

Collection name: **Workforce Race Equality Standard (WRES) Data Collection**

For: **DONCASTER AND BASSETLAW TEACHING HOSPITALS NHS FOUNDATION TRUST (RP5), FY2024/25**

Submitted: **Thu, May 29, 2025, 2:39 PM** by **Qurban Hussain (kirby.hussain@nhs.net)**

Status: **Completed**

## Welcome to the WRES 2025 Data collection

Please exclude all NHS held bank worker data from your submission. Bank workers are defined as workers who in your organisation work solely on a zero hour/’bank only’ contract.

Guidance and additional information can be viewed here: [Guidance \(Link: \)](#)and [Additional Information \(Link: \)](#)

- Our information governance notice can be viewed here: [Information Governance Notice \(Link: \)](#)
- Web form technical support queries and queries about your account and password should be sent to: [Data Collections Framework \(DCF\) - Customer Support \(Link: \)](#)
- Requests for additional users to access the web form should be sent to: [england.wres@nhs.net](mailto:england.wres@nhs.net) ([Link: \)](#)
- Any queries about how to populate this data collection should be sent to: [england.wres@nhs.net](mailto:england.wres@nhs.net) ([Link: \)](#)

Indicator 1a - Non-Clinical Workforce

	Last Year			This Year			
	Whit e	BME	Ethni city Unkn own/ Null	Whit e	BME	Ethni city Unkn own/ Null	Comments
Under Band 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 3	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 4	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 5	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 6	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 7	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 8A	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 8B	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>

Band 8C	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 8D	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 9	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
VSM	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>

Indicator 1b - Clinical Workforce

	Last Year			This Year			Comments
	Whit e	BME	Ethni city Unkn own/ Null	Whit e	BME	Ethni city Unkn own/ Null	
Under Band 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 2	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 3	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 4	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 5	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 6	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 7	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 8A	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 8B	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 8C	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 8D	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Band 9	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
VSM	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>

Indicator 1 - Medical and Dental Consultants

	Last Year			This Year			Comments
	Whit e	BME	Ethni city Unkn own/ Null	Whit e	BME	Ethni city Unkn own/ Null	
Medical & Dental Consultants	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Of which Senior Medical Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Non-consultant career grade	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Trainee Grades	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Other	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>

Number of staff in Workforce

	Last Year			This Year			Comments
	Whit e	BME	Ethni city Unkn own/ Null	Whit e	BME	Ethni city Unkn own/ Null	
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Indicator 2 - Relative likelihood of staff being appointed from shortlisting across all posts.

	Last Year			This Year			Comments
	Whit e	BME	Ethni city Unkn own/ Null	Whit e	BME	Ethni city Unkn own/ Null	

Number of Shortlisted Applicants	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Number Appointed from Shortlisting	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Relative likelihood of appointment from shortlisting	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text" value="%"/>	<input type="text" value="%"/>	<input type="text" value="%"/>	<input type="text" value="%"/>	<input type="text" value="%"/>	<input type="text" value="%"/>	
Relative likelihood of White staff being appointed from shortlisting compared to BME staff	<input type="text"/>			<input type="text"/>			<input type="text"/>

Indicator 3 - Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

Note: This indicator will be based on year-end data.

	Last Year			This Year			
	White	BME	Ethnicity Unknown/Null	White	BME	Ethnicity Unknown/Null	Comments
Number of staff in workforce	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Number of staff entering the formal disciplinary process	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Likelihood of staff entering the formal disciplinary process	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
	<input type="text" value="%"/>	<input type="text" value="%"/>	<input type="text" value="%"/>	<input type="text" value="%"/>	<input type="text" value="%"/>	<input type="text" value="%"/>	
Relative likelihood of BME staff entering the formal		<input type="text"/>		<input type="text"/>			<input type="text"/>

disciplinary  
process  
compared to  
White staff

Indicator 4 - Relative likelihood of staff accessing non-mandatory training and CPD.

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/Null	White	BME	Ethnicity Unknown/Null	
Number of staff in workforce	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Number of staff accessing non-mandatory training and CPD	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Likelihood of staff accessing non-mandatory training and CPD	<input type="text"/> <input type="text" value="%"/>	<input type="text"/> <input type="text" value="%"/>	<input type="text"/> <input type="text" value="%"/>	<input type="text"/> <input type="text" value="%"/>	<input type="text"/> <input type="text" value="%"/>	<input type="text"/> <input type="text" value="%"/>	<input type="text"/>
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff	<input type="text"/>			<input type="text"/>			<input type="text"/>

Indicator 9 - Percentage difference between the organisations' Board voting membership and its overall workforce.

Note: Only voting members of the Board should be included when considering this indicator.

Last Year

This Year

	White	BME	Ethnicity Unkn own/ Null	White	BME	Ethnicity Unkn own/ Null	Comments
Total Board members	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
of which: Voting Board members	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Non-voting Board members	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Exec Board members	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text" value="*"/>	<input type="text"/>
Non-exec Board members	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Number of staff in workforce	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Total Board Members - % by Ethnicity	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<input type="text"/>
Voting Board Members - % by Ethnicity	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<input type="text"/>
Non-voting Board Members - % by Ethnicity	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<input type="text"/>
Executive Board Members - % by Ethnicity	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<input type="text"/>
Non-executive Board Members - % by Ethnicity	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<input type="text"/>
Overall Workforce - % by Ethnicity	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div><input type="text"/> %</div>	<div>WRES Key Achievements</div> <ul style="list-style-type: none"> <li>Significant growth in BME colleagues: There was an increase of 69 BME employees in clinical roles, alongside a significant reduction of 231 employees from a White background compared to last year's WRES Figures</li> <li>Increased BME representation in non-clinical roles: 14 more</li> </ul>

colleagues across bands 2, 4, 5, 6, 7, and 8A

WRES Notable Improvements:

- Non-clinical BME representation increased from 82 to 96 employees
- Clinical Band 3 BME Colleagues increased from 9 to 57 employees
- Clinical Band 5 BME Colleagues increased from 417 to 455 employees
- Clinical Band 6 BME Colleagues increased from 75 to 106 employees
- Medical & Dental consultants increased from 192 to 195
- Medical & Dental Trainee grades increased substantially from 93 to 232

**Difference  
(Total board -  
Overall  
workforce )**

%

%

%

%

%

%

**How would you describe your trust's preparedness in measuring and monitoring Ethnic Pay Gap (EPG)?**

We are developing the necessary systems and proces...