

## Workforce Disability Equality Standard (WDES) 2021

**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:

		Headcount			%		
Clinical / Non-Clinical	WDES Banding	No	Unknown	Yes	No	Unknown	Yes
Clinical	Band 1	28	19	3	56.0%	38.0%	6.0%
	Band 2	900	284	32	74.0%	23.3%	2.6%
	Band 3	169	63	3	71.9%	26.8%	1.3%
	Band 4	135	175	2	43.3%	56.1%	0.6%
	Band 5	728	213	34	74.7%	21.8%	3.5%
	Band 6	635	232	30	70.8%	25.9%	3.3%
	Band 7	353	158	16	67.0%	30.0%	3.0%
	Band 8a	98	48	5	64.9%	30.5%	3.3%
	Band 8b	9	5		64.3%	35.7%	
	Band 8c	8	1		88.9%	11.1%	
	Band 8d	1	1	1	33.3%	33.3%	33.3%
	Medical & Dental Consultant	1	2		33.3%	66.7%	
	VSM	1			100.0%		
	Medical & Dental Consultant	144	82	1	63.4%	36.1%	0.4%
	Medical & Dental Non-Consultant Career Grade	80	25		76.2%	23.8%	
Medical & Dental Trainee Grades	105	18	3	83.3%	14.3%	2.4%	
Other	14	5		73.7%	26.3%		

Clinical / Non-Clinical	WDES Banding	No	Unknown	Yes	No	Unknown	Yes
Non Clinical	Band 1	6	5	3	42.9%	35.7%	21.4%
	Band 2	418	132	12	74.4%	23.5%	2.1%
	Band 3	315	127	14	69.1%	27.8%	3.1%
	Band 4	258	98	7	71.1%	27.0%	1.9%
	Band 5	120	29	5	77.9%	18.8%	3.3%
	Band 6	66	25	4	69.5%	26.3%	4.2%
	Band 7	68	18		79.1%	20.9%	
	Band 8a	39	11	2	75.0%	21.2%	3.8%
	Band 8b	25	10		71.4%	28.6%	
	Band 8c	9	3		75.0%	27.3%	
	Band 8d	9	2		81.8%	18.2%	
	Band 9	7	2		77.8%	22.2%	
	VSM	6	1		85.7%	14.3%	
	Other	5	2		71.4%	28.6%	

**Indicator 2 - Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts. This metric refers to both external and internal posts.**

N/A - Complete recruitment data is not available to report on this indicator accurately.

**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.**

i) This metric is based on data from a 2 year rolling average of the current year and the previous year.

ii) It should be noted that this metric looks at capability on the grounds of performance, rather than ill health.

**Indicator 4a - Percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:**

- **Patients and service users, their relatives or other members of the public**
- **Managers**
- **Other colleagues**

	Disabled	Non-Disabled
% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	30.7%	22.4%
% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	20.9%	11.5%
% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	25.1%	16.7%

**Indicator 4b - 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	Non-Disabled
42.2%	45.8%

**Indicator 5 - Percentage of disabled staff compared to non-disabled staff believing that the organisation provides equal opportunities for career progression or promotion.**

Disabled	Non-Disabled
77.2%	86.2%

**Indicator 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	Non-Disabled
33.2%	22%

**Indicator 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	Non-Disabled
34.6%	48.3%

**Indicator 8 - Percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.**

Disabled
75.4%

**Indicator 9a - The staff engagement score for disabled staff, compared to non-disabled staff.**

Disabled	Non-Disabled
6.7	7.2

**Indicator 9b - Has your organisation taken action to facilitate the voices of disabled staff in your organisation to be heard? Yes**

**Indicator 10 - Percentage difference between the organisations' Board membership and its overall workforce disaggregated by:**

- Voting membership of the Board
- Executive membership of the Board

	Disabled	Non-Disabled	Disability Unknown	Total
<b>Total Board Members</b>	0	17	0	17
<b>How many are Voting Members?</b>	0	15	0	15
<b>How many are Non-Voting Members?</b>	0	2	0	2
<b>How many are Exec Board Members?</b>	0	10	0	10
<b>How many are Non-Exec Members?</b>	0	7	0	7
<b>Number of staff in overall workforce</b>	177	4760	1796	6733

	Disabled	Non-Disabled	Disability Unknown
<b>Total Board Members % by Disability</b>	0%	100%	0%
<b>Voting Board Members % by Disability</b>	0%	100%	0%
<b>Non-Voting % by Disability</b>	0%	100%	0%
<b>Exec Board Members % by Disability</b>	0%	100%	0%
<b>Non- Exec Board Members % by Disability</b>	0%	100%	0%
<b>Overall Workforce % by disability</b>	2.63%	70.7%	26.67%
<b>Difference % Total Board – Overall Workforce</b>	-2.63%	29.3%	26.67%
<b>Difference % Voting Membership – Overall Workforce</b>	-2.63%	29.3%	26.67%
<b>Difference % Executive Membership – Overall Workforce</b>	-2.63%	29.3%	26.67%