

Workforce Race Equality Standard 2025/26

Summary: Trust level data for publication

Introduction: Workforce Race Equality Standard

The Workforce Race Equality Standard (WRES) includes nine metrics comparing experiences and outcomes for White and Ethnic & Cultural Minority (ECM) staff. This data is used to develop action plans for improvement.

Notes on data:

The “four-fifths” rule is used to identify significant differences between groups. If the relative likelihood of an outcome for one group compared to another is less than 0.80 or higher than 1.25, then the difference can be considered significant.

Headcounts below 11 have been redacted from this report.

Bank staff are to be considered separately in the Bank WRES report.

Notes on terminology:

The term “BAME”, Black Asian and Minority Ethnic, is used nationally within the WRES. However, at LPT, we use the term “ethnic and cultural minority” (ECM).

We also aim to go above and beyond the requirements of the WRES and look more closely at data comparing different ethnic groups. Therefore, as well as comparing colleagues from White and ECM backgrounds, further analysis is provided where possible which analyses the differences in outcomes for White, Asian, Black, Mixed and Other minority ethnicities.

How to use this report:

- Go into presentation mode
- Purple slides show the core data for each of the 9 metrics. Click to access each metric using the blue buttons.
- Each metric slide has buttons on the right-hand side where you can access more detailed data if required: breakdowns by professional group, ethnic group, and directorate.
- Click Home Page or Back to return to a previous page.

Timeline

- 31st May 2026 – WRES metrics submitted to NHS England.
- June – August 2026 – **report & action plan** come through governance for approval. Collaboration with REACH staff support network and EDI Ambassadors.
- 31st October 2026 – **full report and action plan** required to be published on LPT public website, and submitted to ICB.
- Throughout 2026/27 – action plan will be progressed and updated internally.



Summary

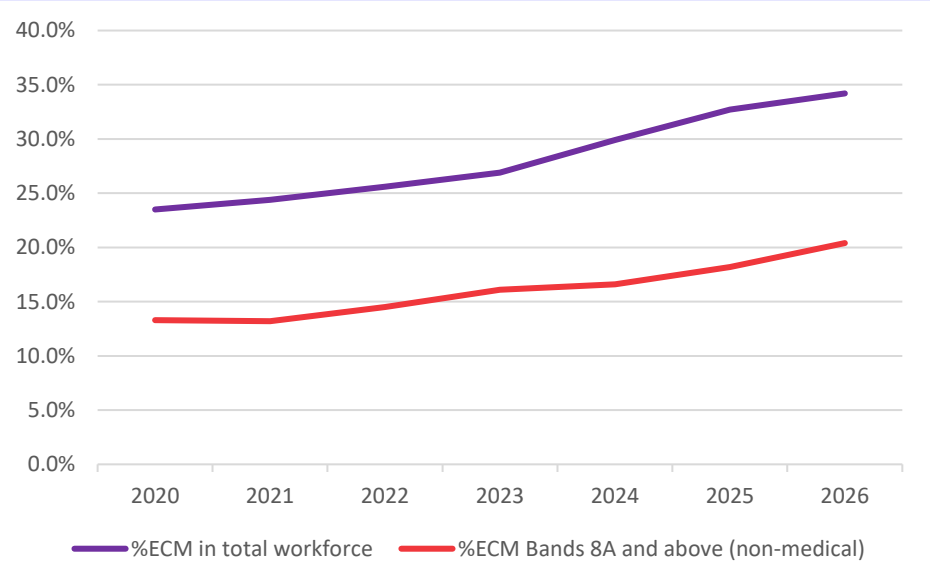
Summary: WRES metrics 25/26 LPT

Likelihood ratio target range is 0.8 – 1.25 (statistically equal outcomes for ECM and white staff). Outside this range means some staff are disadvantaged.

		Performance 2025/26 (compared to 2024/25)	Long-term trend	Status
Metric 1: representation	Improvement	ECM representation: 34.2% (32.7% last year) Bands 8A+: 20.4% (18.2% last year)	Steady increase year on year in ECM representation. Consistent theme that bands 8A+ are under-representative.	Requires action
Metric 2: recruitment	Similar	White applicants 1.86 times more likely to be recruited than ECM applicants (1.90 last year)	Last 2 years have seen the most disparity between ECM and white applicant outcomes, since 2018.	Requires action
Metric 3: disciplinarys	Similar	ECM staff 1.63 times more likely to enter disciplinary process (1.59 last year)	Position has been maintained for three years; has not returned to previously equal levels since a high point in 2022/23.	Requires action
Metric 4: training	Similar	White and ECM staff equally likely to do non-mandatory training (also equally likely last year)	We have consistently performed well at this metric since at least 2018.	Performing well
Metric 5: abuse from public	Improvement	ECM staff 1.37 times more likely to experience abuse from patients (1.42 last year)	Percentage of staff experiencing abuse has reduced gradually over time, but disparity between ECM and white staff has widened.	Requires action
Metric 6: abuse from colleagues	Improvement	ECM staff 1.23 times more likely to experience abuse from staff, just within statistical insignificance (1.35 last year)	Steady decrease in percentage experiencing abuse, but still a disparity between ECM and white staff.	Performing well
Metric 7: career progression	Improvement	ECM staff less likely to say career progression is fair, but not significantly (0.85 likelihood ratio) (0.80 last year)	Percentage positive for this metric has increased; disparity has decreased (although slowing in recent years)	Performing well
Metric 8: discrimination	Similar	ECM staff 2.15 times more likely to experience discrimination from staff, but percentages of staff experiencing this have dropped (1.98 last year)	ECM staff experiencing discrimination has decreased slightly. Disparity gap has narrowed slightly but ECM staff still much more likely to experience this.	Requires action
Metric 9: Trust Board	Similar	Voting Board representative of workforce diversity. Total and Executive Board under-representative (same position as last year).	We have seen improvements since 2021 when under-representation was seen across all breakdowns of the Board.	Continue to monitor

Metric 1. Representation: percentage of ECM colleagues in each band

Representation		2023/24	2024/25	2025/26
NON-CLINICAL	Percentage of total staff from ECM background	33.7%	35.0%	36.2%
	Percentage of staff bands 8A and above (excluding medics) from ECM background	19.4%	21.1%	22.7%
CLINICAL	Percentage of total staff from ECM background	28.4%	31.9%	33.6%
	Percentage of staff bands 8A and above (excluding medics) from ECM background	15.1%	16.8%	19.5%



What the data shows

Note: This data excludes staff of unknown ethnicity.

IMPROVEMENT compared to last year.

The percentage of ECM staff at LPT has increased year on year. Overall, LPT’s workforce is 34.2% ECM, more than representative of the LLR population (27.5% ECM, 2021 Census).

We are still not representative when looking at senior staff Band 8A and above, 20.4% ECM. This trend has persisted in recent years, but we are moving in the right direction.

This year, in common with last year, the increase in ECM staff percentage has been higher for clinical staff (1.7 percentage points, compared to 1.2 percentage points for non-clinical). For senior staff 8A and above, the increase was 2.7 percentage points for clinical, and 1.6 percentage points for non-clinical.

Click for more detail

Bands

Ethnic Groups

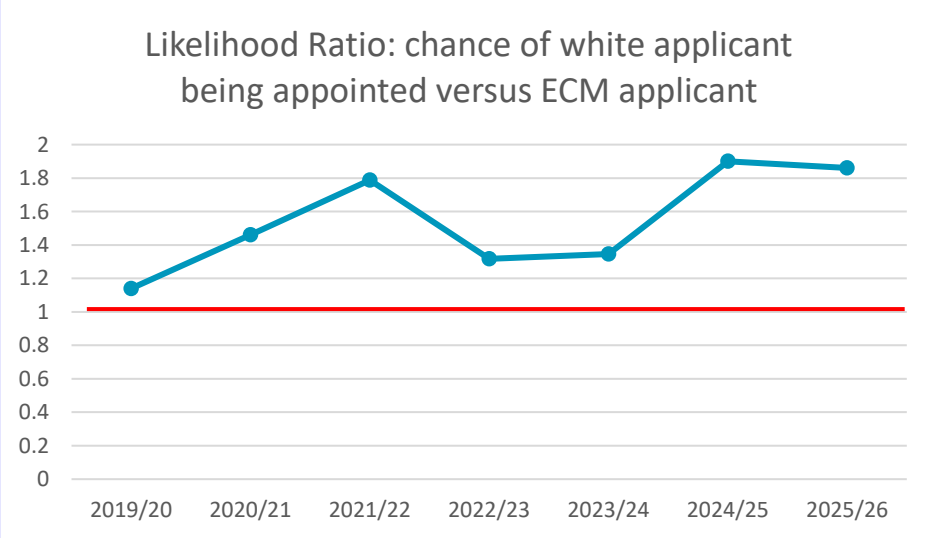
Professional Groups

Directorates

Metric 2. Recruitment: chance of being appointed from shortlisting, by ethnicity

Recruitment	2023/24	2024/25	2025/26
Relative likelihood of appointment from shortlisting (White/ECM)	1.35	1.90	1.86
% White people appointed from shortlisting	34.3%	23.3%	27.6%
% ECM people appointed from shortlisting	25.5%	12.3%	14.8%

*Note: NHS Jobs data was used 2023/24 and before, and could only provide numbers of offers made, not people appointed (as required by the WRES). Also, NHS Jobs did not count internal appointments. 2024/25 data is a mixture of NHS Jobs data (April to June 2024, plus some recruitment activity later in the year) and Jobtrain (June 2024 onwards). Jobtrain data provides numbers of people appointed, and does include internal appointments. 2025/26 data onwards will be accurate, coming from Jobtrain only.



What the data shows

Note: This data excludes applicants of unknown ethnicity.

SIMILAR compared to last year

White shortlisted applicants are still almost twice as likely to be appointed than ECM shortlisted applicants at 1.86 (1.00 would be equally likely; 2.00 would be twice as likely).

A likelihood ratio between 1.25 – 0.80 is considered equal (red line on graph opposite would be a completely equal position).

This year, LPT has shortlisted far more ECM applicants (2998) than white applicants (1781), showing that high-quality candidates are applying and attending interviews from a range of ethnic backgrounds. However, success at interview is more likely for people from white backgrounds (492 white people started in post, compared to 445 ECM).

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[Bands](#)

[Ethnic Groups](#)

[Directorates](#)

Metric 3. Disciplinary: chances of entering a disciplinary process depending on ethnicity

No additional breakdowns available due to small numbers

Formal disciplinary process	2023/24	2024/25	2025/26
Relative likelihood (ECM/White)	1.68	1.59	1.63
% ECM colleagues entering formal disciplinary	1.0%	0.9%	1.2%
% White colleagues entering formal disciplinary	0.6%	0.6%	0.7%

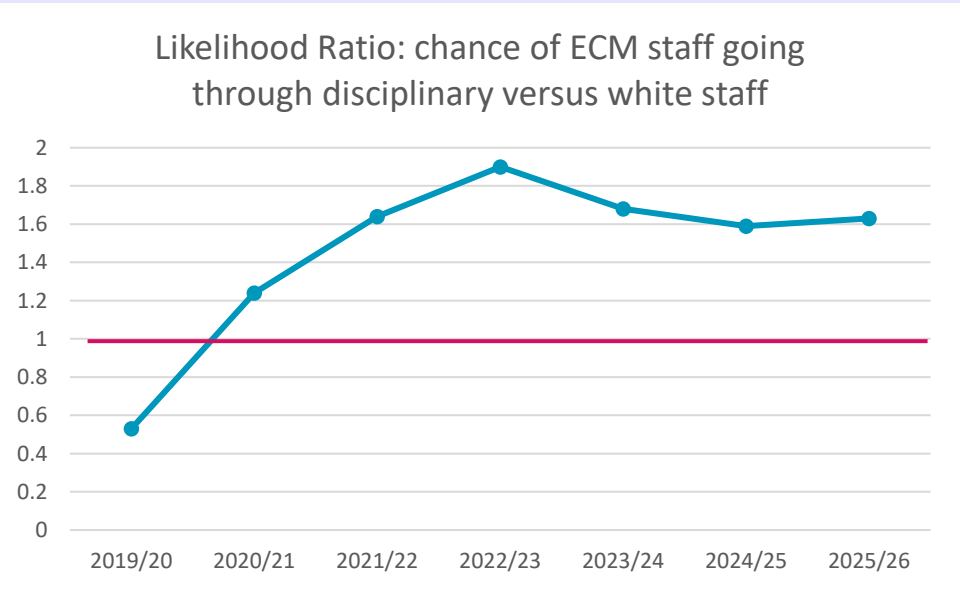
What the data shows

Note: This data excludes staff of unknown ethnicity.

SIMILAR compared to last year

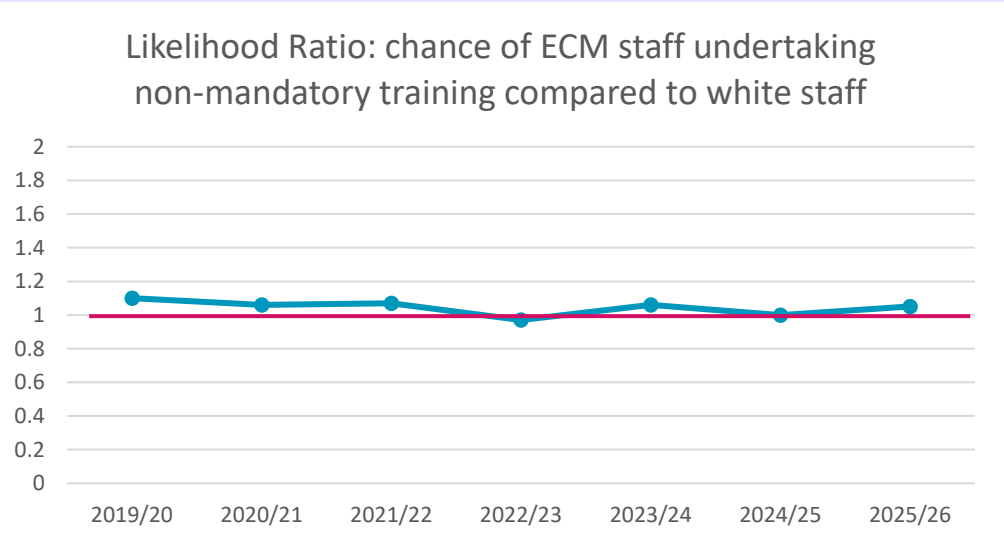
There has been an increase of ECM and white staff entering disciplinary processes. The likelihood ratio is slightly worsened this year. ECM staff are 1.63 times more likely to enter formal disciplinary processes compared to white staff.

There has not been sustained improvement in this metric over the past few years. A likelihood ratio between 1.25 – 0.80 is considered equal (red line on graph opposite would be a completely equal position).



Metric 4: Non-mandatory training: likelihood of White colleagues compared to ECM colleagues accessing non-mandatory training and CPD

Non-mandatory training	2023/24	2024/25	2025/26
Relative likelihood of accessing training (White/ECM)	1.06	1.00	1.05
% White colleagues accessing training	69.1%	64.9%	69.8%
% ECM colleagues accessing training	64.9%	64.9%	66.2%



What the data shows

Note: This data excludes staff of unknown ethnicity.

SIMILAR compared to last year

Statistically, white and ECM staff are equally likely to undertake non-mandatory training. This has been a trend which has been maintained in recent years.

A likelihood ratio between 1.25 – 0.80 is considered equal (red line on graph opposite would be a completely equal position).

**Note: non-mandatory training is defined as any training not on the Mandatory Training or Role Essential registers. This may be face to face, via Teams, or e-learning. This includes LPT courses, the HWB Champions course on ELFH, plus LLR-run courses open to LPT colleagues (Developing You, Developing Me; Developing Diverse Leaders; and Active Bystander training).*

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[Bands](#)

[Ethnic Groups](#)

[Professional Groups](#)

[Directorates](#)

Metric 5: Staff Survey: harassment, bullying or abuse from patients and the public

Click for more detail

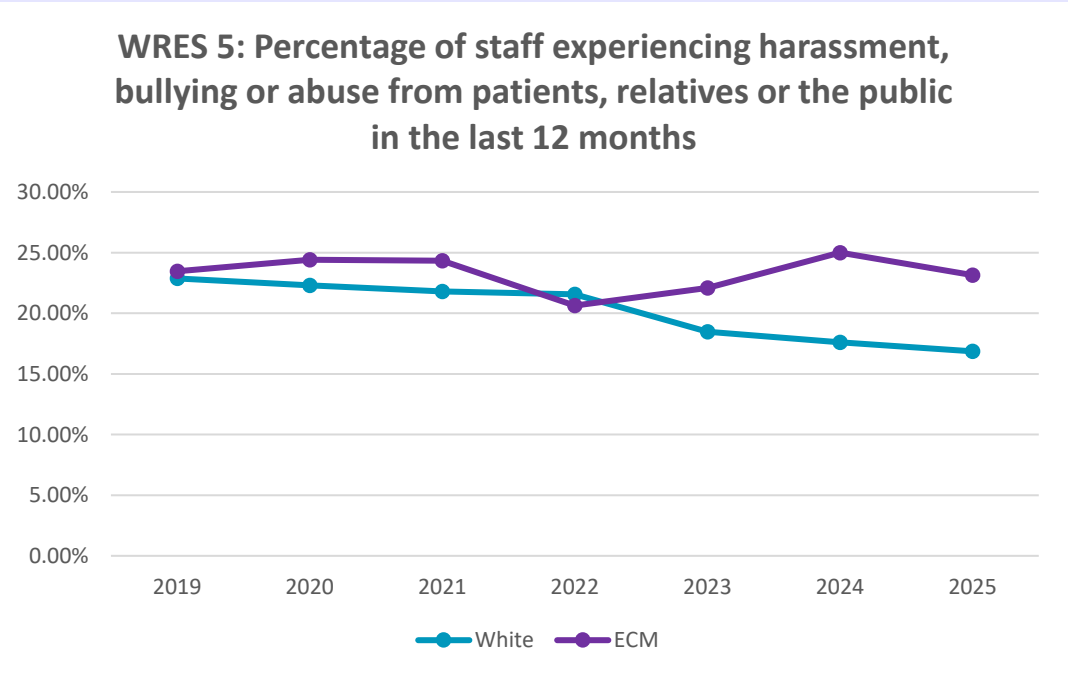
In the past 12 months, have you experienced bullying, harassment or abuse from patients, relatives, or the public?	2023	2024	2025
Likelihood ratio (ECM/White)	1.19	1.42	1.37
% ECM respondents who said Yes	22.1%	25.0%	23.1%
% White respondents who said Yes	18.5%	17.6%	16.9%

What the data shows

IMPROVEMENT compared to last year

WRES Metric 5 has improved slightly this year, as the gap between white and ECM staff experiences has narrowed and both white and ECM staff experienced less abuse than last year.

LPT does better than comparator organisations for this metric (21.2% white, 32.3% ECM).



Ethnic Groups

Professional Groups

CHS

DMH

FYPCLDA

Enabling, E&F, Hosted

Metric 6: Staff Survey: harassment, bullying or abuse from other colleagues or managers

In the past 12 months, have you experienced bullying, harassment or abuse from staff? (colleagues and managers)	2023	2024	2025
Likelihood ratio (ECM/White)	1.21	1.35	1.23
% ECM respondents who said Yes	18.1%	18.9%	17.8%
% White respondents who said Yes	14.9%	14.0%	14.4%

What the data shows

IMPROVEMENT in terms of the gap between white and ECM staff’s experiences, compared to last year

The gap between white and ECM staff experiences has narrowed, closer to our 2023 position. White colleagues experienced slightly more of this type of BHA compared to last year, up by 0.4 percentage points, and ECM staff experienced less, down 1.1 percentage points. There has been a long-term downward trend in this metric.

LPT does better than comparator organisations for this metric (16.5% white, 20.5% ECM).

*Note: WRES 6 combines two survey questions, asking about bullying from colleagues and managers. For the data breakdown by ethnic groups, professional groups, and directorates, responses have been split into the individual questions.

[Click for more detail](#)

[Ethnic Groups](#)

[Professional Groups](#)

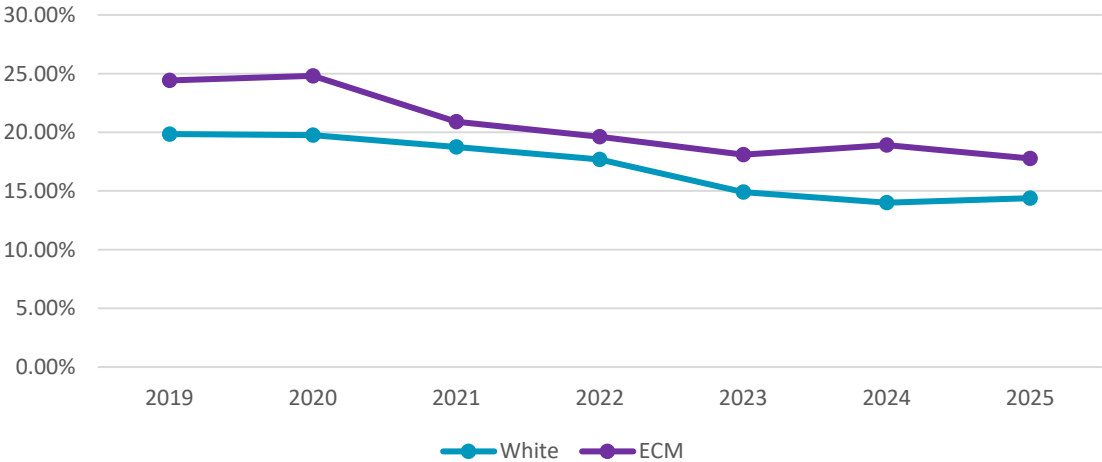
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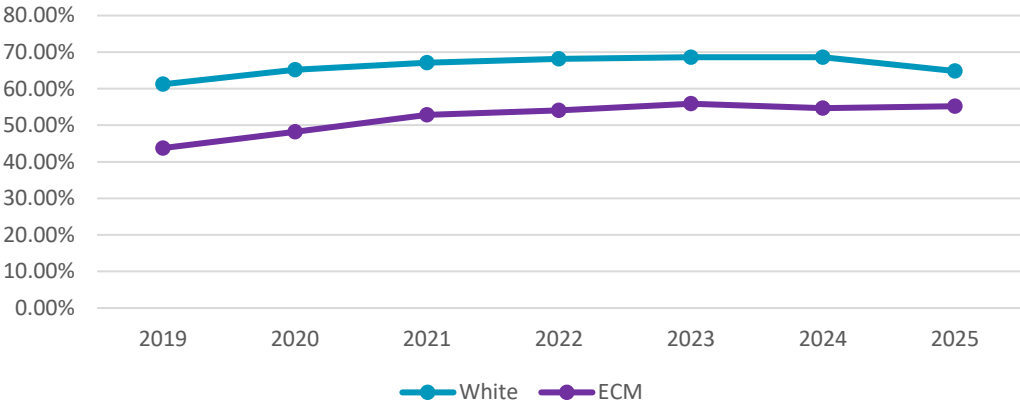
WRES 6: Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months



Metric 7: Staff Survey: perception on equal opportunities for career progression or promotion

Does the trust provide equal opportunities for career progression or promotion?	2023	2024	2025
Likelihood ratio (ECM/White)	0.81	0.80	0.85
% ECM respondents who said Yes	55.9%	54.7%	55.2%
% White respondents who said Yes	68.6%	68.6%	64.8%

WRES 7: Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion



What the data shows

IMPROVEMENT in terms of the gap between white and ECM staff’s experiences, compared to last year

The position worsened for white colleagues by almost 4 percentage points, but improved slightly by 0.5 percentage points for ECM staff. Therefore, while there has been an improvement in this metric, this is mostly driven by a worsened position for white staff, rather than a genuine improvement in how people feel about career progression.

While technically within the KPI (0.8 – 1.25 likelihood ratio), the statistics still demonstrate a clear difference between white and ECM responses, highlighting the need to look into the data and not take the likelihood ratio at face value. At higher percentages, likelihood ratios are more likely to fall into the KPI boundary.

LPT does better than comparator organisations for this metric (58.6% white, 51.8% ECM).

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[Ethnic Groups](#)

[Professional Groups](#)

[CHS](#)

[DMH](#)

[FYPCLDA](#)

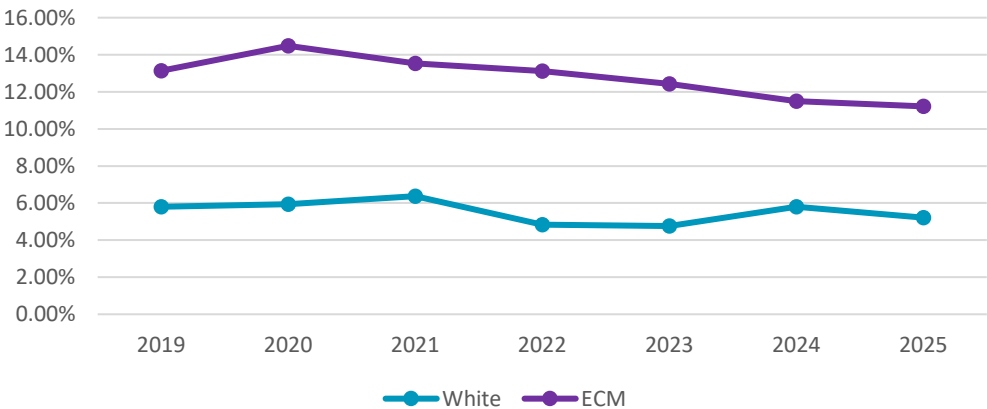
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Metric 8: Staff Survey: discrimination at work from a manager, team leader or other colleagues

[Click for more detail](#)

In the last 12 months, have you personally experienced discrimination from your manager/team leader or colleagues?	2023	2024	2025
Likelihood ratio (ECM/White)	2.61	1.98	2.15
% ECM respondents who said Yes	12.4%	11.5%	11.2%
% White respondents who said Yes	4.8%	5.8%	5.2%

WRES 8: Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months



What the data shows

SIMILAR to last year.

Fewer white and ECM colleagues have experienced discrimination overall, but the gap has widened because the improvement has been larger for white colleagues than ECM colleagues. This combined with the fact there is still a large gap in experiences, with ECM colleagues being more than twice as likely to experience discrimination compared to their white colleagues, means we have a similar position to last year.

LPT does slightly better than comparator organisations for this metric (5.8% white, 12.0% ECM).

When asked the reason for the discrimination (with comparison to last year in brackets)

- 50.3% said ethnicity (down)
- 17.4% said age (down)
- 20.2% said “other” (up)
- 15.2% said disability (same)
- 13.7% said gender (down)
- 11.9% said religion (up)
- 3.5% said sexual orientation (down)

[Ethnic Groups](#)

[Professional Groups](#)

[CHS](#)

[DMH](#)

[FYPCLDA](#)

[Enabling, E&F, Hosted](#)

Metric 9. Board representation: ECM representation at Board level, compared to total workforce

Board representation	March 2024	March 2025	March 2026
Percentage ECM in the substantive workforce overall (of known ethnicity)	29.9%	32.7%	33.5%
Difference between all board members and the substantive workforce overall (%ECM)	-9.9%	-3.3%	-11.3%
Difference between voting board members and the substantive workforce overall (%ECM)	+7.6%	+22.9%	-0.1%
Difference between executive board members and the substantive workforce overall (%ECM)	-21.6%	-23.6%	-15.3%

What the data shows

Note: This data excludes Board members of unknown ethnicity.

SIMILAR to last year.

The percentage of board members is less representative of the overall workforce in terms of ethnicity than last year. Voting Board members remain representative of the overall workforce ethnic breakdown. Executive Board members are this year more representative of overall workforce ethnicity.