/23	23/24	24/25	25/26
Berkshire Healthcare	Ethnically diverse	14.0%	13.2%	13.3%	10.7%	10.7%
	White	5.0%	5.0%	5.0%	5.1%	4.8%
NHS Trusts (National)*	Ethnically diverse	14.0%	17.0%	15.5%	15.0%	–
	White	6.0%	7.0%	6.7%	6.7%	–



Percentage of staff experiencing discrimination from staff in the last 12 months, by PPH status and ethnicity

Description	Non-PPH (White)	Non-PPH (Ethnically Diverse)	PPH (Ethnically Diverse)	PPH (White)

Percentage of staff experiencing discrimination from staff in the last 12 months	**4.7**	**10.7**	**10.8**	**11.5**



Percentage point gap in experiences of discrimination from staff between White and ethnically diverse staff, comparing PPH and non-PPH staff

Description	Non-PPH gap (Ethnically Diverse minus White)	PPH gap (Ethnically Diverse minus White)	Difference between PPH and Non-PPH gaps
Percentage of staff experiencing discrimination from staff in the last 12 months	**+6.0 percentage points**	**-0.7 percentage points**	**-6.7 percentage points**

9. Percentage difference between Board voting membership and its overall workforce

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Percentage difference between Board voting membership and its overall workforce (Ethnically Diverse) -	2021/22	2022/23	2023/24	2024/25	2025/26	Change (24/25 → 25/26)	Direction

Berkshire Healthcare	-0.04	2.4%	6.8%	3.0%	-11.0%	-14.0pp	Worsening
NHS Trusts (national)*	0.13	13.2%	–	–	–	–	–

Board voting membership composition by ethnicity

Year	Total board voting members	Ethnically diverse	White	% ethnically diverse
2025 submission	14	5	9	35.7%
2026 submission	13	3	10	23.1%

Overall workforce ethnicity comparison

Year	% ethnically diverse workforce	% ethnically diverse board	Difference (Board – Workforce)
2024/25	32.80%	35.70%	+3.0pp
2025/26	33.90%	23.10%	-10.8pp

Board membership movement between submissions (anonymised)

Movement type	Total individuals	Ethnically diverse	White
Members included in 2024/25 who left before 2025/26	4	2	2
Members newly included in 2025/26	3	0	3
Net change	-1	-2	1

Structural factors affecting comparability

Factor	Detail
Dual incumbency (handover period)	One board-level role was represented by two individuals in the 2024/25 submission, both included due to overlap during a transition period
Impact on 2024/25 position	This increased the recorded number of ethnically diverse board members in that year
2025/26 position	The same role is represented by a single individual following completion of the transition



Turnover profile	**All new joiners to the Board in 2025/26 were White, while leavers were evenly split by ethnicity**