

# Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES)

Highlights from  
2022/23 reports

We continue to grow BME representation in the Trust with **16.2%** of colleagues having a BME Background

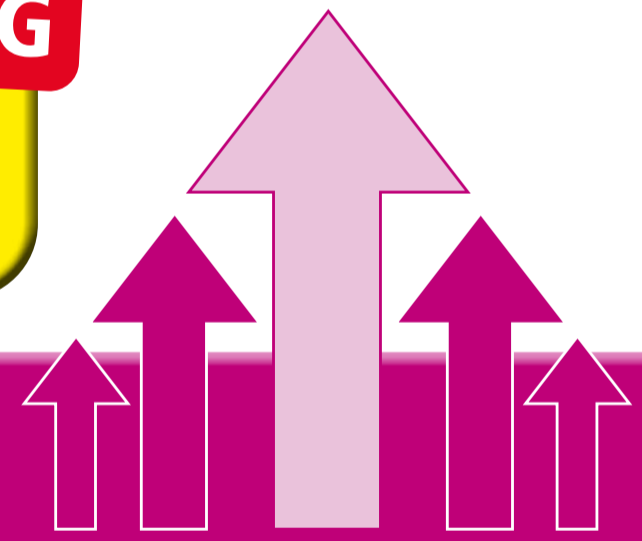
Year on year, our declaration rates are improving with **5.3%** of colleagues declaring their disability on ESR

Poor behaviour towards BME and Disabled colleagues is reducing compared to last year

**IMPROVING**

Over half of our BME and Disabled colleagues feel they can progress their career with us

**PROGRESSION**



## National:

We provide equitable recruitment processes for BME and disabled candidates  
In the Top 10% of Trusts nationally for recruitment (WDES)



## Our focus for improvement

- Reducing abuse towards colleagues
- Embedding Anti-Racism at Sherwood
- Reducing presenteeism from Disabled colleagues

