



vita
health group
Part of Spire Healthcare

Workforce Race Equality Standard (WRES) 2025 Report and Action Plan

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1. Introduction

Vita Health Group has continued to attempt to improve the experience of colleagues from racially minoritised communities. This work has focused on areas identified in previous years' WRES action plans. This is something that Vita Health Group will continue to do year on year with the completion of the company's annual WRES report where clear objectives for improvement will be identified and then acted upon accordingly.

Key successes of 2025 included:

-  **A Black History Month event held with a panel of speakers from across the organisation, as well as ongoing communications and activities to participate in throughout the rest of the month.**
-  **The continued promotion of our Zero Tolerance policy.**
-  **Continued rollout of the VHG Thrive Mentorship scheme.**
-  **Growth in the EDI & Sustainability Team.**
-  **Work to revitalise the Race Equality Network.**
-  **Greater EDI connections between Vita Health Group EDI team, Spire and London Doctors Clinic.**

Vita Health Group has also continued to invest in colleague networks, including the Race Equality Network (REN) which ensures colleagues from racially minoritised backgrounds have further support. The REN is also open to all employees which encourages further allyship and learning for example, through the networks focused educational guest speaker sessions.

The company has also continued to roll out the THRIVE mentoring programme with steps taken to ensure equitable access for colleagues of all backgrounds and the business has also invested in training for managers around Equality, Diversity, and Inclusion, including elements covering race and ethnicity. For example, the Microaggressions webinar training is mandatory for all managers to complete on our Learning & Development (L&D) internal training system (The Knowledge). Over 2024, the business plans to roll out further training on Anti-Racism.

It is essential that the company recognises that the purpose of WRES is to ensure that our work on tackling racial inequalities is a continual process and we are striving to make improvements year on year. The WRES continues to be a key tool for analysing ethnicity in the workforce, providing a snapshot of experiences and outcomes at a point in time.



2. Indicator 1: Racially minoritised colleague representation at different levels of seniority in the organisation

WRES Indicator 1 reviews the workforce and compares the data relating to white staff and black, Asian and minority ethnic staff. The indicator further disaggregates the data and compares clinical staff and non-clinical staff.

Non-Clinical

Support (non-clinical)	2024	2023	2022	2021
White	70%	74%	74%	81%
RMC	22%	15%	16%	14%
Ethnicity Unknown	8%	11%	10%	5%

Middle (non-clinical)	2024	2023	2022	2021
White	72%	70%	78%	77%
RMC	22%	21%	15%	17%
Ethnicity Unknown	6%	9%	7%	6%

Senior (non-clinical)	2024	2023	2022	2021
White	91%	79%	87%	88%
RMC	9%	14%	10%	12%
Ethnicity Unknown	0%	7%	3%	0%

VSM (non-clinical)	2024	2023	2022	2021
White	89%	86%	79%	92%
RMC	6%	14%	7%	8%
Ethnicity Unknown	5%	0%	14%	0%

In the non-clinical space, we have seen positive movements in the Support and Middle tiers, however overall, in Senior and VSM we are seeing lower rates of RMC colleagues. In the VSM tier we have a **5%** increase of ethnicity unknown, however this is compared to a **14%** fall last year.



Clinical

Support (clinical)	2024	2023	2022	2021
White	71%	59%	69%	79%
RMC	23%	25%	20%	17%
Ethnicity Unknown	6%	16%	11%	4%

Middle (clinical)	2024	2023	2022	2021
White	79%	73%	74%	74%
RMC	16%	20%	19%	21%
Ethnicity Unknown	5%	7%	7%	5%

Senior (clinical)	2024	2023	2022	2021
White	81%	78%	62%	71%
RMC	14%	17%	22%	24%
Ethnicity Unknown	5%	5%	16%	5%

VSM (clinical)	2024	2023	2022	2021
White	89%	100%	66.5%	33.5%
RMC	6%	0	33.5%	66.5%
Ethnicity Unknown	5%	0	0%	0%

On the clinical side, we've seen a reduction of RMC and Ethnicity unknown colleagues at the Support and Middle levels, however at the VSM level we've seen a positive improvement in the percentage of RMC colleagues. We recognise that this disparity is most seen at the VSM level and acknowledge that this is a long-term challenge that we will aim to address and will likely take the form of several initiatives to help underrepresented groups.

It's important to note that due to this Spire acquisition, VSM roles have moved away from both clinical and non-clinical categorisations. Therefore, the statistics are now mirrored in both sets of data as a comparison against both previous years and other quartiles.



3. Indicator 2: The likelihood of colleagues being appointed from shortlisting if they are from racially minoritised backgrounds or white

WRES Indicator 2 reviews organisation recruitment data and compares the data relating to white staff and black, Asian and minority ethnic staff. This indicator compares specifically the data and the relative likelihood of staff being appointed from shortlisting across all posts.

Appointed from shortlisting	2024	2023	2022	2021
RMC	0.82	0.26	0.77	0.66

We've seen a major improvement over the last year in terms of racially minoritised applicants likelihood to be appointed compared to their white peers. Our numbers are in a better place when compared to the previous year, and show a slight improvement from 2023, which were our best up until now.

4. Indicator 3: The likelihood of colleagues entering the disciplinary process if they are from racially minoritised backgrounds or white

WRES Indicator 3 reviews the organisation Human Resources data and compares the data relating to white staff and black, Asian and minority ethnic staff. This indicator specifically reviews the relative likelihood of staff entering the formal disciplinary procedure, as measured by entry into the formal investigation process.

Entering disciplinary process	2024	2023	2022	2021
RMC	0.33	0.6	0	0.010

5. Indicator 4: The likelihood of colleague accessing non-mandatory training for racially minoritised colleagues in comparison to white colleagues

WRES Indicator 4 reviews organisation training data and compares the data relating to white staff and black, Asian and minority ethnic staff. This indicator compares specifically the data and the relative likelihood of staff accessing non-mandatory training and continued professional development (CPD).

Accessing non-mandatory training	2024	2023	2022	2021
RMC	0.3	0.9	Unavailable	Unavailable



We saw a large dip this year in the likelihood that RMC colleagues accessed non-mandatory training compared with white colleagues. This is something we mean to focus on in the coming year. We developed and released the Elevate representative leadership programme which is a six-month programme designed to empower colleagues from diverse backgrounds, and wish to continue to explore ways in which we can encourage colleagues to access training and development opportunities.

6. Indicator 5: Percentage of colleagues experiencing harassment, bullying or abuse from patients, relatives, or the public in the last 12 months

WRES Indicator 5 is taken from the NHS Staff Survey 2024 and compares the data relating to white staff and black, Asian and minority ethnic staff. This indicator compares specifically the data and percentages of staff reporting they have experienced harassment, bullying or abuse from patients, relatives or the public in the last 12 months.

Patients, relatives, or the public	2024	2023	2022	2021
White	7.88%	20%	20%	18%
RMC	9.45%	15%	15%	14%
Ethnicity Unknown	14.29%	20%	22.8%	30%

There is a strong positive finding, with the number of reported instances declining heavily for White, RMC and Ethnicity unknown colleagues.

7. Indicator 6: Percentage of colleague experiencing harassment, bullying or abuse from colleague in the last 12 months

WRES Indicator 6 is taken from the NHS Staff Survey 2024 and compares the data relating to white staff and black, Asian and minority ethnic staff. This indicator compares specifically the data and percentages of staff reporting they have experienced harassment, bullying or abuse from staff in the last 12 months.

Colleague	2024	2023	2022	2021
White	2.93%	6%	5.8%	3%
RMC	6.3%	3%	2.7%	4%
Ethnicity Unknown	6.88%	10%	10.1%	6%



We've seen a large decrease overall of colleagues experiencing harassment, bullying or abuse from their peers when compared with last year. We need to be mindful that colleagues may be feeling less confident to raise such concerns when compared to previous years, however given the reduction across the board, most notably in the category for those not providing their ethnicity information this feels like a positive finding.

8. Indicator 7: Percentage believing that VHG provides equal opportunities for career progression or promotion

WRES Indicator 7 is taken from the NHS Staff Survey 2024 and compares the data relating to white staff and black, Asian and minority ethnic staff. This indicator compares specifically the data and percentage of staff believing that the organisation provides equal opportunities for career progression or promotion.

Equal Opportunities for career progression or promotion	2024	2023	2022	2021
White	73.9%	89%	89.2%	75%
RMC	68.5%	87%	86.7%	73%
Ethnicity Unknown	37.57%	77%	77.2%	52%

Unfortunately, we saw a decrease across the board for this metric, both in WRES and WDES. By the above figures, we can also see that colleagues from racially minoritised communities, and especially those that chose not to share their ethnicity were hit the hardest. We believe that this decrease was potentially contributed to by a decrease in comms around changes such as diverse recruitment panels etc. which had been very prominent in previous year.

9. Indicator 8: In the last 12 months have you personally experienced discrimination at work from managers/team leader or other colleagues

WRES Indicator 8 is taken from the NHS Staff Survey 2024 and compares the data relating to white staff and black, Asian and minority ethnic staff. This indicator compares specifically the data and percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in the last 12 months.

Managers, Team Leader, or other colleagues	2024	2023	2022	2021
White	2.66%	5%	4.6%	7%
RMC	3.94%	5%	5.3%	8%



Ethnicity Unknown	10.05%	15%	15.2%	10%
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We saw a fall for this metric over the last year, which is a positive finding. Racially minoritised colleagues fell by the least, however those who didn't share their ethnicity fell by the most. We are glad to note this trend and hope to continue to build upon it in our 2026 report.

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

WRES Indicator 9 reviews the organisation's leadership in relation to the establishment of the Organisation's Board.

Ethnicity	Board	Overall Workforce
White	87.5%	71.14%
RMC	12.5%	16.55%
Ethnicity Unknown	0%	12.31%

Our organisation lacks any voting members on the NHS side; therefore, this question doesn't work for our structure. We have therefore used the information regarding our executive team, as earlier in the report. When compared to the overall workforce, our executive team has an overall negative finding, with a strong greater percentage of white colleagues, a strong lower percentage of RMC colleagues and a slightly larger percentage of ethnicity unknown colleagues.

According to the most recent census RMC colleagues made up 19.3% of the national average working population in England and Wales. According to the NHS's most recent WRES report, 26.4% of the workforce across NHS trusts in England were of an RMC background. By comparison, our overall workforce includes 16.55% RMC colleagues, with 12.31% ethnicity unknown.

