

INDICATOR 1 - % of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.

Clinical Staff March 2020					Non-Clinical Staff March 2020					WMAS - All Staff March 2020				
WDES Banding (Cluster)	Disabled	Disabled % across the Clinical workforce	% Difference	Non Disabled	WDES Banding (Cluster)	Disabled	Disabled % across the Non-Clinical workforce	% Difference	Non Disabled	WDES Banding (Cluster)	Disabled	Disabled % across WMAS Workforce	% Difference	Non Disabled
Band 1-4	5.76%	5.64%	0.12%	83.13%	Band 1-4	7.53%	7.18%	0.35%	75.50%	Band 1-4	6.4%	6.0%	0.4%	13.1%
Band 5-7	5.60%	5.64%	-0.04%	76.79%	Band 5-7	7.09%	7.18%	-0.09%	81.76%	Band 5-7	5.7%	6.0%	-0.2%	17.0%
Band 8a-8b	5.56%	5.64%	-0.09%	88.89%	Band 8a-8b	2.50%	7.18%	-4.68%	75.00%	Band 8a-8b	4.3%	6.0%	-1.7%	12.8%
Band 8c-9 and VSM	8.33%	5.64%	2.69%	66.67%	Band 8c-9 and VSM	0.00%	7.18%	-7.18%	91.67%	Band 8c-9 and VSM	2.8%	6.0%	-3.2%	13.9%
Medical & Dental	2.13%	5.64%	-3.52%	97.87%						Medical & Dental	2.1%	6.0%	-3.9%	0.0%

When referring to ‘disability declaration’ we mean the information held on a person’s staff record, which provides information about whether the person has a long-term physical, mental health or hidden condition, legally defined in the Equality Act (2010) as a disability. This information is held confidentially by the Trust, and can be used to better understand the diversity of the trust’s workforce and identify actions that will support Disabled staff in the workplace. For Metric 1, workforce data has been clustered and analysed separately by clinical and non-clinical pay bands. The clustering of pay bands allows a better understanding of Disabled staff across the workforce (because of the low declaration rates recorded in ESR).

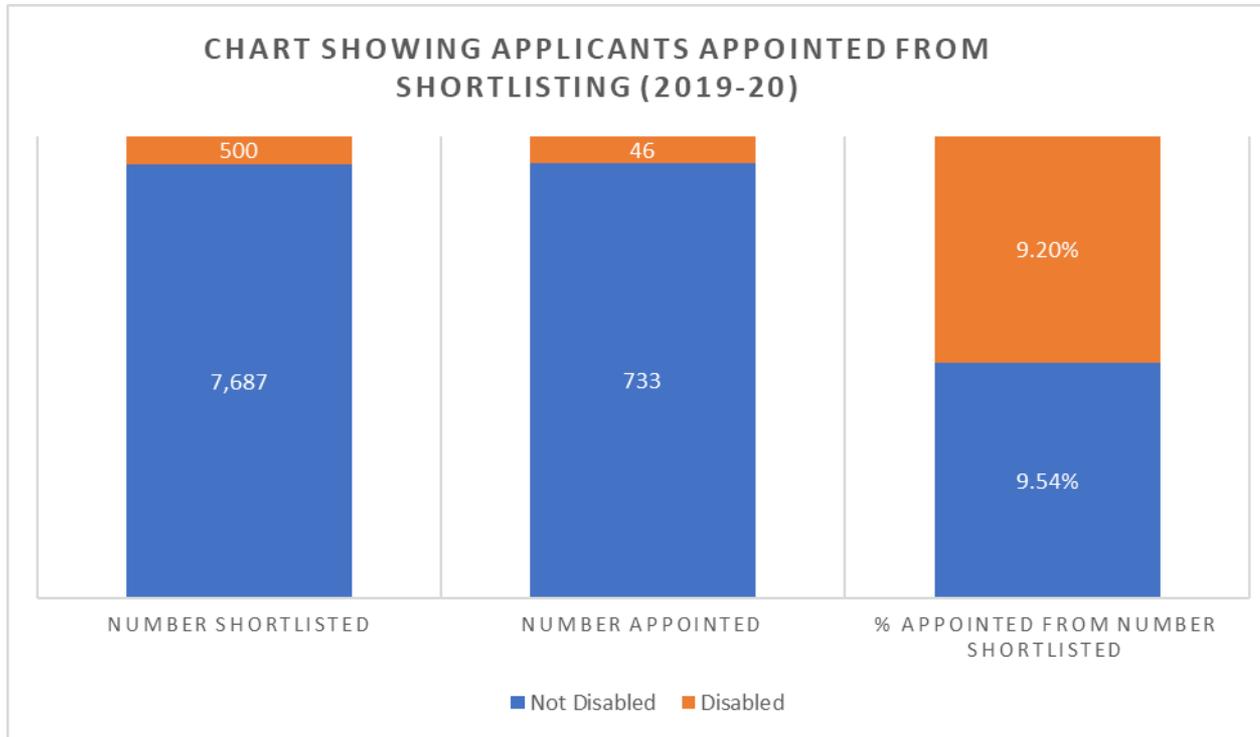
Metric 1 – Workforce representation

Overall, 7.18% of the non-clinical and 5.64% of the clinical workforce (excluding medical and dental staff) had declared a disability through the NHS Electronic Staff Record.

For medical and dental staff, 2.10% had declared a disability.



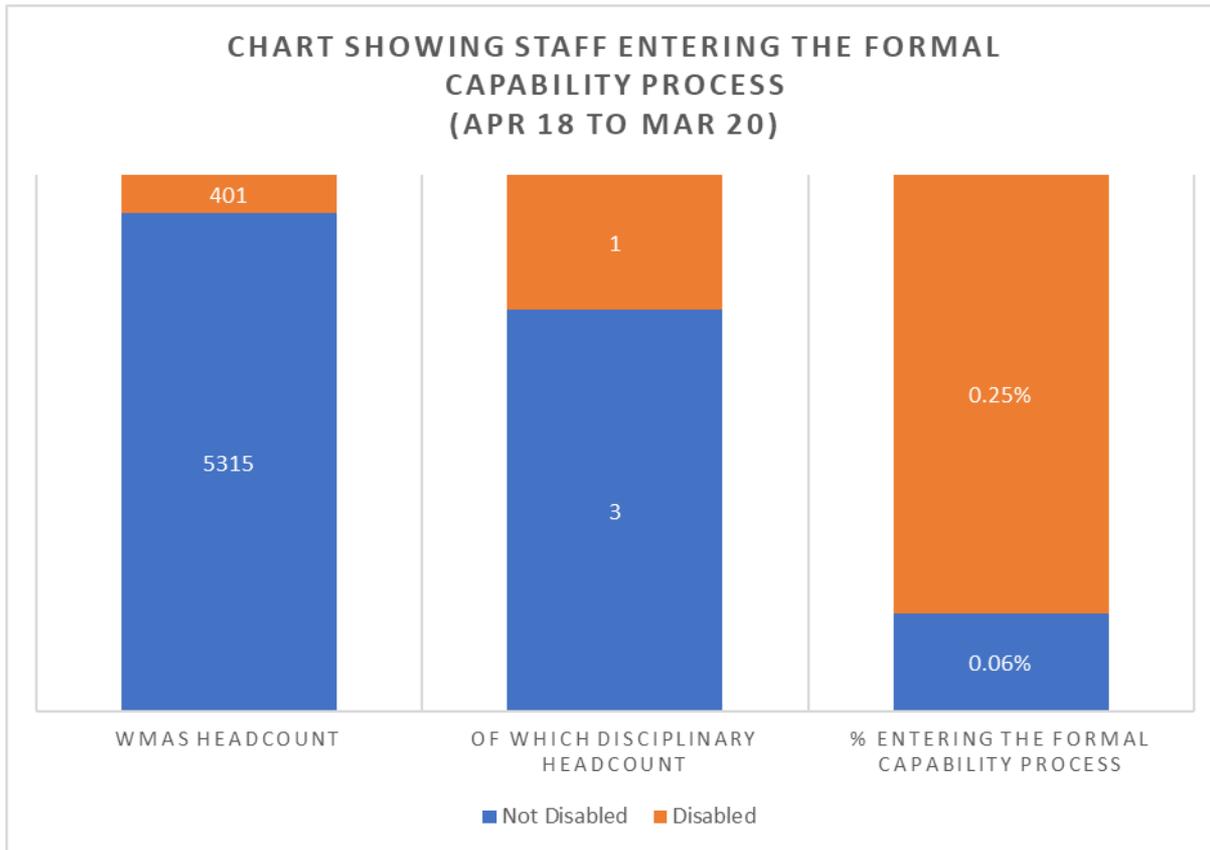
INDICATOR 2 - Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts.



Metric 2 – Recruitment

The likelihood for Disabled people to be appointed is 1.04. This indicates that Disabled staff are marginally less likely than Non-Disabled staff to be appointed from shortlisting.

INDICATOR 3 - Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure. This indicator is based on data from a two year rolling average of the current year and the previous year.



Metric 3 – Capability

The number of Disabled staff going through the formal capability processes on the basis of performance compared to non-disabled staff. are too low to determine an accurate likelihood of entering the formal capability process.

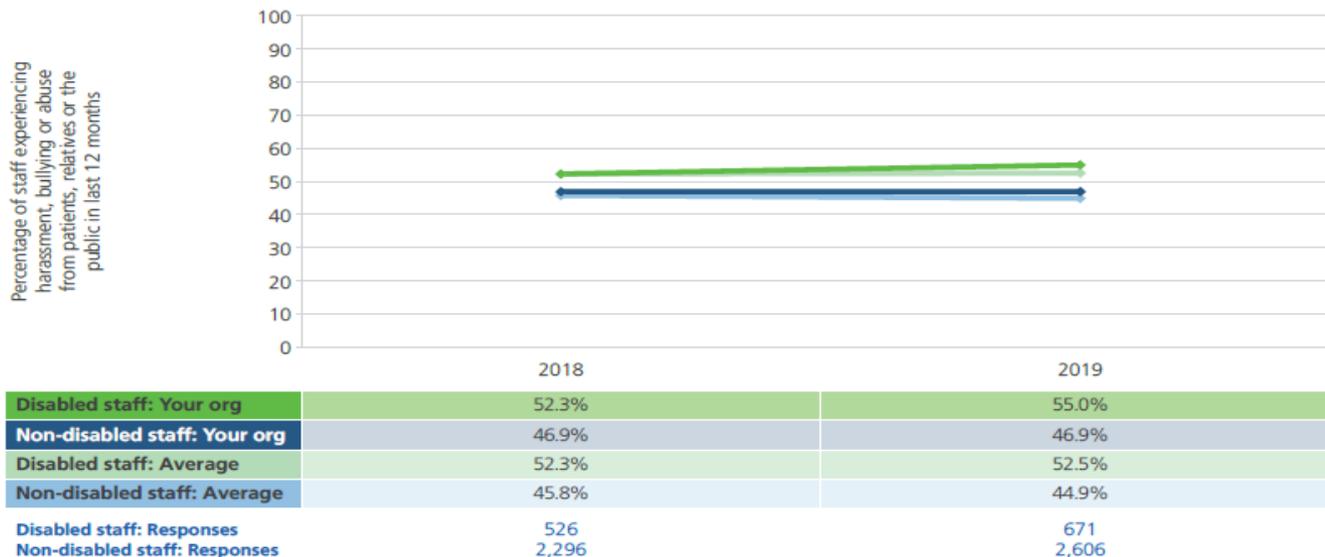
INDICATOR 4 – Staff Survey Q13

- a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:
- i. Patients/Service users, their relatives or other members of the public
 - ii. Managers
 - iii. Other colleagues
- i. Patients/service users, their relatives or other members of the public

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2019 NHS Staff Survey Results > WDES > Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

NHS
England



Average calculated as the median for the benchmark group

Metric 4 – Harassment, bullying and abuse

Disabled staff are more likely to experience harassment, bullying and abuse.

Disabled staff are:

- 7.6 percentage points more likely from patients (52.5% vs 44.9%),
- 9.9 percentage points more likely from managers (23.2% vs 13.3%)
- 10.2 percentage points more likely from colleagues (25.9% vs 15.7%) compared to non-disabled staff.

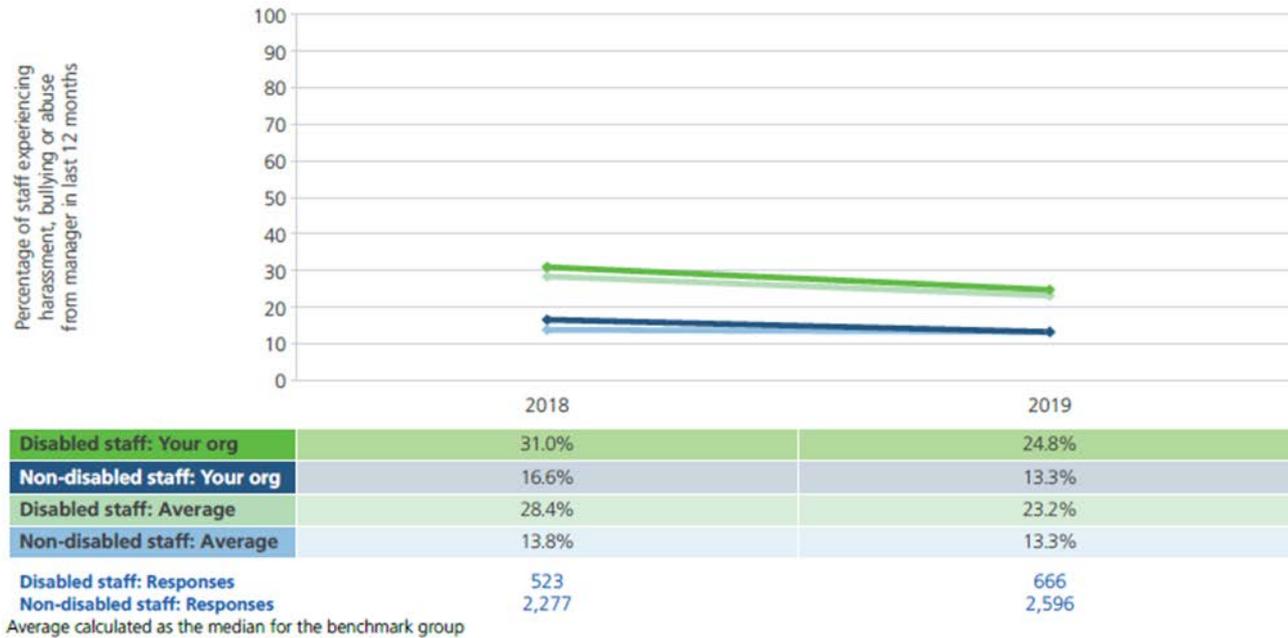
INDICATOR 4 – Staff Survey Q13

ii. Managers

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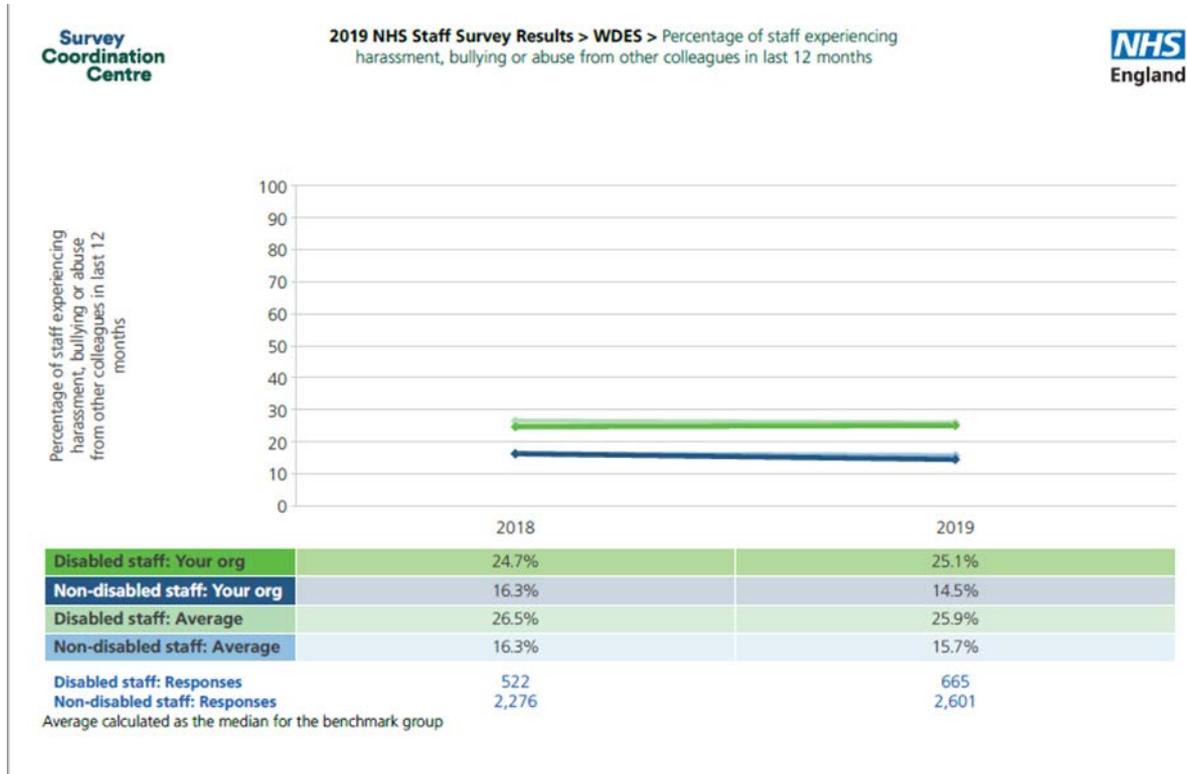
2019 NHS Staff Survey Results > WDES > Percentage of staff experiencing harassment, bullying or abuse from manager in last 12 months

NHS
England



INDICATOR 4 – Staff Survey Q13

iii. Other colleagues



INDICATOR 4 – Staff Survey Q13

b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

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2019 NHS Staff Survey Results > WDES > Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

NHS
England



	2018	2019
Disabled staff: Your org	46.2%	46.4%
Non-disabled staff: Your org	43.9%	47.2%
Disabled staff: Average	40.1%	44.4%
Non-disabled staff: Average	40.5%	41.1%
Disabled staff: Responses	305	392
Non-disabled staff: Responses	1,095	1,271

Average calculated as the median for the benchmark group

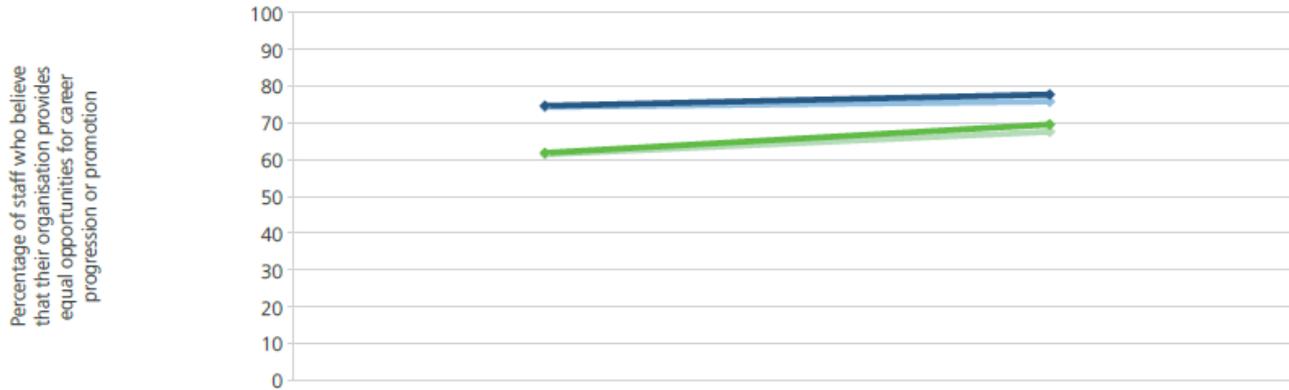
INDICATOR 5 – Staff Survey Q14

Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.

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2019 NHS Staff Survey Results > WDES > Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion

NHS
England



	2018	2019
Disabled staff: Your org	61.9%	69.6%
Non-disabled staff: Your org	74.7%	77.8%
Disabled staff: Average	61.4%	67.6%
Non-disabled staff: Average	74.4%	75.8%

Disabled staff: Responses

354

467

Non-disabled staff: Responses

1,508

1,744

Average calculated as the median for the benchmark group

Metric 5 – Career progression

Disabled staff are 7.4 percentage points less likely to believe that the Trust provides equal opportunities for career progression or promotion, compared to non-disabled staff. (67.6% vs. 75.8%).

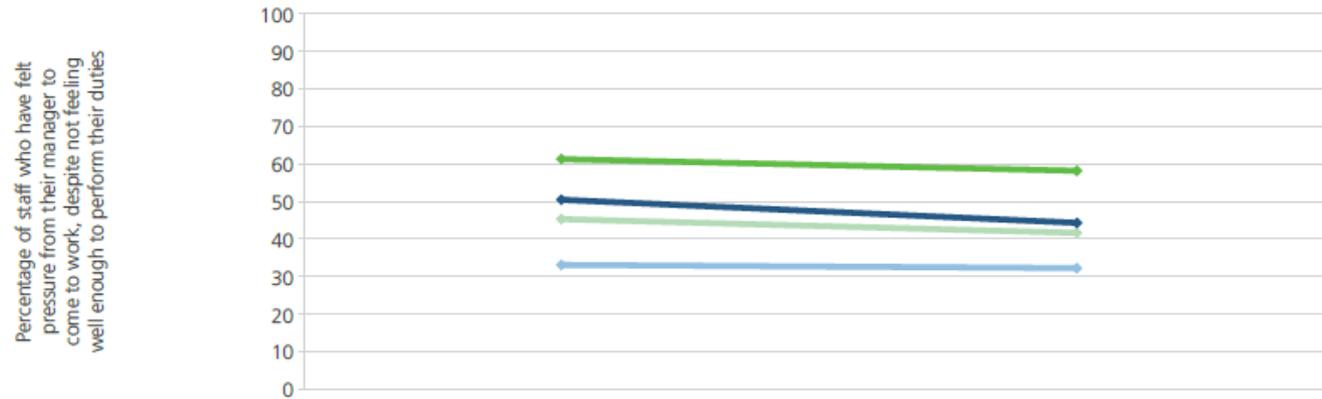
INDICATOR 6 – Staff Survey Q11

Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

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2019 NHS Staff Survey Results > WDES > Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

NHS
England



	2018	2019
Disabled staff: Your org	61.3%	58.2%
Non-disabled staff: Your org	50.5%	44.3%
Disabled staff: Average	45.3%	41.6%
Non-disabled staff: Average	33.1%	32.3%
Disabled staff: Responses	429	531
Non-disabled staff: Responses	1,363	1,566

Average calculated as the median for the benchmark group

Metric 6 – Presenteeism

Disabled staff are 9.3 percentage points more likely, compared to non-disabled staff, to be pressured to come into work despite not feeling well enough to perform their duties 41.6% vs. 32.3%.

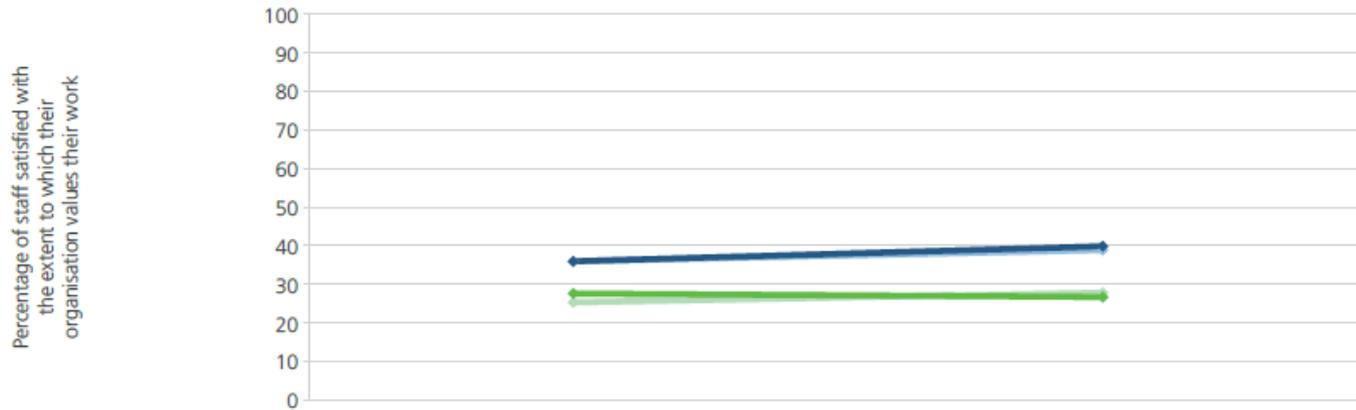
INDICATOR 7 – Staff Survey Q5

Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.

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2019 NHS Staff Survey Results > WDES > Percentage of staff
satisfied with the extent to which their organisation values their work

NHS
England



	2018	2019
Disabled staff: Your org	27.6%	26.7%
Non-disabled staff: Your org	36.0%	39.9%
Disabled staff: Average	25.3%	27.8%
Non-disabled staff: Average	36.0%	38.9%
Disabled staff: Responses	525	670
Non-disabled staff: Responses	2,290	2,611

Average calculated as the median for the benchmark group

Metric 7 – Feeling valued

Disabled staff are 11.1 percentage points less likely to say that they feel the Trust valued their work when compared to non-disabled staff (27.8% vs. 38.9%).

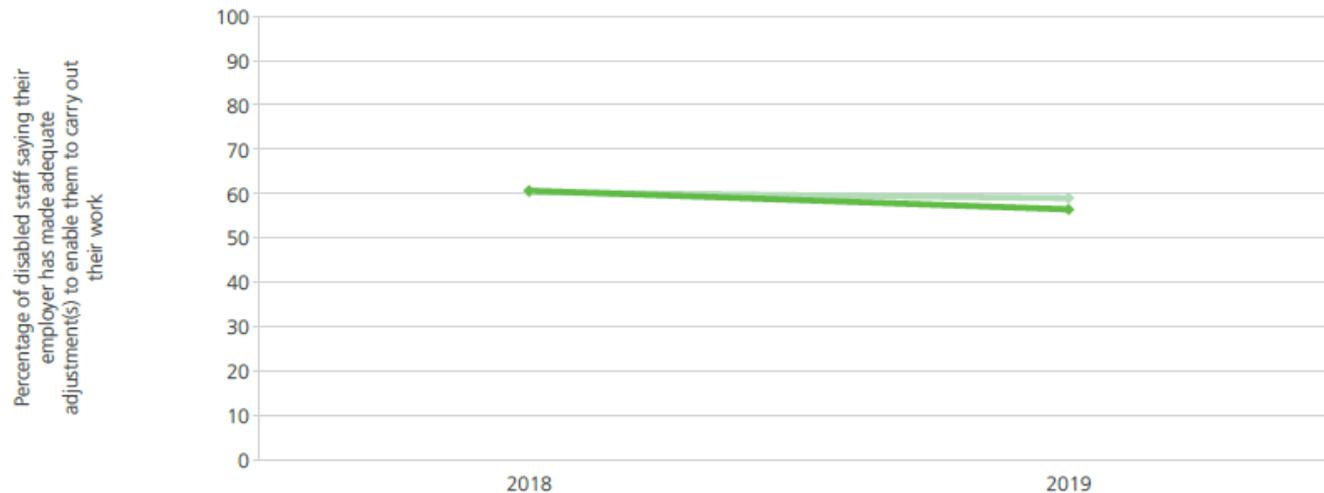
INDICATOR 8 – Staff Survey Q28b

Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

Survey
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2019 NHS Staff Survey Results > WDES > Percentage of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work

NHS
England



Disabled staff: Your org	60.6%	56.4%
Disabled staff: Average	60.3%	58.9%

Disabled staff: Responses 292 367
Average calculated as the median for the benchmark group

Metric 8 – Workplace adjustments

56.4% of Disabled staff felt that the Trust had made adequate adjustments to enable them to carry out their work.

INDICATOR 9 – NHS Staff Survey and the engagement of Disabled staff

a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.



Metric 9 – Disabled staff engagement

Disabled staff are less likely to feel engaged with the NHS Staff Survey, with an engagement score of 5.9, compared to 6.4 for non-disabled staff.

b) Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?

Yes – A Disability & Carers network has been established with regular mtgs and events and promotions, and articles in the weekly briefing to all staff

INDICATOR 10 - Percentage difference between the organisations' Board voting membership and its organisation's overall workforce, disaggregated:

- By voting membership of the Board.
- By Executive membership of the Board.

% by Disability 2019-20	Disabled	Non-Disabled	Disability unknown or null
Number of staff in overall workforce	401	5308	997
Total Board members - % by Disability	7%	79%	14%
Voting Board Member - % by Disability	7%	79%	14%
Non Voting Board Member - % by Disability	0%	0%	0%
Executive Board Member - % by Disability	17%	83%	0%
Non Executive Board Member - % by Disability	0%	75%	25%
Overall workforce - % by Disability	6%	79%	15%
Difference (Total Board - Overall workforce)	1%	-1%	-1%
Difference (Voting membership - Overall Workforce)	1%	-1%	-1%
Difference (Executive membership - Overall Workforce)	11%	4%	-15%

Metric 10 – Board representation

Overall 7.0% of board members were Disabled; 1 percentage point higher than the percentage of Disabled staff in the wider workforce.

Definitions:

Board & Voting membership – membership in this context includes all members of the Board irrespective of whether they are executive or non-executive members.

Executive membership – An executive board member is an employee of the organisation and sits on an organisation's board of directors and advises current organisational management on specific operations, e.g. Medical Director or Finance Director, as opposed to a non-Executive board member who is a member of the board of directors of the organisation who does not form part of the executive management team.