



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

Clinical Staff March 2022					Non-Clinical Staff March 2022					WMAS - All Staff March 2022				
WDES Banding	Disabled	Disabled % across the Clinical workforce	% Difference	Non Disabled	WDES Banding	Disabled	Disabled % across the Non-Clinical workforce	% Difference	Non Disabled	WDES Banding	Disabled	Disabled % across WMAS Workforce	% Difference	Non Disabled
Band 1-4	6.26%	6.18%	● 0.08%	88.7%	Band 1-4	7.0%	7.6%	● -0.52%	88.2%	Band 1-4	6.46%	6.45%	● 0.01%	4.95%
Band 5-7	6.19%	6.18%	● 0.01%	80.1%	Band 5-7	10.3%	7.6%	● 2.76%	80.4%	Band 5-7	6.64%	6.45%	● 0.19%	13.20%
Band 8a-8b	3.70%	6.18%	● -2.48%	94.4%	Band 8a-8b	1.9%	7.6%	● -5.67%	81.1%	Band 8a-8b	2.80%	6.45%	● -3.65%	9.35%
Band 8c-9 and VSM	7.69%	6.18%	● 1.51%	69.2%	Band 8c-9 and VSM	0.0%	7.6%	● -7.55%	96.2%	Band 8c-9 and VSM	2.56%	6.45%	● -3.89%	10.26%
Medical & Dental	3.33%	6.18%	● -2.85%	81.7%						Medical & Dental	3.33%	6.45%	● -3.12%	15.00%

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).

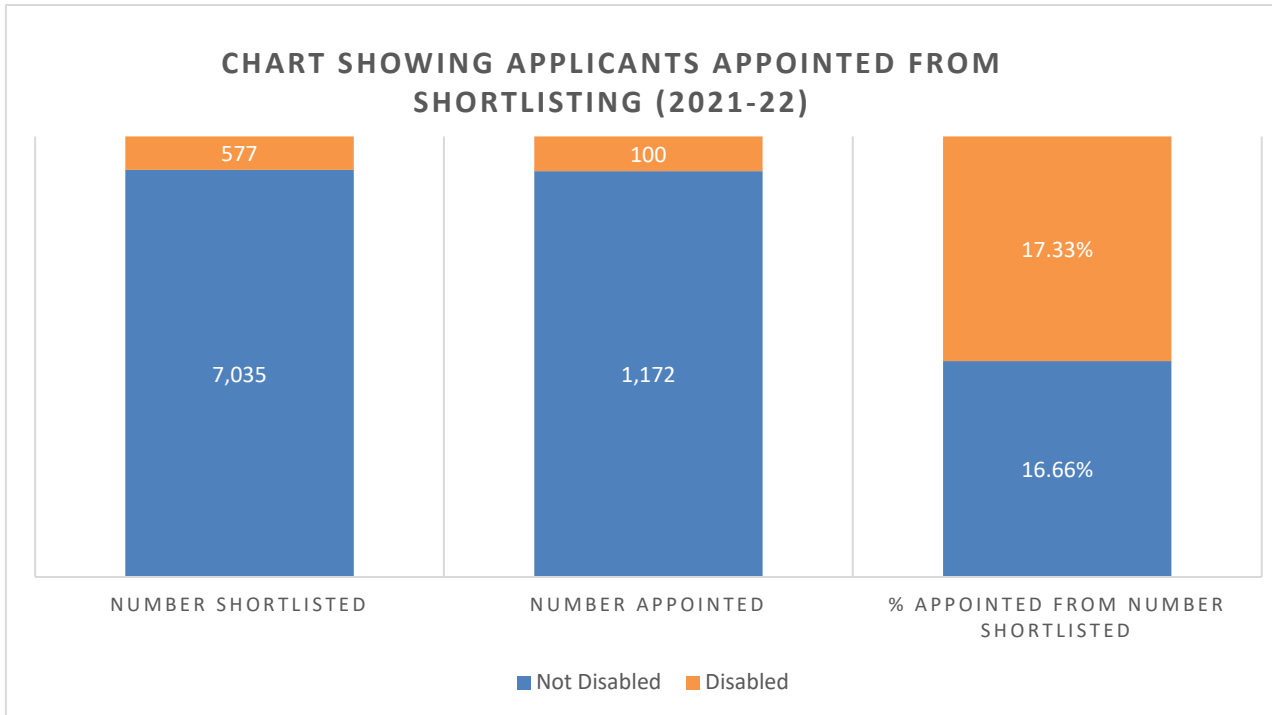
Metric 1 – Workforce representation

Overall, 7.6% of the non-clinical and 6.18% of the clinical workforce (excluding medical and dental staff) had declared a disability through the NHS Electronic Staff Record.

For medical and dental staff, 3.3% had declared a disability.



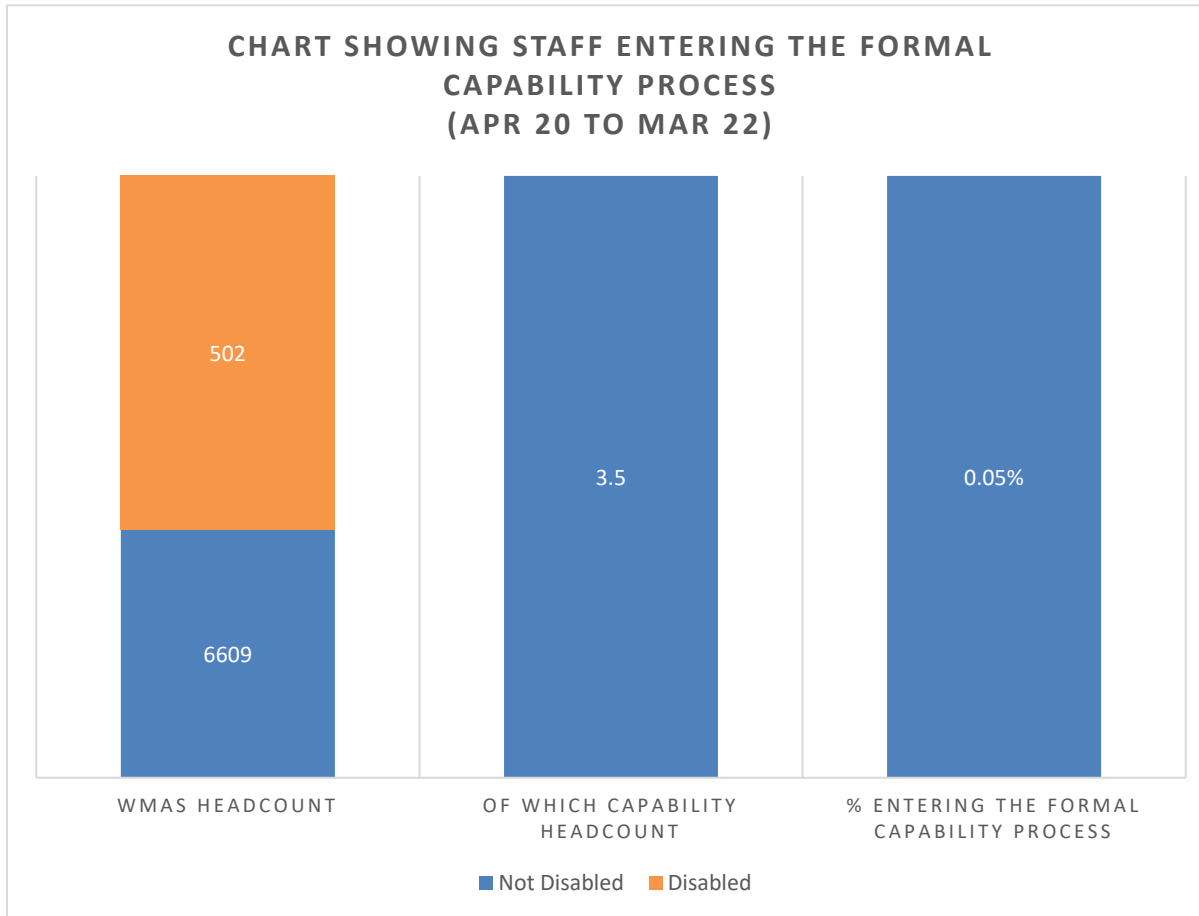
INDICATOR 2 - Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts.



Metric 2 – Recruitment

The likelihood for disabled staff to be appointed is 0.96. This indicates that disabled staff are marginally more 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.



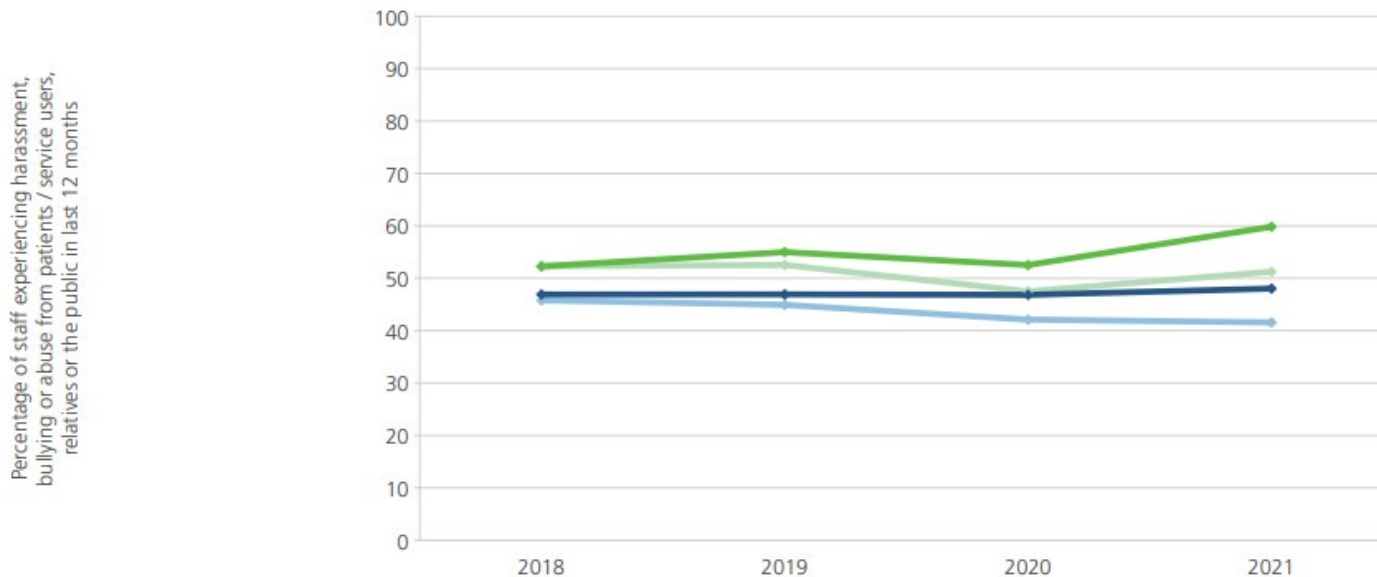
Metric 3 – Capability

The number of disabled staff going through the formal capability processes on the basis of performance compared to non-disabled staff is 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:
- Patients/Service users, their relatives or other members of the public
 - Managers
 - Other colleagues

i. Patients/service users, their relatives or other members of the public



Staff with a LTC or illness: Your org	52.3%	55.0%	52.5%	59.8%
Staff without a LTC or illness: Your org	46.9%	46.9%	46.8%	48.0%
Staff with a LTC or illness: Average	52.3%	52.5%	47.5%	51.2%
Staff without a LTC or illness: Average	45.8%	44.9%	42.1%	41.6%
Staff with a LTC or illness: Responses	526	671	771	737
Staff without a LTC or illness: Responses	2,296	2,606	2,722	2,061

Metric 4 – Harassment, bullying and abuse

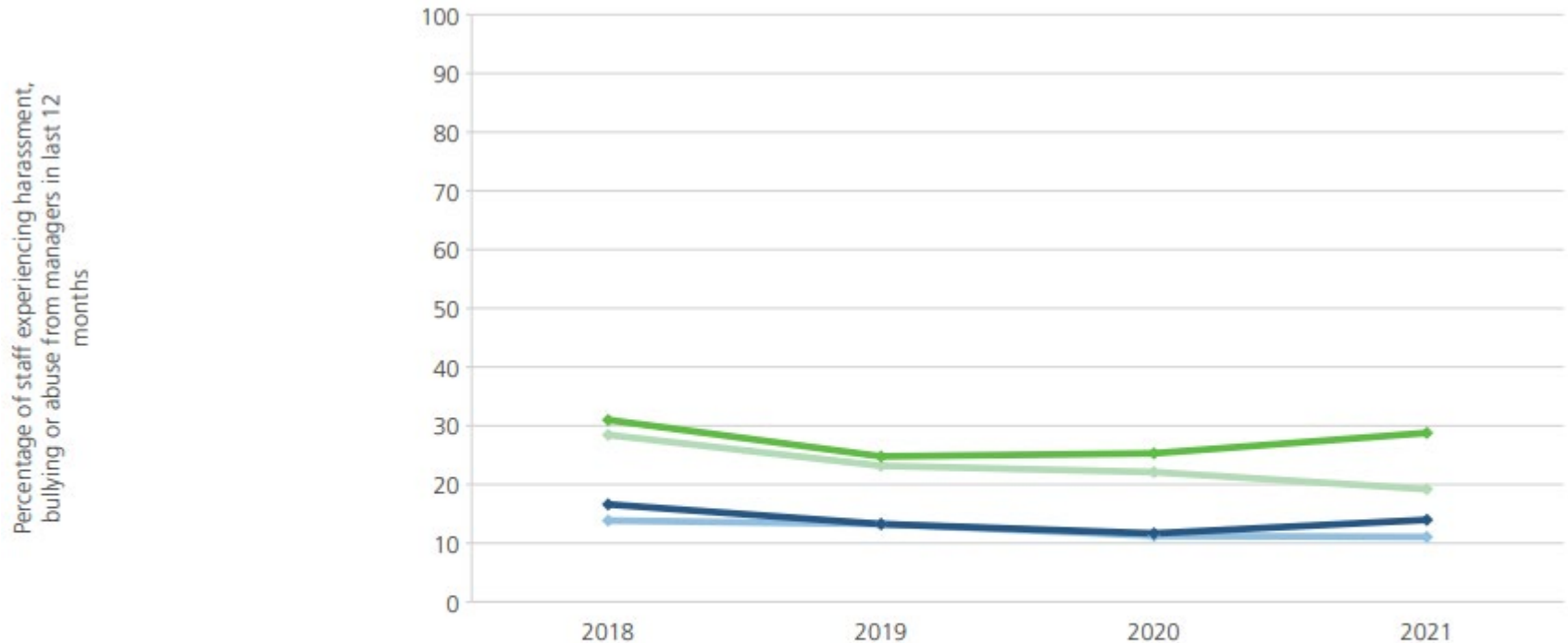
Disabled staff are more likely to experience harassment, bullying and abuse.

Disabled staff are:

- 11.8 percentage points more likely from patients (59.8% vs 48%),
- 14.8 percentage points more likely from managers (28.8% vs 14%)
- 12.3 percentage points more likely from colleagues (27.6% vs 15.3%) compared to non-disabled staff.

INDICATOR 4 – Staff Survey Q13

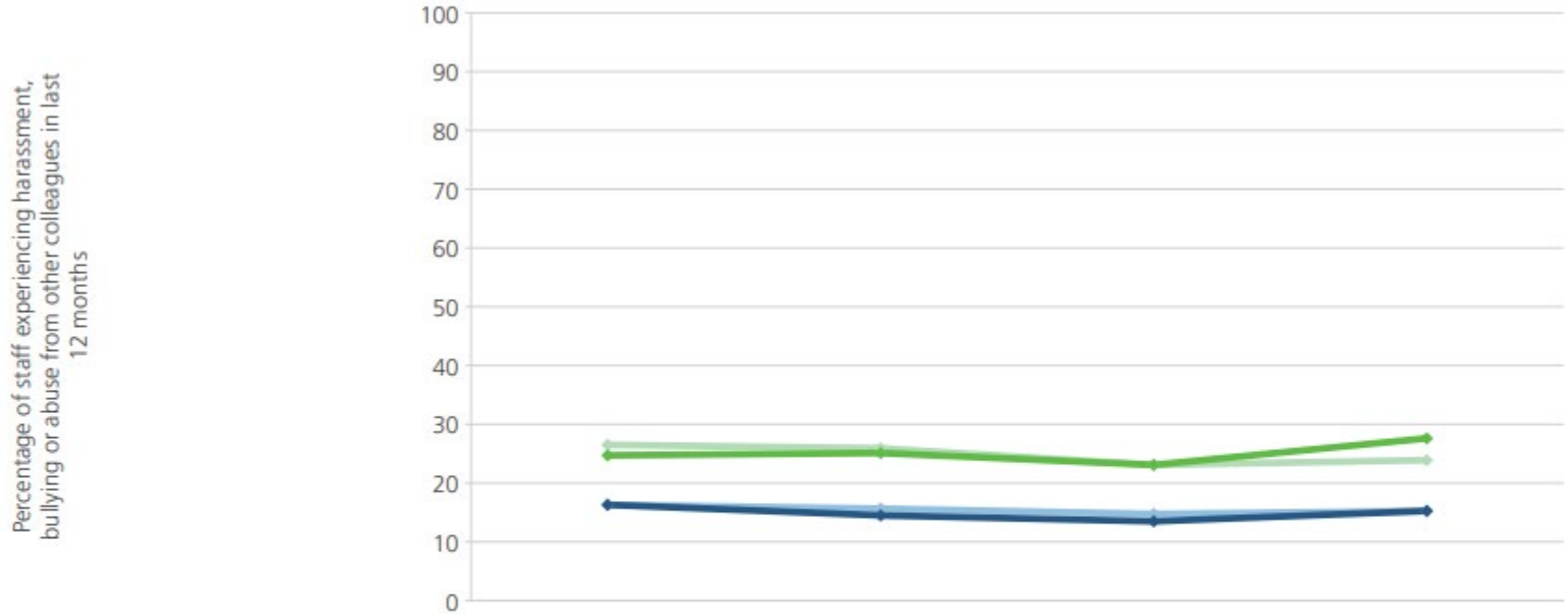
ii. Managers



Staff with a LTC or illness: Your org	31.0%	24.8%	25.3%	28.8%
Staff without a LTC or illness: Your org	16.6%	13.3%	11.7%	14.0%
Staff with a LTC or illness: Average	28.4%	23.2%	22.1%	19.2%
Staff without a LTC or illness: Average	13.8%	13.3%	11.2%	11.1%
Staff with a LTC or illness: Responses	523	666	767	730
Staff without a LTC or illness: Responses	2,277	2,596	2,711	2,041

INDICATOR 4 – Staff Survey Q13

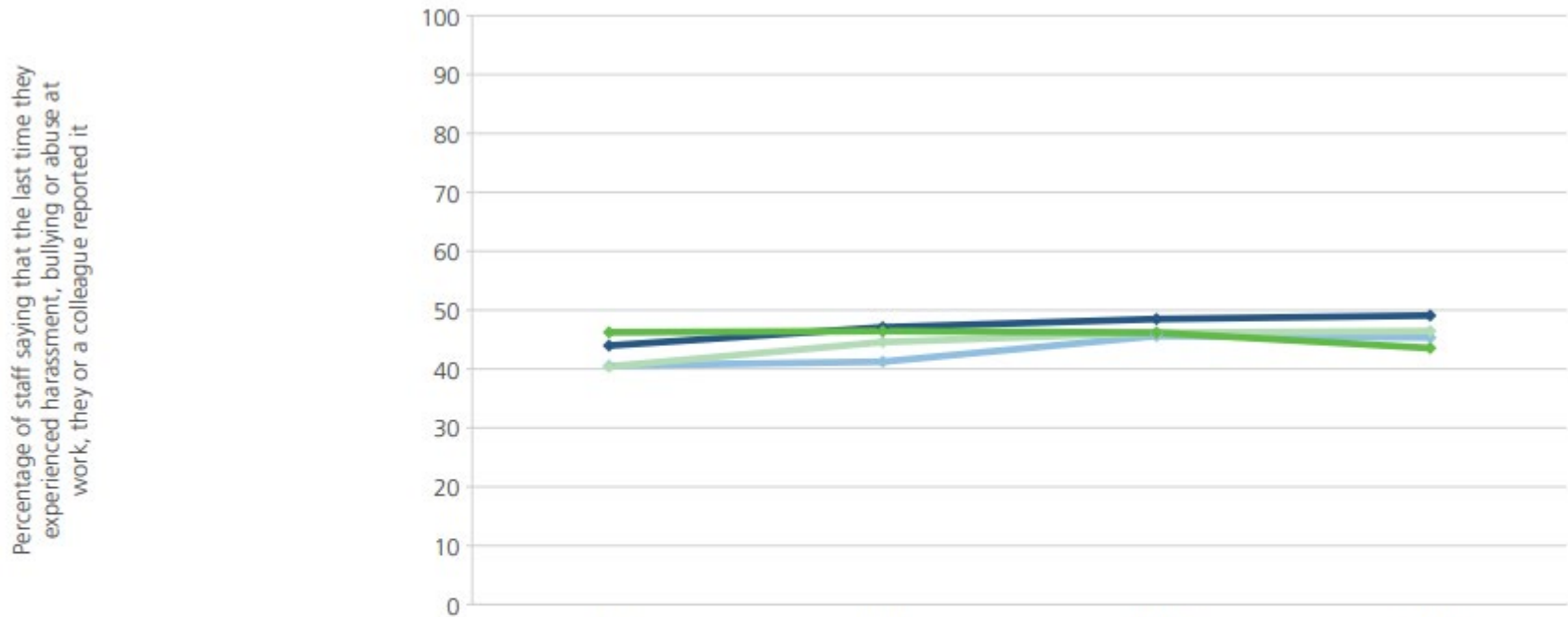
iii. Other colleagues



	2018	2019	2020	2021
Staff with a LTC or illness: Your org	24.7%	25.1%	23.1%	27.6%
Staff without a LTC or illness: Your org	16.3%	14.5%	13.5%	15.3%
Staff with a LTC or illness: Average	26.5%	25.9%	23.1%	23.9%
Staff without a LTC or illness: Average	16.3%	15.7%	14.7%	15.3%
Staff with a LTC or illness: Responses	522	665	771	728
Staff without a LTC or illness: Responses	2,276	2,601	2,713	2,039

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.

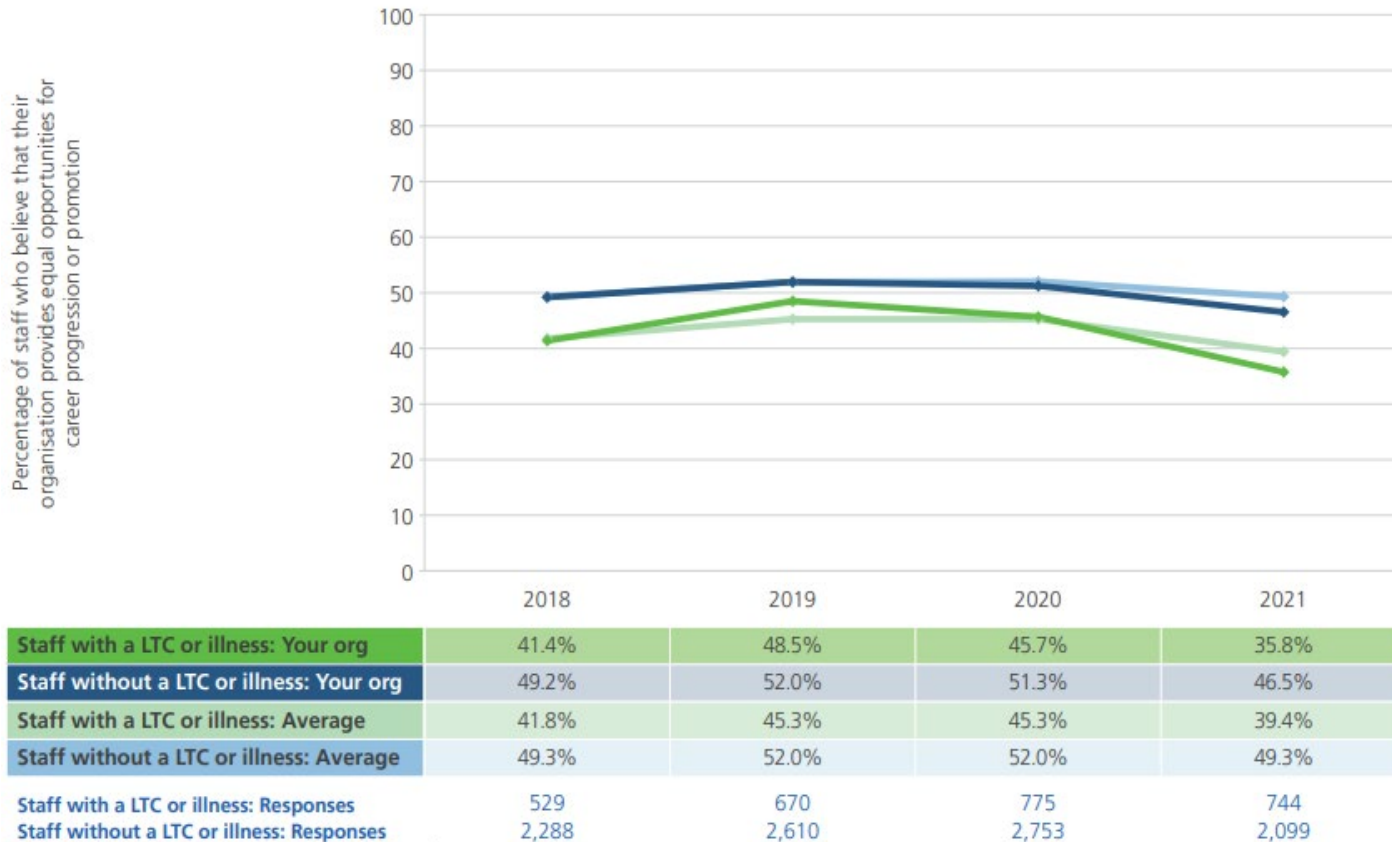


Staff with a LTC or illness: Your org	46.2%	46.4%	46.2%	43.5%
Staff without a LTC or illness: Your org	44.0%	47.1%	48.5%	49.1%
Staff with a LTC or illness: Average	40.4%	44.6%	46.2%	46.4%
Staff without a LTC or illness: Average	40.6%	41.2%	45.6%	45.3%
Staff with a LTC or illness: Responses	305	392	444	480
Staff without a LTC or illness: Responses	1,094	1,266	1,250	1,033



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.



Metric 5 – Career progression

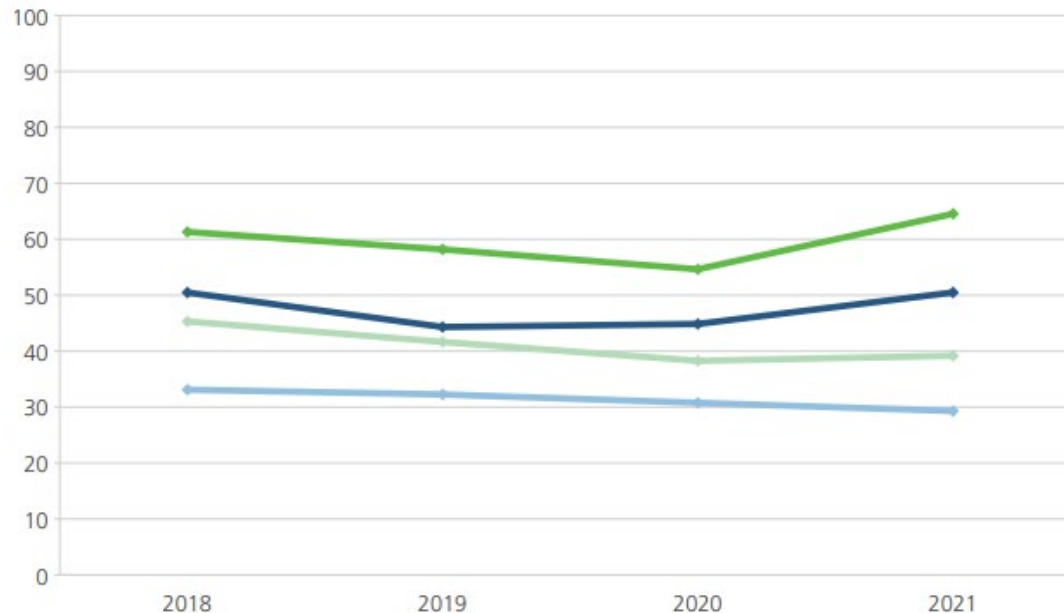
Disabled staff are 10.8 percentage points less likely to believe that the Trust provides equal opportunities for career progression or promotion, compared to non-disabled staff. (35.8% vs. 46.5%).



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.

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties



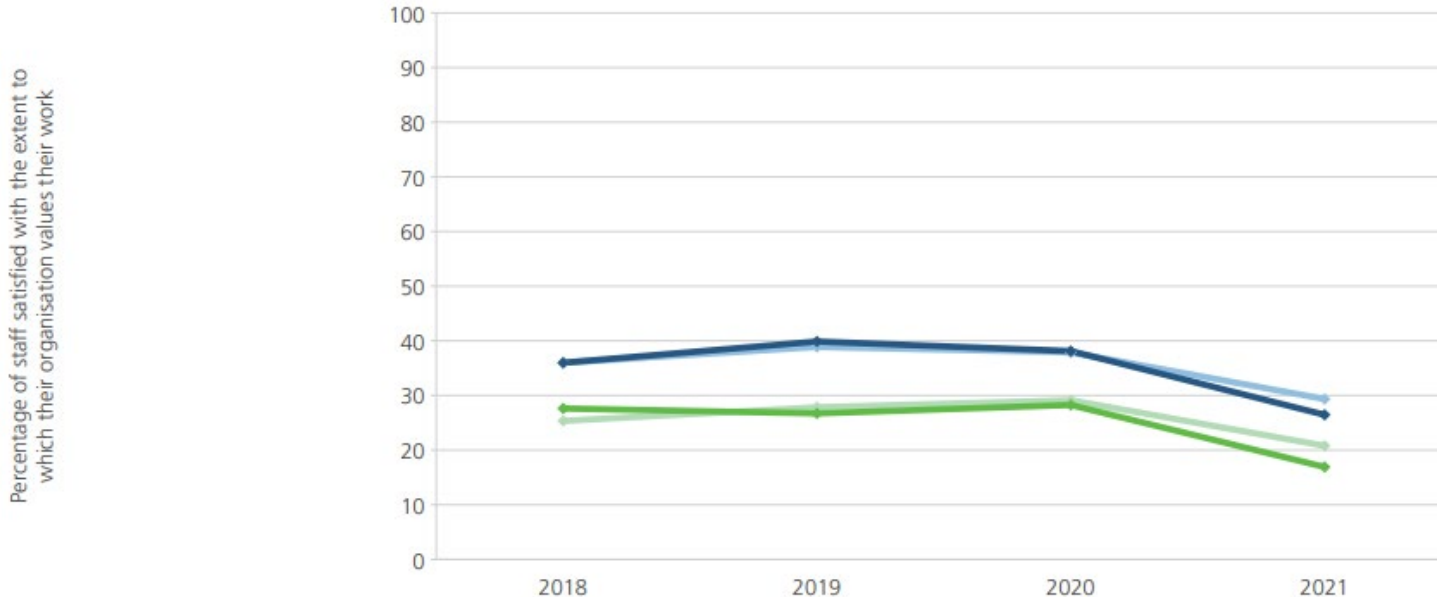
Metric 6 – Presenteeism

Disabled staff are 14.1 percentage points more likely, compared to non-disabled staff, have felt pressured to come into work despite not feeling well enough to perform their duties (64.6% vs. 50.5%).

Staff with a LTC or illness: Your org	61.3%	58.2%	54.6%	64.6%
Staff without a LTC or illness: Your org	50.5%	44.3%	44.9%	50.5%
Staff with a LTC or illness: Average	45.3%	41.6%	38.3%	39.2%
Staff without a LTC or illness: Average	33.1%	32.3%	30.8%	29.3%
Staff with a LTC or illness: Responses	429	531	582	615
Staff without a LTC or illness: Responses	1,363	1,566	1,371	1,230

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.



Staff with a LTC or illness: Your org	27.6%	26.7%	28.3%	16.9%
Staff without a LTC or illness: Your org	36.0%	39.9%	38.1%	26.5%
Staff with a LTC or illness: Average	25.3%	27.8%	29.1%	20.8%
Staff without a LTC or illness: Average	36.0%	38.9%	37.9%	29.3%
Staff with a LTC or illness: Responses	525	670	775	745
Staff without a LTC or illness: Responses	2,290	2,611	2,762	2,105

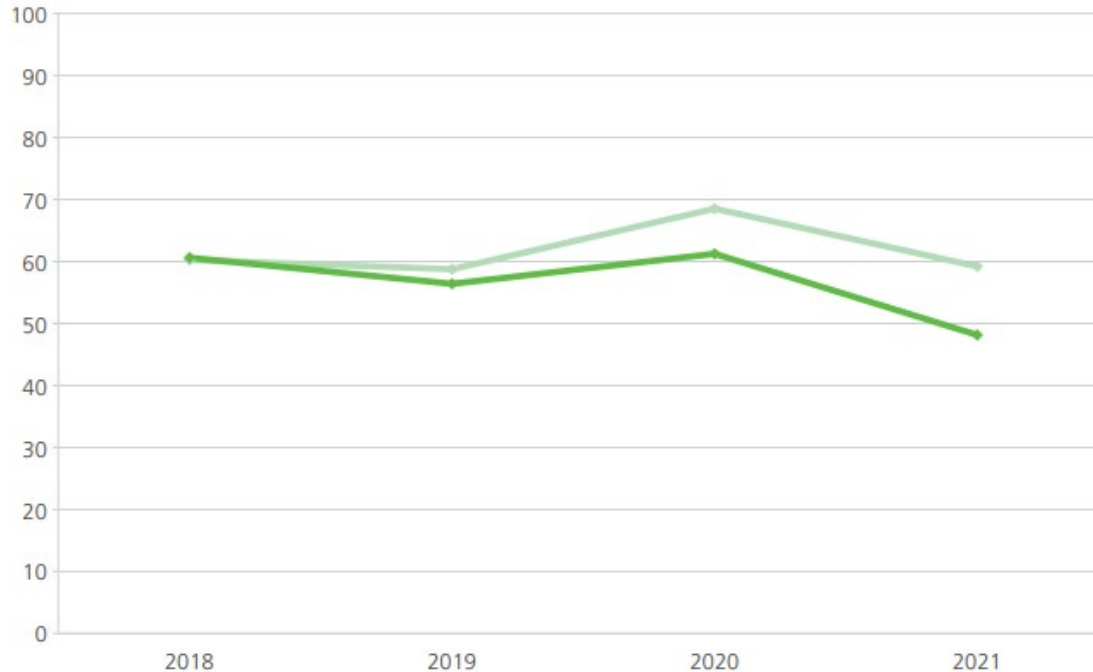
Metric 7 – Feeling valued

Disabled staff are 9.6 percentage points less likely to say that they feel the Trust valued their work when compared to non-disabled staff (16.9% vs. 26.5%).

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.

Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work



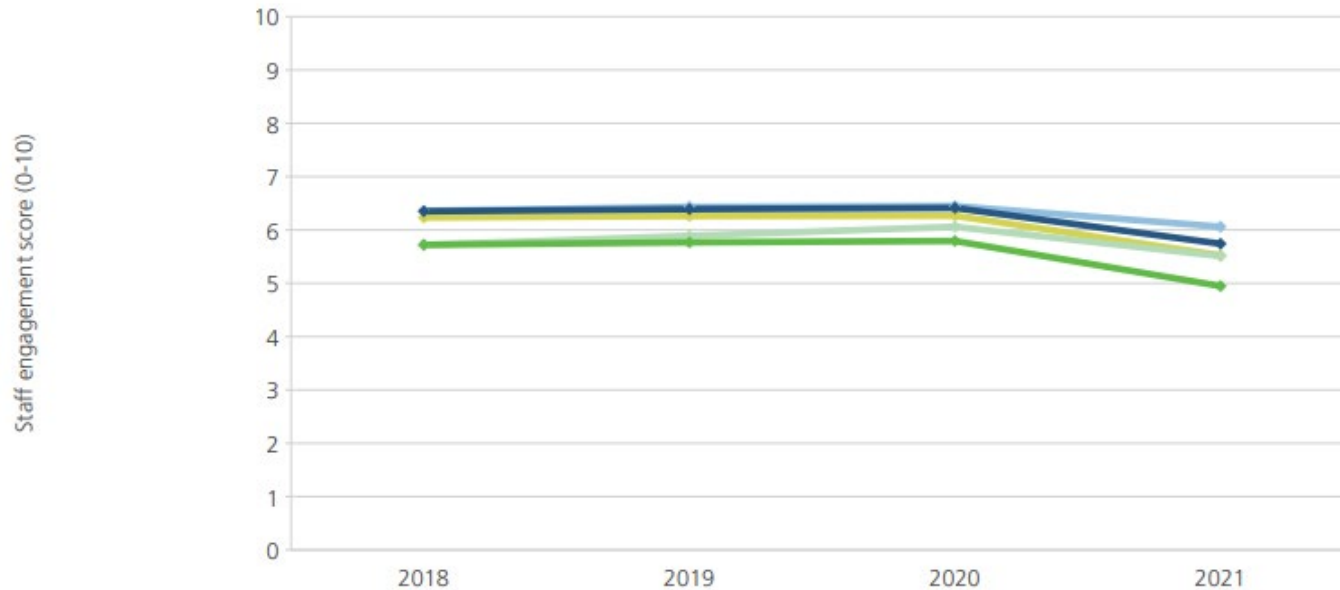
	2018	2019	2020	2021
Staff with a LTC or illness: Your org	60.6%	56.4%	61.2%	48.1%
Staff with a LTC or illness: Average	60.3%	58.8%	68.5%	59.2%
Staff with a LTC or illness: Responses	292	367	467	459

Metric 8 – Workplace adjustments

48.1% 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 4.9, compared to 5.7 for non-disabled staff.

Organisation average	6.2	6.3	6.3	5.5
Staff with a LTC or illness: Your org	5.7	5.8	5.8	4.9
Staff without a LTC or illness: Your org	6.3	6.4	6.4	5.7
Staff with a LTC or illness: Average	5.7	5.9	6.1	5.5
Staff without a LTC or illness: Average	6.4	6.4	6.4	6.1
Organisation Responses	2,990	3,374	3,678	2,992
Staff with a LTC or illness: Responses	529	671	778	747
Staff without a LTC or illness: Responses	2,300	2,616	2,765	2,106

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 2021-22	Disabled	Non-Disabled	Disability unknown or null
Number of staff in overall workforce	502	6601	684
Total Board members - % by Disability	6.25%	87.50%	6.25%
Voting Board Member - % by Disability	10.00%	80.00%	10.00%
Non Voting Board Member - % by Disability	0.00%	100.00%	0.00%
Executive Board Member - % by Disability	10.00%	90.00%	0.00%
Non Executive Board Member - % by Disability	0.00%	83.33%	16.67%
Overall workforce - % by Disability	6.45%	84.77%	8.78%
Difference (Total Board - Overall workforce)	0.00%	3.00%	-3.00%
Difference (Voting membership - Overall Workforce)	4.00%	-5.00%	1.00%
Difference (Executive membership - Overall Workforce)	4.00%	5.00%	-9.00%

Metric 10 – Board representation

Overall 6.25% of board members were Disabled; equally representing 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.