

WORKFORCE RACE EQUALITY STANDARD (WRES) 2025 REPORT



Registered charity number: 512387

**Compton
Care**

specialist
palliative and
bereavement
support

WORKFORCE RACE EQUALITY STANDARD (WRES) 2025 Report

Implementing the Workforce Race Equality Standard (WRES) is a requirement for NHS commissioners and NHS healthcare providers including independent organisations, through the NHS standard contract.

The WRES is important because studies shows that a motivated, included and valued workforce helps deliver high quality patient care, increased patient satisfaction and better patient safety.

Compton Care has been collating and submitting data in relation to WRES since 2017 when it became a requirement for independent healthcare providers to publish their data.

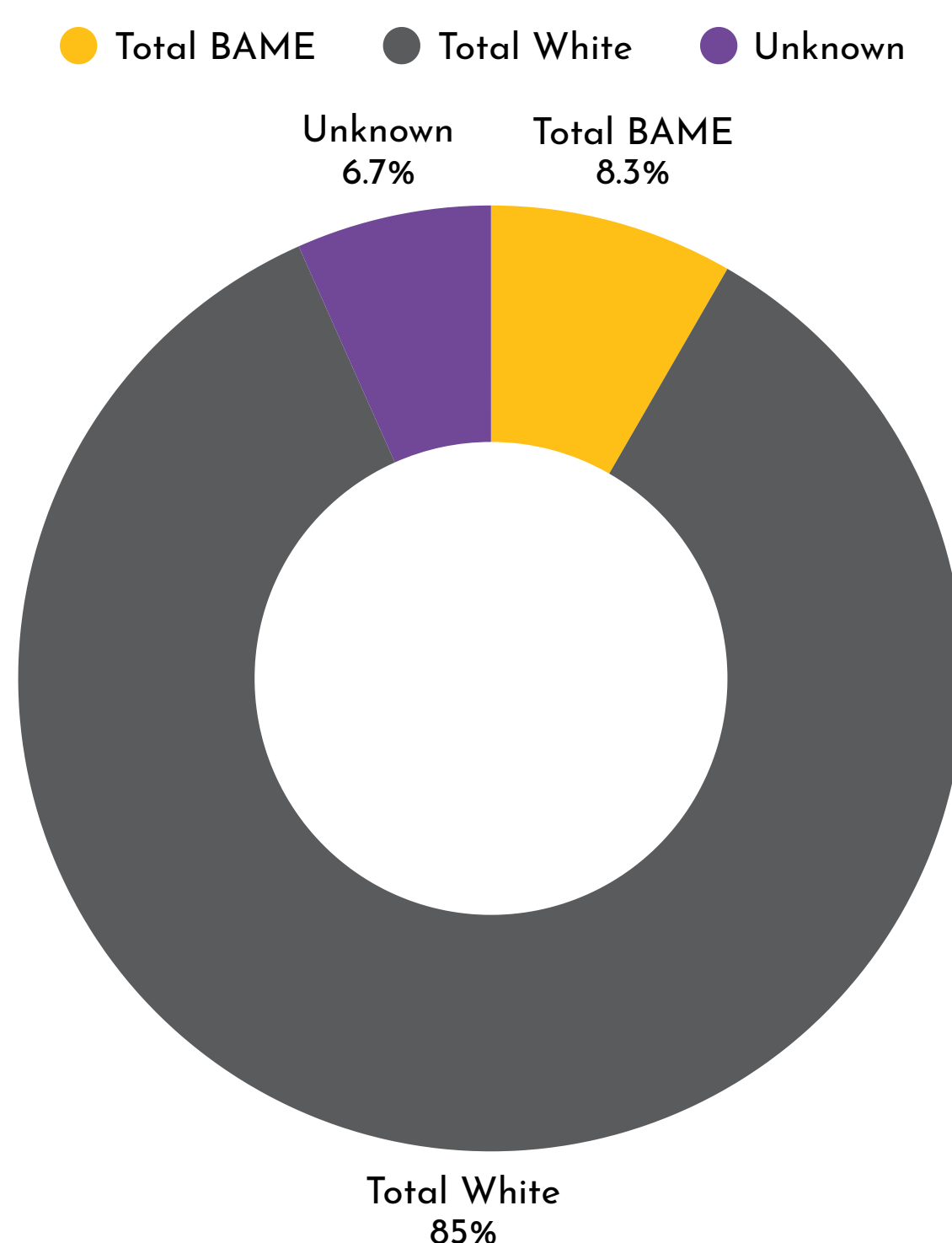
WRES was designed to deliver tangible and lasting improvements in race inclusion. With the aim of showing progress against a number of indicators of workforce equality. The WRES is intended to provide a platform and direction to encourage and help NHS organisations to:

- Reduce the differences in the treatment and experience between BAME and white staff.
- Compare not only their progress in reducing the gaps in treatment and experience but to make comparisons with similar organisations about the overall level of such progress over time
- Identify and take necessary remedial action on the causes of ethnic disparities in the metric outcomes. As part of our NHS Standard Contract, we are required to publish our data and action plan on our website.

WHAT OUR DATA SHOWS

Our workforce continues to grow year on year, increasing from 305 employed staff at the time of the last report to 310 staff. This figure reflects our employed workforce as of 1 July 2025. We have also seen an increase in the proportion of our BAME staff employed, now standing at 14% compared to 12% last year.

The chart below shows the breakdown of our total workforce over the reporting period (including those who have since left our employment). In comparison to the prior year we have seen a slight reduction in the number of BAME staff from 9.19% to 8.33%.

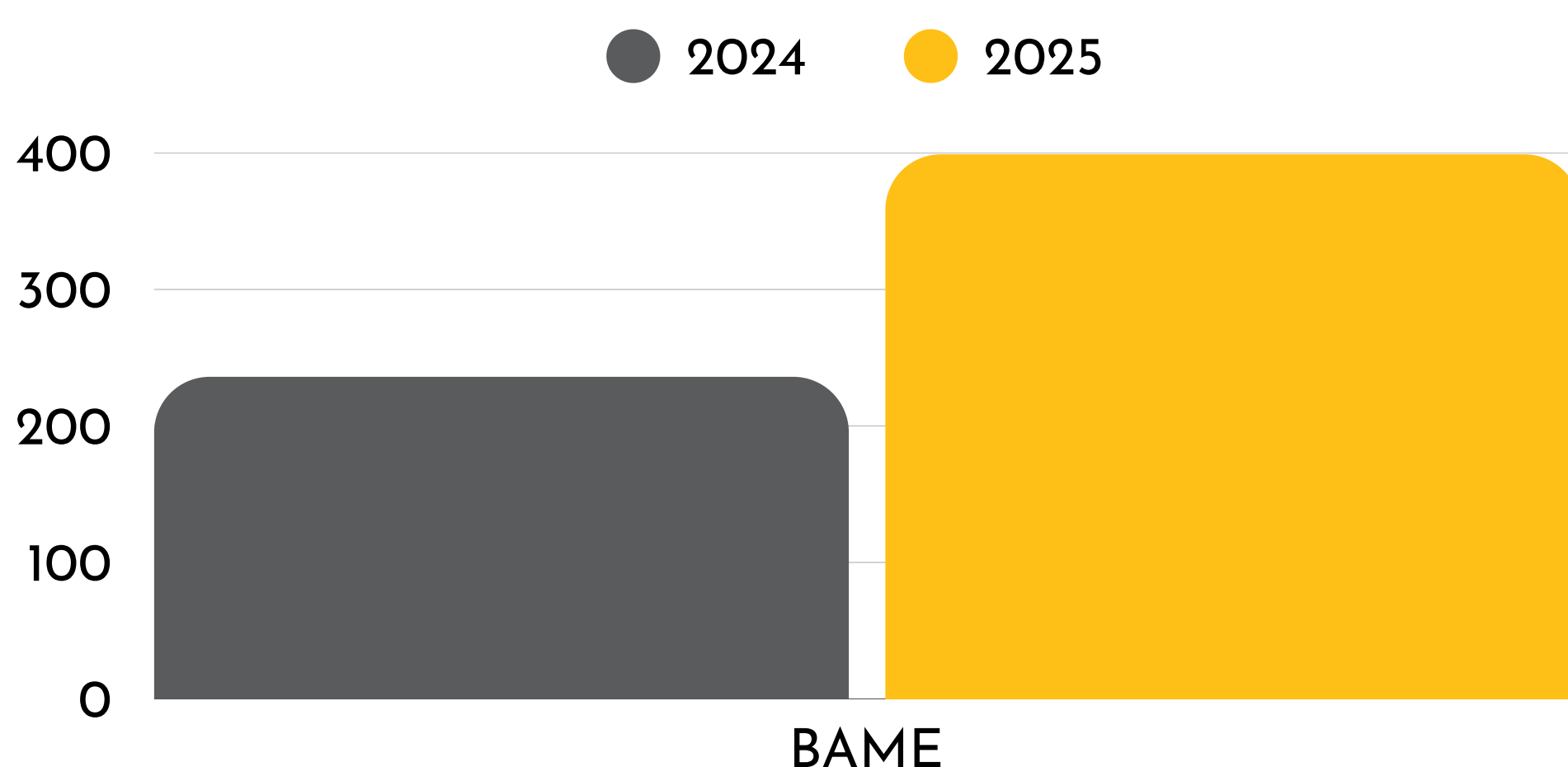


We continue to build on the improvements made in our onboarding data collection and the development of our HR information system, which along with manager engagement about the importance of equality data, has enabled us to reach a 99% compliance rate for self-reporting of ethnicity.

Across our pay bands, the largest proportion of BAME staff are in bands 2 to 6, with the lowest representation in bands 8 and above. There is a larger proportion of BAME staff working in non-clinical roles than in clinical roles.

WORKFORCE DEMOGRAPHICS 2025

We have seen an increase in the number of BAME candidates applying for roles at Compton during the reporting period, shown below. Compton uses candidate anonymisation to reduce unconscious bias and to allow recruiting managers to focus on applicants ability to fulfil the essential criteria for the role.



Through our application tracking system (ATS) we are able to benchmark our recruitment data against census data in our locality. The distribution of applicant numbers between white and BAME candidates is reflective of our local community.

During the reporting period we have undertaken an EDI review to identify how we can build on our successes and further areas where we may be able to improve. As a result, an equality and diversity steering group has been set up with team members representing all parts of the organisation committed to fairness, respect and inclusivity that will lead on determining priorities, identifying quick wins and longer-term objectives. This will ensure Compton is a more equitable, diverse and inclusive environment for all employees.

WORKFORCE DEMOGRAPHICS 2025

The leadership team has changed over the last twelve months and is now more diverse, increasing by 16.66%. The leadership team are employees of Compton but due to the structure of the organisation do not have voting powers at the main board meetings.

The charity's Board of Trustees continue to have BAME representation with two members declaring as BAME. This year we will be recruiting additional trustees and continue to seek to enhance the diversity of our board. The board members do have voting membership rights but are volunteers, not employees and are therefore neutral.

**Period from which the workforce data was taken to compile
this report: 1 July 2024 to 30 June 2025**