

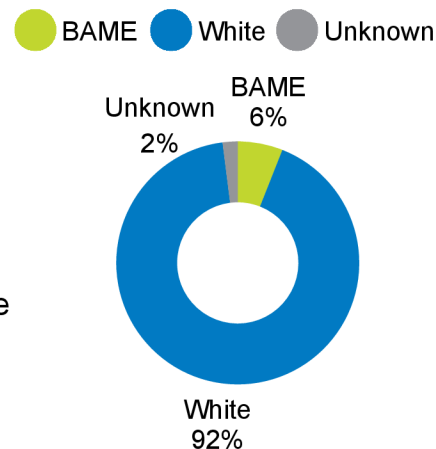
1 April 2025 to 31 March 2026

WORKFORCE RACE EQUALITY STANDARD



1 Headcount

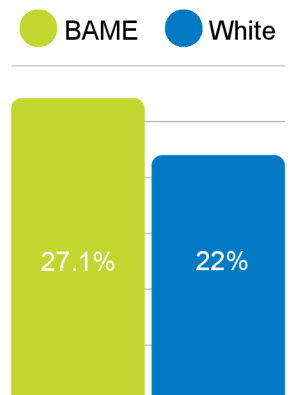
Livewell Southwest headcount has remained stable with the percentage of BAME colleagues representing 6% of the total workforce.



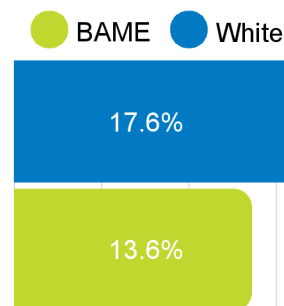
5 Bullying / abuse from patients and the public

There has been a positive 11.8% decline in BAME colleagues experiencing harassment, bullying and abuse.

White colleagues have experienced a small increase of 0.1%.



6 Bullying / abuse from staff



There has been an increase 0.6% in white colleagues experiencing harassment, bullying and abuse from staff.

BAME colleagues have seen a positive decline of 14.2% compared to the previous year.

7 Progression and promotion

Staff survey has seen an overall decrease of 4.1% for white colleagues and 9.3% for BAME colleagues believing that the organisation provides equal opportunities for career progression or promotion.

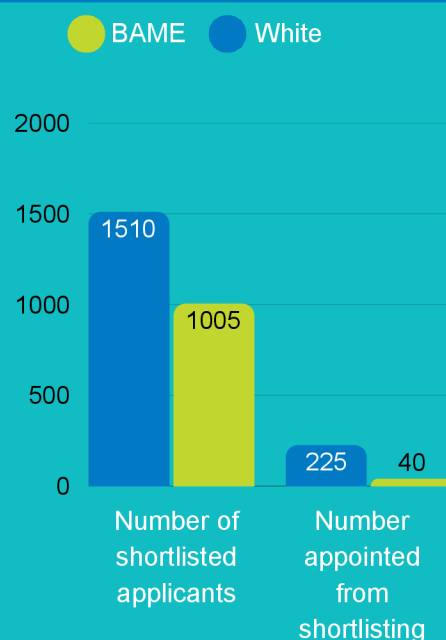


2 Appointments

We have seen a decline in the number of BAME candidates appointed compared to the previous year. White applicants are 3.7 times more likely to be appointed from shortlisting.

Action plans will continue to monitor recruitment practices and encourage applications from under-represented candidates.

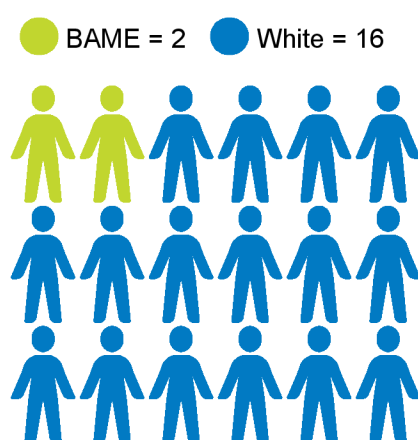
Note: figures have been pulled from NHS jobs 3. Not all applicants are recruited via this method.



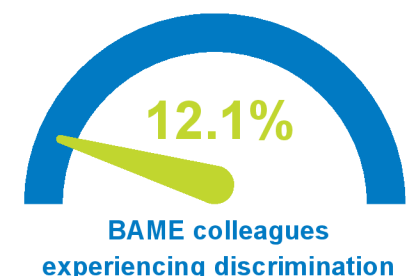
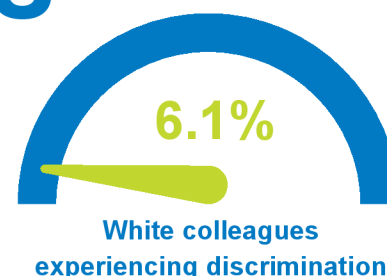
3 Formal disciplinary process

The relative likelihood of BAME colleagues entering the formal disciplinary process, compared to that of white colleagues.

This year has seen an increase in the number of BAME colleagues entering into a formal disciplinary process compared to the previous year.



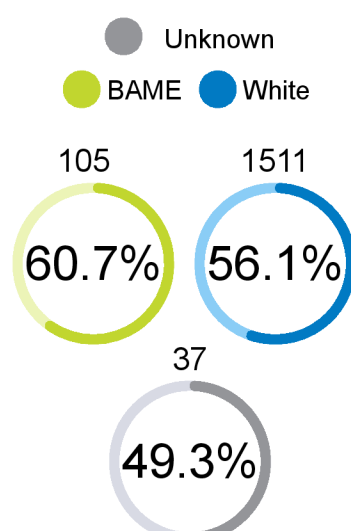
8 Discrimination



There was an increase in white colleagues (0.8%) and BAME colleagues (1%) experiencing discrimination in the workplace from managers, team leaders, or other colleagues.

4 Training and Continued Professional Development

The relative likelihood of colleagues accessing non-mandatory training and Continued Professional Development shows a positive increase for BAME colleagues this year compared to the previous year.



9 Board membership

There has been an increase in white board members compared to 2025 which has increased the total white board membership to 12, compared to a static BAME board membership of 2.

The Board are 14% BAME compared to 6% of the organisation as a whole, a difference of 8%.

