

Workforce Disability Equality Standard Indicators

Indicator		Data for 2018/19				Data for 2019/20			
1. Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.	Non-Clinical	Band	Disabled	Not Disabled	Not Disc/Unknown	Band	Disabled	Not Disabled	Not Disc/Unknown
		1	3%	78%	19%	1	3%	79%	18%
		2	2%	84%	15%	2	3%	81%	17%
		3	4%	82%	14%	3	4%	84%	13%
		4	2%	86%	12%	4	3%	86%	11%
		5	8%	87%	6%	5	7%	86%	7%
		6	3%	94%	3%	6	5%	92%	3%
		7	2%	93%	5%	7	2%	91%	7%
		8a	6%	91%	3%	8a	7%	89%	4%
		8b	0%	91%	9%	8b	0%	93%	7%
		8c	0%	100%	0%	8c	0%	100%	0%
		8d	0%	100%	0%	8d	0%	100%	0%
		9	0%	50%	50%	9	0%	75%	25%
		Non Exec Director	0%	80%	20%	Non Exec Director	0%	100%	0%
		VSM	0%	100%	0%	VSM	0%	100%	0%
Total	3%	84%	13%	Total	3%	84%	12%		
1. Percentage of staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce.	Clinical	Band	Disabled	Not Disabled	Not Disc/Unknown	Band	Disabled	Not Disabled	Not Disc/Unknown
		1				1			
		2	1%	87%	12%	2	1%	88%	11%
		3	3%	80%	16%	3	2%	82%	16%
		4	0%	90%	10%	4	2%	65%	33%
		5	2%	88%	10%	5	2%	86%	11%
		6	3%	84%	13%	6	2%	86%	12%
		7	1%	91%	8%	7	1%	92%	7%
		8a	2%	91%	7%	8a	0%	93%	7%
		8b	0%	91%	9%	8b	0%	90%	10%
		8c	0%	91%	9%	8c	0%	88%	13%
		8d	0%	100%	0%	8d	0%	100%	0%
		9	0%	100%	0%	9			
		VSM	0%	100%	0%	VSM			
		Consultants	1%	86%	13%	Consultants	1%	88%	11%
Non-Consultant	0%	90%	10%	Non-Consultant	0%	92%	8%		
Trainee Grades	1%	99%	0%	Trainee Grades	1%	97%	2%		
Total	2%	88%	10%	Total	2%	87%	11%		

<p>2. Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.</p>	<p>Disabled staff are 2.86 less likely to be appointed from shortlisting compared to Non-Disabled staff</p>	<p>Disabled staff are 1.95 less likely to be appointed from shortlisting compared to Non-Disabled staff</p>
<p>3. Relative likelihood of staff entering the formal capability process, as measured by entry into a formal capability procedure (based on a two year rolling average).</p>	<p>Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff is 0.00 times greater.</p>	<p>Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff is 0.00 times greater.</p>
<p>4a. i) Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months</p>	<p><u>Disabled:</u> <u>38%</u></p> <p><u>Not Disabled:</u> <u>27%</u></p>	<p><u>Disabled:</u> <u>37%</u></p> <p><u>Not Disabled:</u> <u>27%</u></p>
<p>4a. ii) Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months</p>	<p><u>Disabled:</u> <u>21%</u></p> <p><u>Not Disabled:</u> <u>12%</u></p>	<p><u>Disabled:</u> <u>23%</u></p> <p><u>Not Disabled:</u> <u>13%</u></p>
<p>4a. iii) Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months</p>	<p><u>Disabled:</u> <u>26%</u></p> <p><u>Not Disabled:</u> <u>16%</u></p>	<p><u>Disabled:</u> <u>27%</u></p> <p><u>Not Disabled:</u> <u>17%</u></p>
<p>4b. Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months</p>	<p><u>Disabled:</u> <u>52%</u></p> <p><u>Not Disabled:</u> <u>45%</u></p>	<p><u>Disabled:</u> <u>42%</u></p> <p><u>Not Disabled:</u> <u>48%</u></p>

Indicator	Data for 2018/19	Data for 2019/20
5. Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.	<u>Disabled:</u> <u>83%</u> <u>Not Disabled:</u> <u>83%</u>	<u>Disabled:</u> <u>75%</u> <u>Not Disabled:</u> <u>83%</u>
6. Percentage of staff that have felt pressure saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	<u>Disabled:</u> <u>36%</u> <u>Not Disabled:</u> <u>24%</u>	<u>Disabled:</u> <u>32%</u> <u>Not Disabled:</u> <u>25%</u>
7. Percentage of staff saying that they are satisfied with the extent to which their organisation values their work	<u>Disabled:</u> <u>39%</u> <u>Not Disabled:</u> <u>47%</u>	<u>Disabled:</u> <u>34%</u> <u>Not Disabled:</u> <u>52%</u>
8. Percentage of Disabled staff saying that their employer has made adequate adjustments to enable them to carry out their work	<u>Disabled:</u> <u>71%</u>	<u>Disabled:</u> <u>70%</u>
9a. The staff engagement score for Disabled Staff, compared to Non-Disabled staff and the overall engagement score for the organisation	<u>Disabled:</u> <u>7.0</u> <u>Not Disabled:</u> <u>7.1</u>	<u>Disabled:</u> <u>6.7</u> <u>Not Disabled:</u> <u>7.1</u>
9b. Has the Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	<u>No</u>	<u>No</u>

	<u>Trust Board</u>			<u>Overall Workforce</u>				
	<u>Disabled</u>	<u>Not Disabled</u>	<u>Not Disc/Unknown</u>	<u>Disabled</u>	<u>Not Disabled</u>	<u>Not Disc/Unknown</u>		
9. Percentage difference between the organisations' Board voting membership and its overall workforce.	<u>Total Board Members</u>	0.0%	91.0%	9.0%	<u>Total Board Members</u>	0.0%	100.0%	0.0%
	<u>Voting Board Members</u>	0.0%	90.0%	10.0%	<u>Voting Board Members</u>	0.0%	100.0%	0.0%
	<u>Non Voting Board Members</u>	0.0%	100.0%	0.0%	<u>Non Voting Board Members</u>	0.0%	100.0%	0.0%
	<u>Executive Board Members</u>	0.0%	100.0%	0.0%	<u>Executive Board Members</u>	0.0%	100.0%	0.0%
	<u>Non-Executive Board Member</u>	0.0%	80.0%	20.0%	<u>Non-Executive Board Member</u>	0.0%	100.0%	0.0%
	<u>Overall Workforce</u>	2.2%	86.9%	10.9%	<u>Overall Workforce</u>	2.2%	86.5%	11.4%
	<u>Difference between Trust Board and Overall Workforce</u>	-2.2%	4.1%	-1.9%	<u>Difference between Trust Board and Overall Workforce</u>	-2.2%	13.5%	-11.4%