

Workforce Disability Equality Standard (WDES) 2023

Indicator 1 - Percentage of staff in AfC (Agenda for Change) pay bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff. Data for reporting year:

Clinical / Non-Clinical	WDES Banding	Headcount			%		
		No	Unknown	Yes	No	Unknown	Yes
Clinical	Band 1	14	8	1	60.9%	34.8%	4.3%
	Band 2	614	131	33	78.9%	16.8%	4.2%
	Band 3	498	134	24	75.9%	20.4%	3.7%
	Band 4	206	78	6	71%	26.9%	2.1%
	Band 5	869	161	35	81.6%	15.1%	3.3%
	Band 6	759	181	53	76.4%	18.2%	5.3%
	Band 7	464	130	19	75.7%	21.2%	3.1%
	Band 8a	112	40	7	70.4%	25.2%	4.4%
	Band 8b	11	1	1	84.6%	7.7%	7.7%
	Band 8c	9	1	0	90%	10%	0%
	Band 8d	4	1	1	66.7%	16.7%	16.7%
	Band 9	0	1	0	0%	100%	0%
	Medical & Dental Consultant	158	80	3	65.6%	33.2%	1.2%
	VSM	1	0	0	100%	0%	0%
	Medical & Dental Non-Consultant Career Grade	95	22	1	80.5%	18.7%	0.8
	Medical & Dental Trainee Grades	100	34	4	72.5%	24.7%	2.8%
	Other	7	1	0	87.5%	12.5%	0%
Non-Clinical	Band 1	4	1	2	57.1%	14.3%	28.6%
	Band 2	496	120	28	77%	18.6%	4.3%
	Band 3	385	112	19	74.6%	21.7%	3.7%
	Band 4	303	83	6	77.3%	21.2%	1.5%
	Band 5	142	23	12	80.2%	13%	6.8%
	Band 6	87	17	4	80.6%	15.7%	3.7%
	Band 7	64	20	6	71.1%	22.2%	6.7%
	Band 8a	45	6	3	83.3%	11.1%	5.6%

	Band 8b	37	4	0	90.2%	9.8%	0%
	Band 8c	17	4	0	81%	19%	0%
	Band 8d	8	3	0	72.7%	27.3%	0%
	Band 9	9	2	0	81.8%	18.2%	0%
	VSM	7	0	0	100%	0%	0%
	Other	3	0	2	60%	0%	40%

	No	Unknown	Yes
Total Headcount	5528	1399	270
Percentage	76.81%	19.44%	3.75%
Total	7197		

Metric 2 - Recruitment

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

Note:

- i) This refers to both external and internal posts.
- ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the Survey section to ensure comparability between organisations.

	Disabled	Non-disabled	Disability Unknown
Number of shortlisted applicants	494 *	6640 *	443 *
Number appointed from shortlisting	75 *	1096 *	159 *
Likelihood of shortlisting/appointed	0.15	0.17	0.36

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

1.09

Metric 3 - Capability

Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

Notes:

- i. This Metric will be based on data from a two-year rolling average of the current year and the previous year.
- ii. This metric applies to capability on the grounds of performance and not ill health.
- iii. If a member of staff enters the capability process for reasons of **both** performance **and** ill health, they should not be included in the count of "ill health only" cases.
- iv. For clarification: the data required is the numbers of staff **entering** the capability process from 1 April 2021 to 31 March 2023, divided by 2.

	Disabled	Non-disabled	Disability Unknown
Number of staff in workforce	270	5528	1399
Average number of staff entering the formal capability process for any reason	1 *	4 *	1 *
Of these, how many are on the grounds of ill health only?	0 *	0 *	0 *
Likelihood of staff entering the formal capability process	0.003704	0.000724	0.000715
Relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff			5.116022

Metric 4

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

Disabled Staff: 28.2%

Non-Disabled Staff: 20.1%

ii. Managers

Disabled Staff: 16.1%

Non-Disabled Staff: 9.5%

iii. Other colleagues

Disabled Staff: 25.7%

Non-Disabled Staff: 15.5%

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:

Disabled staff: 45.4%

Non-Disabled Staff: 46.6%

Metric 5

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

Disabled Staff: 49%

Non-Disabled Staff: 57.8%

Metric 6

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.

Disabled Staff: 26.5%

Non-Disabled Staff: 19%

Metric 7

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

Disabled Staff: 32.4%

Non-Disabled Staff: 45.1%

Metric 8

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

Disabled Staff: 68.5%

Metric 9

a) The staff engagement score for Disabled staff, compared to non-disabled staff.

Disabled Staff: 6.5

Non-Disabled Staff: 7.

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

Yes – A network for staff with a disability or long-term condition has been set up. The staff network will have regular events, run a project in line with the EDI strategy and act as a consultative partner.

Metric 10 - Board voting membership

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

- **By voting membership of the Board**
- **By executive membership of the Board**

The data for this metric should be a snapshot as of 31st March 2023.

There are no reported disabled staff for voting or non-voting Board members.

	Disabled	Non-disabled	Disability Unknown	Total
Total Board members	0 *	14 *	1 *	15
How many are voting members?	0 *	8 *	0 *	8
Number of non-voting members	0	6	1	7
How many are Exec Board members?	0 *	5 *	1 *	6
Number of non-exec members	0	9	0	9
Number of staff in overall workforce (from Metric 1)	270	5528	1399	7197
Total Board members - % by Disability	0 %	93.33 %	6.67 %	
Voting Board members - % by Disability	0 %	100 %	0 %	
Non-Voting Board Member - % by Disability	0 %	85.71 %	14.29 %	
Executive Board Member - % by Disability	0 %	83.33 %	16.67 %	
Non-Executive Board Member - % by Disability	0 %	100 %	0 %	
Overall workforce - % by Disability	3.75 %	76.81 %	19.44 %	
Difference % (Total Board - Overall workforce)	-3.75 %	16.52 %	-12.77 %	
Difference % (Voting membership - Overall Workforce)	-3.75 %	23.19 %	-19.44 %	
Difference % (Executive membership - Overall Workforce)	-3.75 %	6.52 %	-2.77 %	