

METRIC 1 - % of staff in AfC paybands and very senior managers compared with the percentage of staff in the overall workforce.

Clinical Staff March 2023					Non-Clinical Staff March 2023					WMAS - All Staff March 2023				
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	6.96%	6.57%	● 0.39%	87.86%	Band 1-4	6.37%	6.36%	● 0.01%	89.12%	Band 1-4	6.82%	6.53%	● 0.29%	5.03%
Band 5-7	6.22%	6.57%	● -0.35%	81.24%	Band 5-7	7.05%	6.36%	● 0.69%	84.29%	Band 5-7	6.30%	6.53%	● -0.23%	12.18%
Band 8a-8b	7.84%	6.57%	● 1.27%	92.16%	Band 8a-8b	3.45%	6.36%	● -2.91%	82.76%	Band 8a-8b	5.50%	6.53%	● -1.03%	7.34%
Band 8c-9 and VSM	7.69%	6.57%	● 1.12%	84.62%	Band 8c-9 and VSM	4.17%	6.36%	● -2.19%	91.67%	Band 8c-9 and VSM	5.41%	6.53%	● -1.12%	5.41%

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).

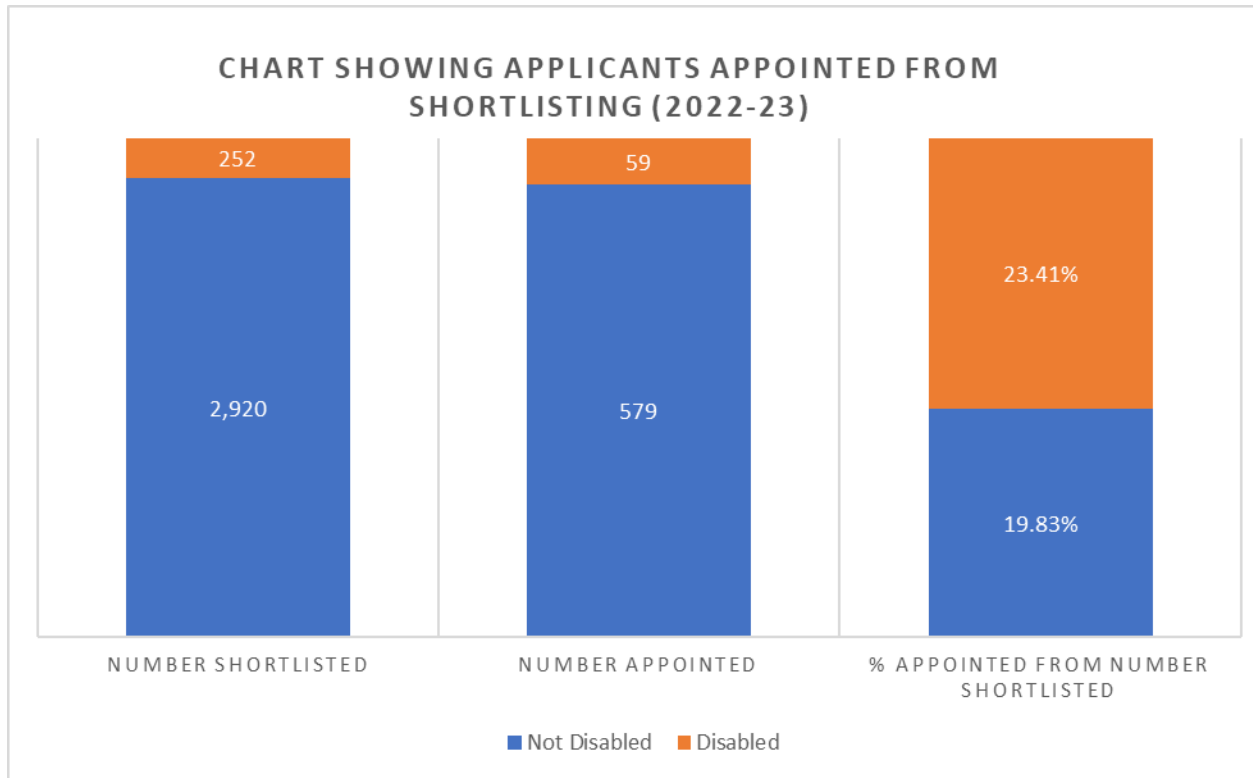
Metric 1 – Workforce Representation

Overall 6.36% of the non-clinical workforce and 6.57% of the clinical workforce declared a disability through the NHS Electronic Staff Record.

Across WMAS, 6.53% have made a disability declaration in 2022/2023. This represents an increase of 0.43% from the 2021/2022 WDES submission.



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



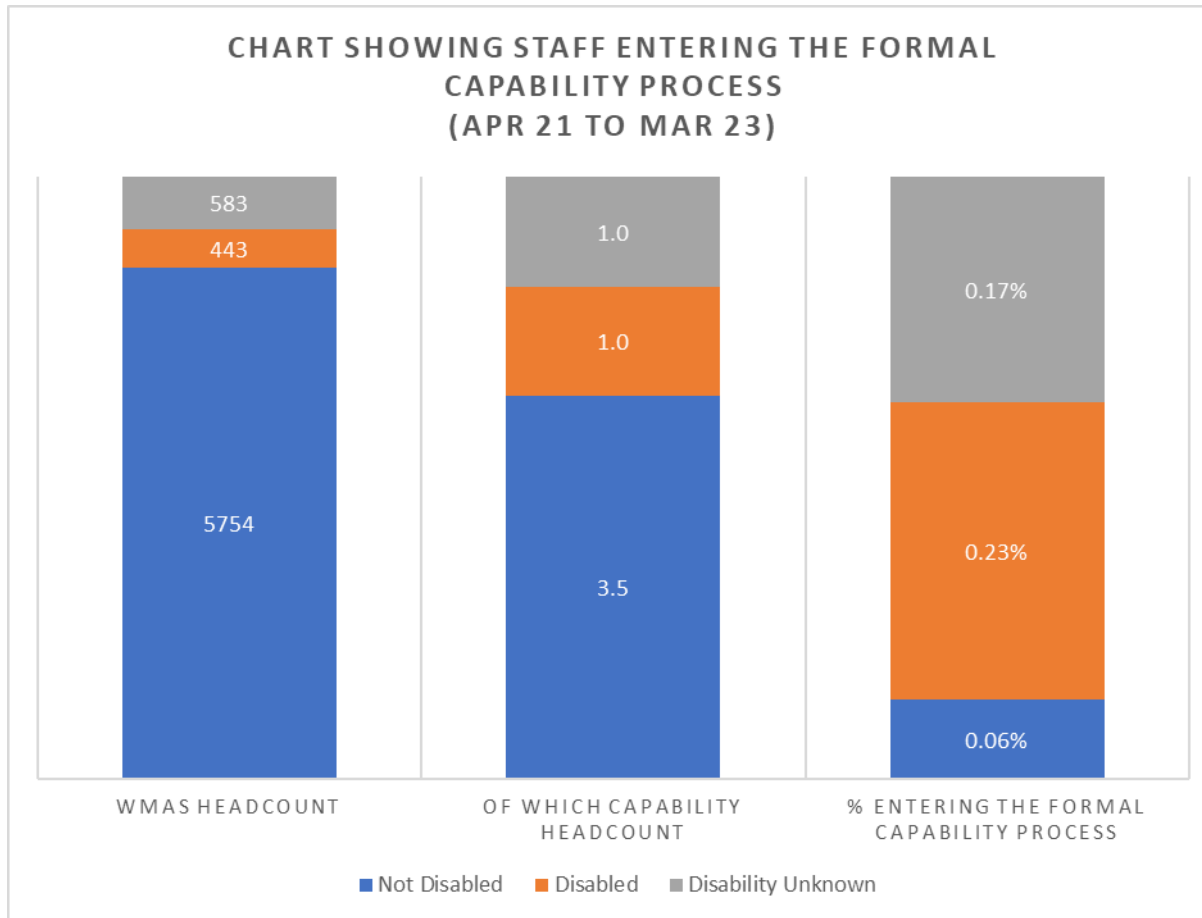
Metric 2 – Recruitment

The ratio for the relative likelihood of non-disabled staff being appointed from shortlisting compared to disabled staff is **0.85**.

A figure below 1.00 would indicate that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.

In 2022 the Trust ratio was **0.96**.

METRIC 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 ratio for the number of disabled staff going through the formal capability processes on the basis of performance compared to non-disabled staff is **3.71**

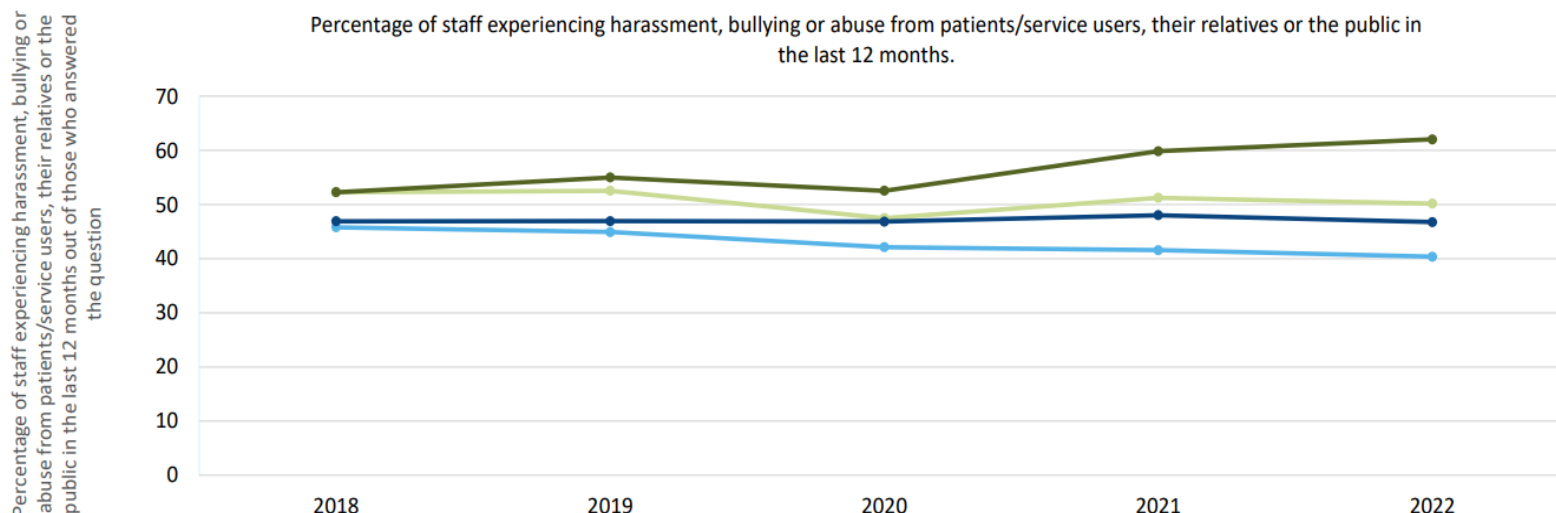
A figure above 1.00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process

The numbers are very low for capability cases and although the ratio is 3.71, this only relates to 2 cases over a 2 year rolling average and therefore the figures are skewed somewhat by how the calculation is carried out.

METRIC 4 – Staff Survey Benchmarking Data - Q14a

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**



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	52.3%	55.0%	52.5%	59.8%	62.0%
Staff without a LTC or illness: Your org	46.9%	46.9%	46.8%	48.0%	46.8%
Staff with a LTC or illness: Average	52.3%	52.5%	47.5%	51.2%	50.2%
Staff without a LTC or illness: Average	45.8%	44.9%	42.1%	41.6%	40.4%
Staff with a LTC or illness: Responses	526	671	771	737	785
Staff without a LTC or illness: Responses	2296	2606	2722	2061	1957

Metric 4ai– Harassment, bullying and abuse

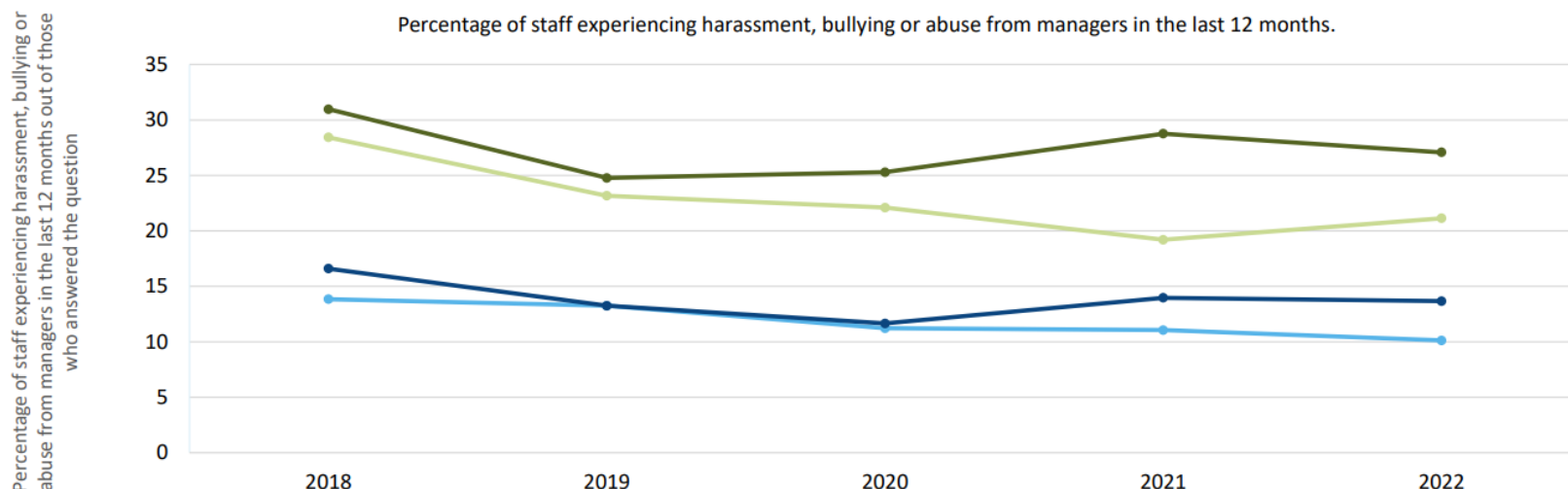
Disabled staff in 2022 reported that they are more likely to experience harassment, bullying and abuse from patients/service users, their relatives or other members of the public in the last 12 months.



METRIC 4 – Staff Survey Benchmarking Data – Q14b

a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

ii. Managers



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	31.0%	24.8%	25.3%	28.8%	27.1%
Staff without a LTC or illness: Your org	16.6%	13.3%	11.7%	14.0%	13.7%
Staff with a LTC or illness: Average	28.4%	23.2%	22.1%	19.2%	21.1%
Staff without a LTC or illness: Average	13.8%	13.3%	11.2%	11.1%	10.1%
Staff with a LTC or illness: Responses	523	666	767	730	779
Staff without a LTC or illness: Responses	2277	2596	2711	2041	1946

Metric 4a ii – Harassment, bullying and abuse

Disabled staff in 2022 reported that they are more likely to experience harassment, bullying and abuse from managers in the last 12 months.

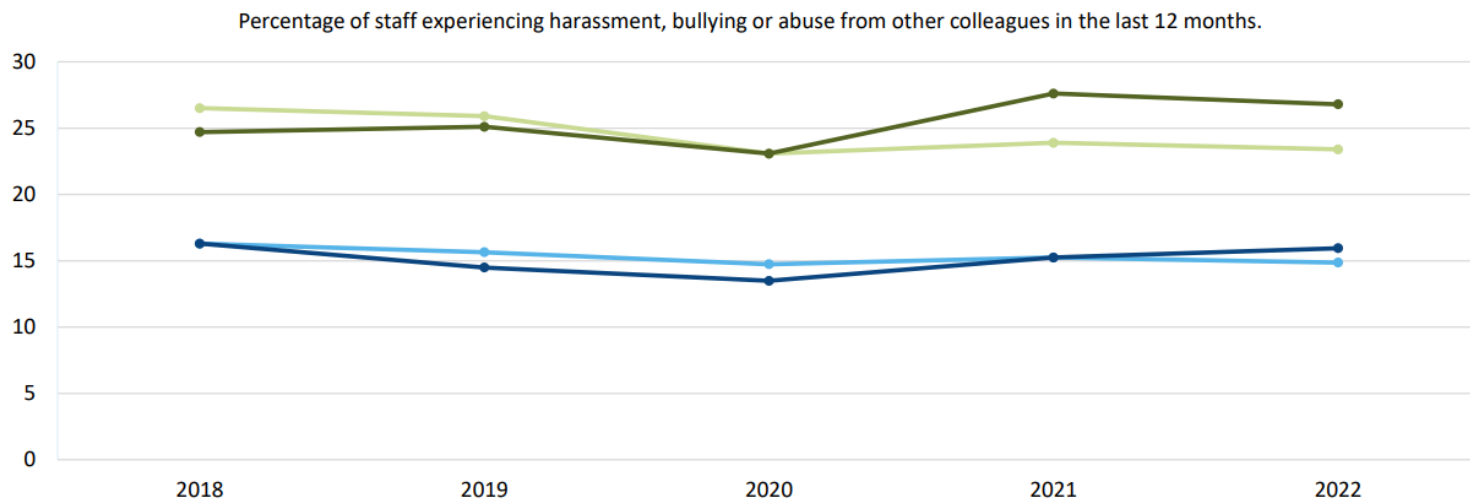


METRIC 4 – Staff Survey Benchmarking Data – Q14c

a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

iii. Other Colleagues

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months out of those who answered the question



	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	24.7%	25.1%	23.1%	27.6%	26.8%
Staff without a LTC or illness: Your org	16.3%	14.5%	13.5%	15.3%	16.0%
Staff with a LTC or illness: Average	26.5%	25.9%	23.1%	23.9%	23.4%
Staff without a LTC or illness: Average	16.3%	15.7%	14.7%	15.3%	14.9%
Staff with a LTC or illness: Responses	522	665	771	728	776
Staff without a LTC or illness: Responses	2276	2601	2713	2039	1918

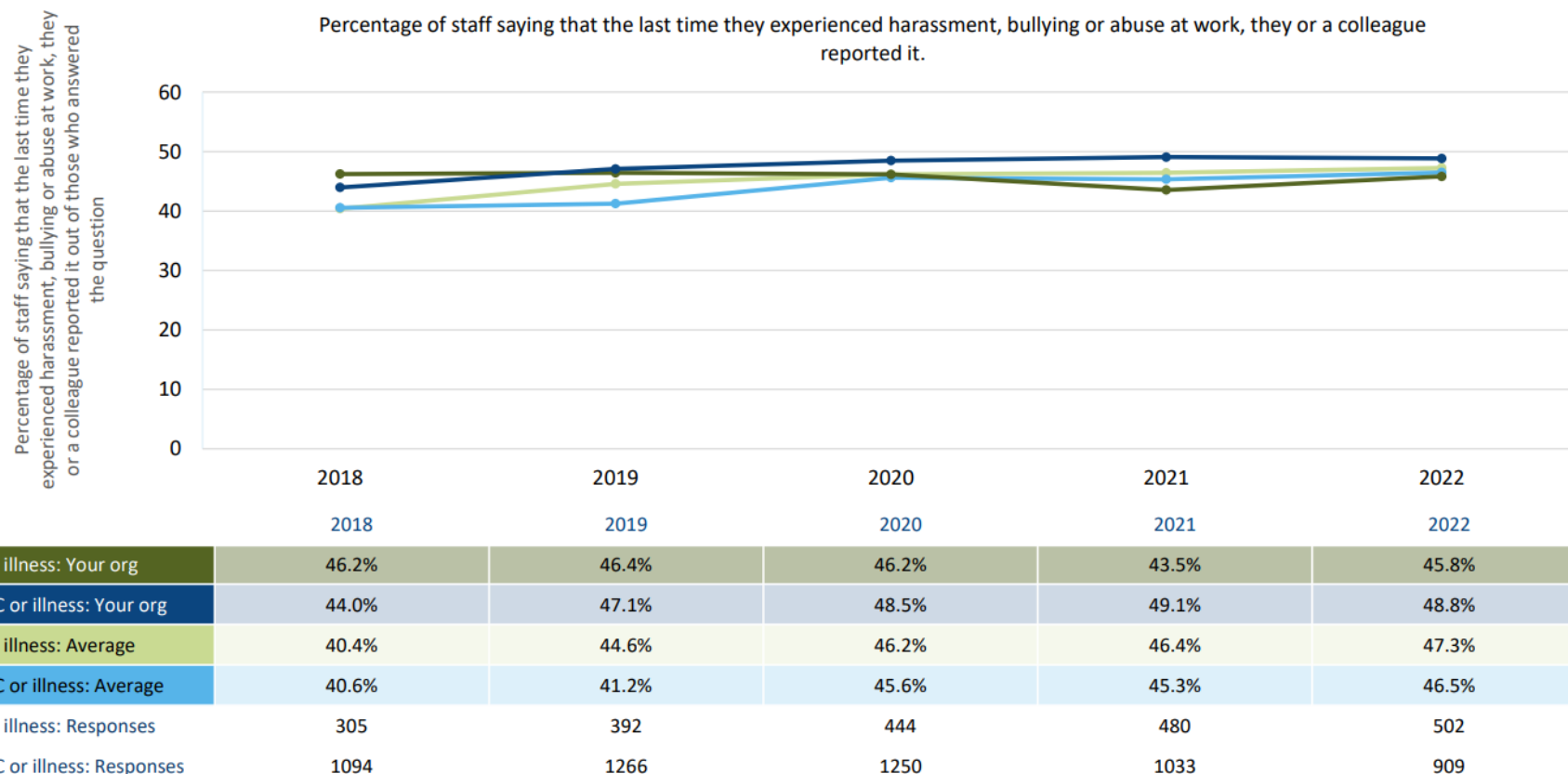
Metric 4aiii – Harassment, bullying and abuse

Disabled staff in 2022 reported that they are more likely to experience harassment, bullying and abuse from other colleagues in the last 12 months.



METRIC 4 – Staff Survey Benchmarking Data – Q14d

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.

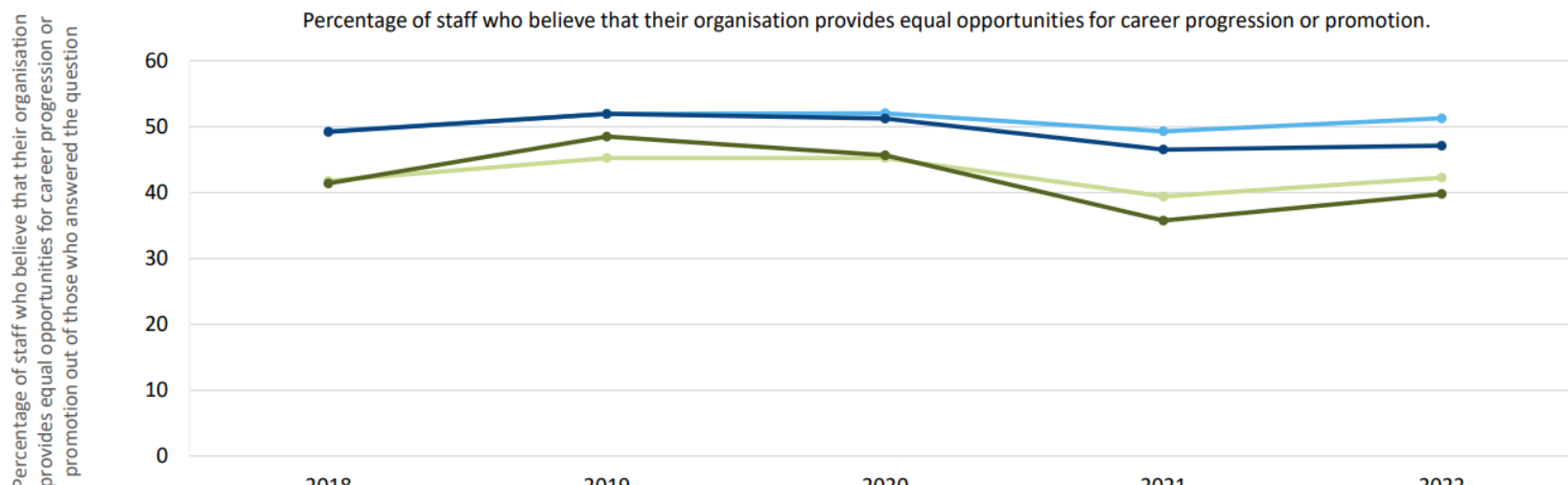


Metric 4b– Harassment, bullying and abuse

Disabled staff in 2022 reported that they are less likely to report the last time they experienced harassment, bullying or abuse at work.

METRIC 5 – Staff Survey Q15

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



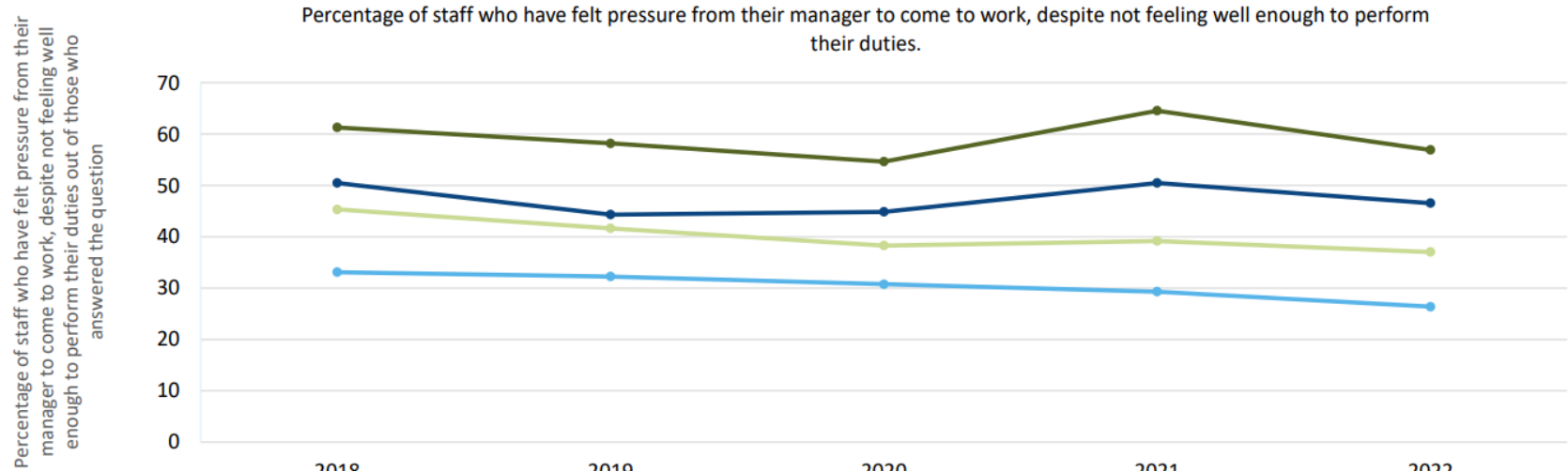
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	41.4%	48.5%	45.7%	35.8%	39.8%
Staff without a LTC or illness: Your org	49.2%	52.0%	51.3%	46.5%	47.1%
Staff with a LTC or illness: Average	41.8%	45.3%	45.3%	39.4%	42.3%
Staff without a LTC or illness: Average	49.3%	52.0%	52.0%	49.3%	51.3%
Staff with a LTC or illness: Responses	529	670	775	744	784
Staff without a LTC or illness: Responses	2288	2610	2753	2099	1950

Metric 5 – Career progression

In 2022, Disabled staff are 7.3 percentage points less likely to believe that the Trust provides equal opportunities for career progression or promotion, compared to non-disabled staff. The % gap reduced by 3.4% between 2021 and 2022. In 2021, Disabled staff were 10.7 percentage points less likely to believe that the Trust provides equal opportunities for career progression or promotion, compared to non-disabled staff.

METRIC 6 – Staff Survey Q9e

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.



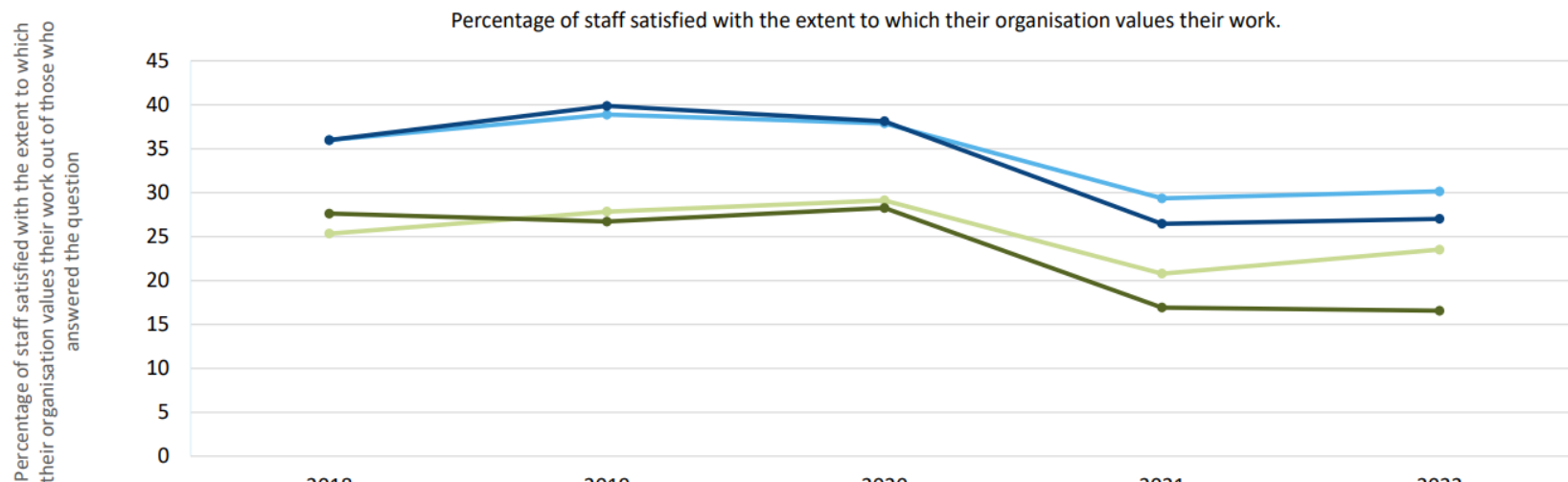
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	61.3%	58.2%	54.6%	64.6%	56.9%
Staff without a LTC or illness: Your org	50.5%	44.3%	44.9%	50.5%	46.6%
Staff with a LTC or illness: Average	45.3%	41.6%	38.3%	39.2%	37.0%
Staff without a LTC or illness: Average	33.1%	32.3%	30.8%	29.3%	26.4%
Staff with a LTC or illness: Responses	429	531	582	615	650
Staff without a LTC or illness: Responses	1363	1566	1371	1230	1177

Metric 6 – Presenteeism

Disabled staff are 10.1 percentage points more likely, compared to non-disabled staff, to have felt pressured to come into work despite not feeling well enough to perform their duties. The % gap reduced by 4% between 2021 and 2022. In 2021, Disabled staff were 14.1 percentage points more likely, compared to non-disabled staff, to have felt pressured to come into work despite not feeling well enough to perform their duties.

METRIC 7 – Staff Survey Q4b

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



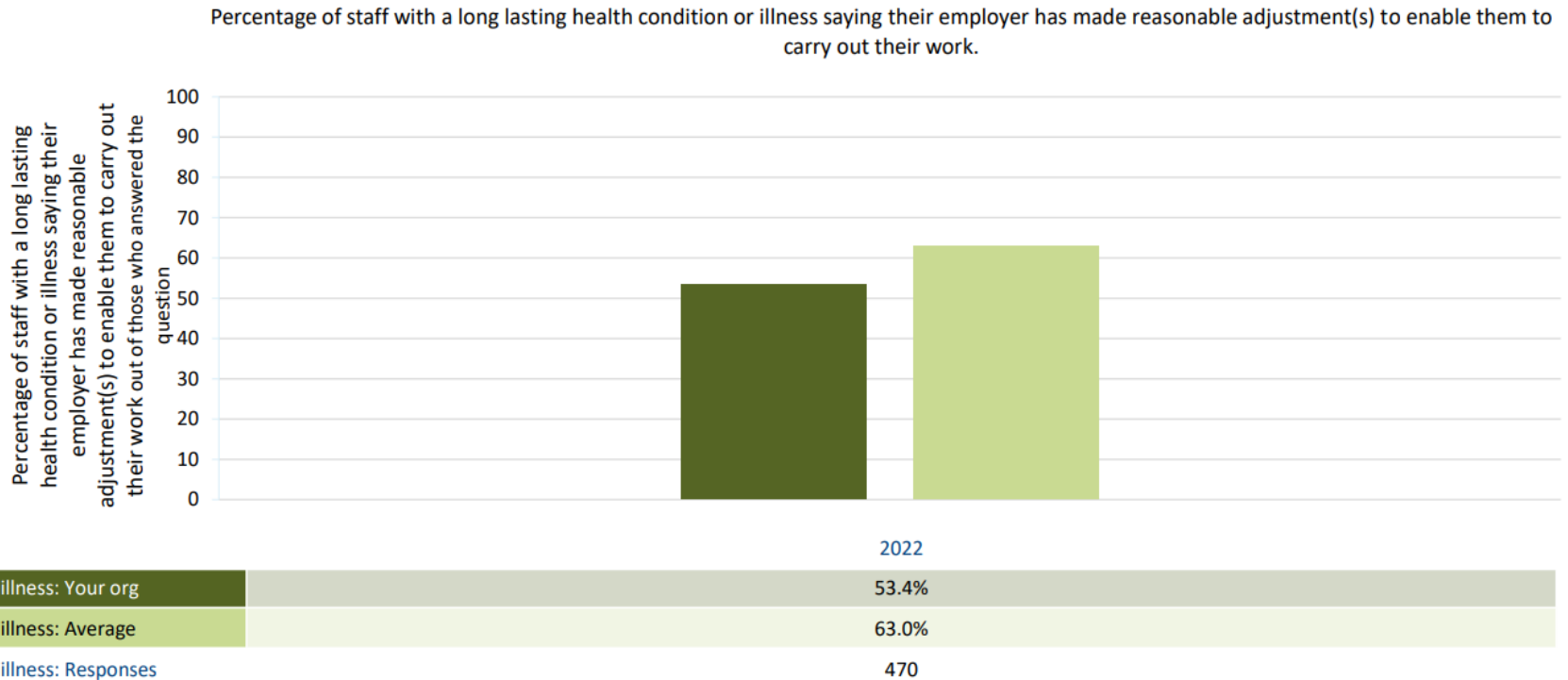
	2018	2019	2020	2021	2022
Staff with a LTC or illness: Your org	27.6%	26.7%	28.3%	16.9%	16.6%
Staff without a LTC or illness: Your org	36.0%	39.9%	38.1%	26.5%	27.0%
Staff with a LTC or illness: Average	25.3%	27.8%	29.1%	20.8%	23.5%
Staff without a LTC or illness: Average	36.0%	38.9%	37.9%	29.3%	30.1%
Staff with a LTC or illness: Responses	525	670	775	745	785
Staff without a LTC or illness: Responses	2290	2611	2762	2105	1958

Metric 7 – Feeling valued

Disabled staff are 10.4 percentage points less likely to say that they feel the Trust valued their work when compared to non-disabled staff. The % gap increased by 0.8% between 2021 and 2022. In 2021, Disabled staff were 9.6 percentage points less likely to say that they feel the Trust valued their work when compared to non-disabled staff.

METRIC 8 – Staff Survey Q30b

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



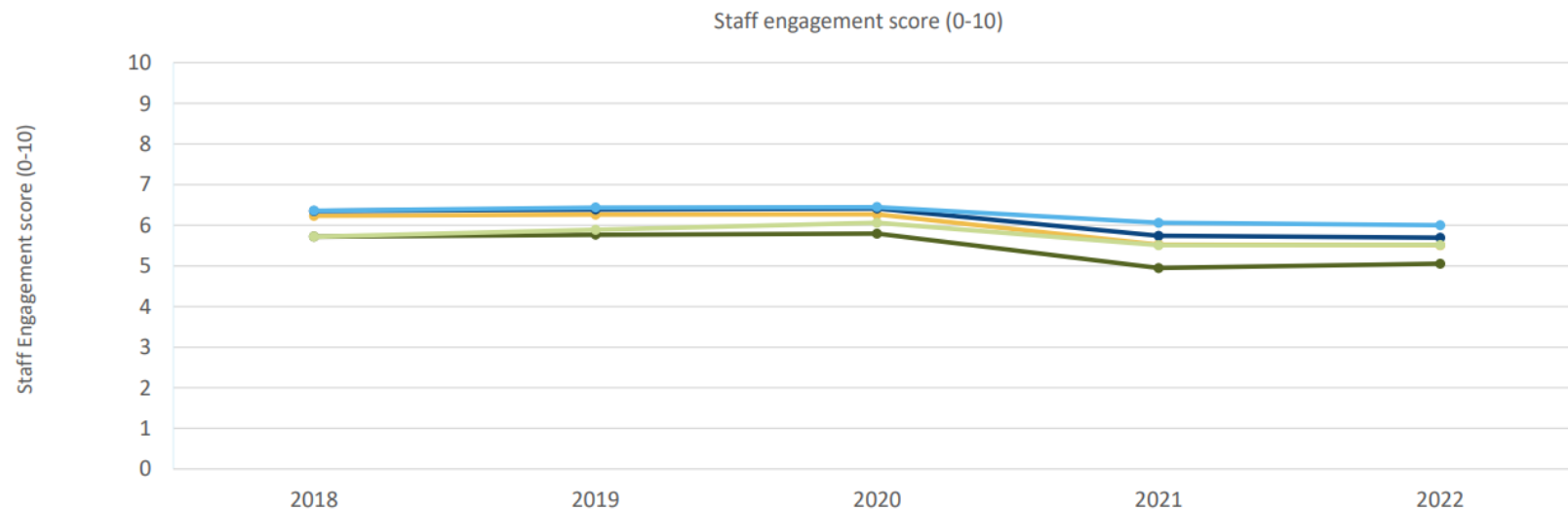
Metric 8 – Workplace adjustments

In 2022, 53.4% of disabled staff felt that the Trust had made adequate adjustments to enable them to carry out their work. This shows a 5.30% improvement between 2021 and 2022. In 2021, 48.1% of disabled staff felt that the Trust had made adequate adjustments to enable them to carry out their work.



METRIC 9 – NHS Staff Survey - 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.



	2018	2019	2020	2021	2022
Organisation average	6.2	6.3	6.3	5.5	5.5
Staff with a LTC or illness: Your org	5.7	5.8	5.8	4.9	5.1
Staff without a LTC or illness: Your org	6.3	6.4	6.4	5.7	5.7
Staff with a LTC or illness: Average	5.7	5.9	6.1	5.5	5.5
Staff without a LTC or illness: Average	6.4	6.4	6.4	6.1	6.0
Staff with a LTC or illness: Responses	529	671	778	747	788
Staff without a LTC or illness: Responses	2300	2616	2765	2106	1961

Metric 9 – Disabled staff engagement

In 2022 the engagement score for Disabled staff increased by 0.20 (4.9 to 5.1), however disabled staff remain less likely to feel engaged with the NHS Staff Survey.



METRIC 9 – NHS Staff Survey - The engagement of Disabled staff

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

Yes

In 2022 the Disability Carer's and Advocates (DCA) partnered up with the Health and Well-being team at Trust head-quarters where health checks were offered to staff and staff had the opportunity to speak to DCA members, HR staff and the Equality lead on issues and concerns that needed to be addressed. This was an excellent example where various teams within the Trust teamed up and provided an opportunity to reach out to staff with the event being widely promoted in the weekly brief which goes out to all staff.

We have also launched a new HWB website which includes a specific section on supporting people with disabilities in the workplace. This provides resources and signposting to avenues of support, as well as detailing the Trust's health and carer's passport scheme, in addition to guidance about access to work and a 'how to guide' to make an application.

Finally the DCA membership actively have an input into the development of the WDES Action Plan prior to the report being submitted to the board.

METRIC 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 2022-23	Disabled	Non-Disabled	Disability unknown or null
Number of staff in overall workforce	443	5754	583
Total Board members - % by Disability	5.56%	94.44%	0.00%
Voting Board Member - % by Disability	9.09%	90.91%	0.00%
Non Voting Board Member - % by Disability	0.00%	100.00%	0.00%
Executive Board Member - % by Disability	9.09%	90.91%	0.00%
Non Executive Board Member - % by Disability	0.00%	100.00%	0.00%
Overall workforce - % by Disability	6.53%	84.87%	8.60%
Difference (Total Board - Overall workforce)	-0.97%	9.57%	-8.60%
Difference (Voting membership - Overall Workforce)	2.56%	6.04%	-8.60%
Difference (Executive membership - Overall Workforce)	2.56%	6.04%	-8.60%

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.

Metric 10 – Board representation

Overall 5.56% of Board members are disabled; slightly underrepresenting the percentage of disabled staff in the wider workforce (6.53%).