

		31st MARCH 2019														
		DISABLED				NON-DISABLED				DISABILITY UNKNOWN OR NULL				OVERALL STAFF		
DATA ITEM	MEASURE	Total Disabled		% Disabled / ratio		Total Not Disabled		% Not Disabled / ratio		Total Unknown or Null		% Unknown or Null / ratio		Total		
		Pre- Populated	Verified data	Pre- Populated	Verified data	Pre- Populated	Verified data	Pre- Populated	Verified data	Pre- Populated	Verified data	Pre- Populated	Verified data	Pre- Populated	Verified data	
(a) Non Clinical Staff																
1	Bands 1	Headcount	4	4	4%	4%	61	55	60%	57%	37	37	36%	39%	102	98
2	Bands 2	Headcount	5	5	1%	1%	323	323	72%	72%	123	123	27%	27%	451	451
3	Bands 3	Headcount	10	10	4%	4%	188	188	68%	68%	80	79	29%	29%	278	277
4	Bands 4	Headcount	1	1	0%	0%	206	206	68%	68%	95	95	31%	32%	302	303
5	Bands 5	Headcount	4	4	3%	3%	74	74	84%	84%	37	37	32%	32%	115	115
6	Bands 6	Headcount	1	1	2%	2%	36	36	62%	62%	21	21	36%	36%	58	58
7	Bands 7	Headcount	0	0	0%	0%	53	53	74%	75%	19	18	26%	25%	72	71
8	Bands 8a	Headcount	0	0	0%	0%	35	35	70%	70%	15	15	30%	30%	50	50
9	Bands 8b	Headcount	0	0	0%	0%	21	21	84%	84%	4	4	16%	16%	25	25
10	Bands 8c	Headcount	0	0	0%	0%	3	3	60%	60%	2	2	40%	40%	5	5
11	Bands 8d	Headcount	1	1	9%	9%	8	8	73%	73%	2	2	18%	18%	11	11
12	Bands 9	Headcount	0	0	0%	0%	6	6	86%	86%	1	1	14%	14%	7	7
13	VSM	Headcount	0	0	0%	0%	5	5	83%	83%	1	1	17%	17%	6	6
14	Other	Headcount	0	0	0%	0%	2	2	100%	100%	0	0	0%	0%	2	2
15	Cluster 1 (Bands 1 - 4)	Total	20	20	2%	2%	778	772	69%	69%	335	335	30%	30%	1133	1127
16	Cluster 2 (Band 5 - 7)	Total	5	5	2%	2%	163	163	67%	67%	77	76	31%	31%	245	244
17	Cluster 3 (Bands 8a - 8b)	Total	0	0	0%	0%	56	56	75%	75%	19	19	25%	25%	75	75
18	Cluster 4 (Bands 8c - 9 & VSM)	Total	1	1	3%	3%	22	22	76%	76%	6	6	21%	21%	29	29
(b) Clinical Staff																
19	Bands 1	Headcount	12	11	4%	4%	204	201	68%	67%	86	86	28%	29%	302	298
20	Bands 2	Headcount	23	21	3%	3%	560	563	68%	68%	242	241	29%	29%	825	825
21	Bands 3	Headcount	3	3	2%	2%	75	75	58%	58%	52	51	40%	40%	130	129
22	Bands 4	Headcount	1	1	1%	1%	73	73	55%	55%	59	59	44%	44%	133	133
23	Bands 5	Headcount	20	20	3%	3%	552	551	75%	75%	167	167	23%	23%	739	738
24	Bands 6	Headcount	18	18	3%	3%	398	397	69%	69%	157	157	27%	27%	573	572
25	Bands 7	Headcount	8	8	2%	2%	224	224	63%	63%	121	121	34%	34%	353	353
26	Bands 8a	Headcount	1	1	1%	1%	37	37	67%	67%	27	27	32%	31%	65	65
27	Bands 8b	Headcount	0	0	0%	0%	4	4	36%	36%	7	7	64%	64%	11	11
28	Bands 8c	Headcount	0	0	0%	0%	4	4	80%	80%	1	1	20%	20%	5	5
29	Bands 8d	Headcount	0	0	0%	0%	0	0	0%	0%	2	2	100%	100%	2	2
30	Bands 9	Headcount	0	0	0%	0%	0	0	0%	0%	0	0	0%	0%	0	0
31	VSM	Headcount	0	0	0%	0%	7	7	70%	70%	3	3	30%	30%	10	10
32	Medical & Dental Staff - Consultants	Headcount	2	2	1%	1%	110	116	56%	57%	86	86	43%	42%	198	204
33	Medical & Dental Staff - Non-Consultants career grade	Headcount	1	1	1%	1%	79	89	74%	76%	27	27	28%	23%	106	116
34	Medical & Dental Staff - Medical and dental trainee grades	Headcount	0	0	0%	0%	129	142	96%	96%	6	6	4%	4%	135	148
35	Other	Headcount	0	0	0%	0%	0	0	0%	0%	0	0	0%	100%	0	1
36	Cluster 1 (Bands 1 - 4)	Total	39	36	3%	3%	912	912	66%	66%	439	437	32%	32%	1389	1385
37	Cluster 2 (Band 5 - 7)	Total	46	46	3%	3%	1174	1172	71%	70%	445	445	27%	27%	1665	1663
38	Cluster 3 (Bands 8a - 8b)	Total	1	1	1%	1%	61	62	64%	64%	34	34	35%	35%	96	97
39	Cluster 4 (Bands 8c - 9 & VSM)	Total	0	0	0%	0%	11	4	65%	57%	6	3	35%	43%	17	7
40	Cluster 5 (Medical & Dental Staff - Consultants)	Total	2	2	1%	1%	110	116	56%	57%	86	86	43%	42%	198	204
41	Cluster 6 (Medical & Dental Staff - Non-Consultants career grade)	Total	1	1	1%	1%	78	88	74%	76%	27	27	28%	23%	106	116
42	Cluster 7 (Medical & Dental Staff - Medical and dental trainee grades)	Total	0	0	0%	0%	129	142	96%	96%	6	6	4%	4%	135	148
43	Number of shortlisted applicants	Headcount		112				2128								
44	Number appointed from shortlisting	Headcount		15				511								
45	Relative likelihood of shortlisting/appointed	Auto-Populated		0.13				0.24								
46	Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff	Auto-Populated				1.79										
47	Number of staff in workforce	Headcount														
48	Number of staff entering the formal capability process	Headcount														
49	Likelihood of staff entering the formal capability process	Auto-Populated														
50	Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	Auto-Populated														
51	% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	Number of Respondents/%	79	79	27.8%	27.8%	325	325	19.1%	19.1%						
52	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Number of Respondents/%	80	80	18.8%	18.8%	324	324	17.3%	17.3%						
53	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Number of Respondents/%	80	80	25.0%	25.0%	323	323	16.1%	16.1%						
54	% 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	Number of Respondents/%	27	27	44.4%	44.4%	97	97	37.1%	37.1%						
55	% of staff believing that the Trust provides equal opportunities for career progression or promotion.	Number of Respondents/%	48	48	77.1%	77.1%	212	212	83.0%	83.0%						
56	% of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	Number of Respondents/%	55	5	36.4%	36.4%	176	176	23.3%	23.3%						
57	% of staff saying that they are satisfied with the extent to which their organisation values their work.	Number of Respondents/%	78	78	38.5%	38.5%	329	323	43.5%	43.5%						
58	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Number of Respondents/%	43	43	60.5%	60.5%										
59	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Number of Respondents/Score	79	79	6.8	6.8	331	331	7.1	7.1					7.0	7
60	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)	(yes) or (no)		Yes												
61	Total Board members	Headcount		0%				12%			2				2.12	
62	of which: Voting Board members	Headcount		0				12%			2				2.12	
63	: Non Voting Board members	Auto-Populated		0				0			0				0	
64	Total Board members	Auto-Populated		0				0			2				2.12	
65	of which: Exec Board members	Headcount		0				6%			1				1.06	
66	: Non Executive Board members	Auto-Populated		0				0			1				1.06	
67	Number of staff in overall workforce	Headcount		112				3517			1475				5104	
68	Total Board members - % by Disability	Auto-Populated		0%				6%			94%				94%	
69	Voting Board Member - % by Disability	Auto-Populated		0%				6%			94%				94%	
70	Non Voting Board Member - % by Disability	Auto-Populated		0%				0%			0%				0%	
71	Executive Board Member - % by Disability	Auto-Populated		0%				6%			94%				94%	
72	Non Executive Board Member - % by Disability	Auto-Populated		0%				6%			94%				94%	
73	Overall workforce - % by Disability	Auto-Populated		2%				69%			29%				69%	
74	Difference (Total Board - Overall workforce)	Auto-Populated		-2%				-63%			65%				-63%	
75	Difference (Voting membership - Overall Workforce)	Auto-Populated		-2%				-63%			65%				-63%	
76	Difference (Executive membership - Overall Workforce)	Auto-Populated		-2%				-63%			65%				-63%	