

Workforce Disability Equality Standard Annual Collection

as at March 2020

This WDES Spreadsheet is **PART 1** of **2** of the information you are required to submit. Part 2 is an online survey, the link will be sent to you by the WDES team. Please refer to the **Spreadsheet Guidance Document** before filling this in.

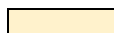
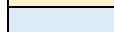
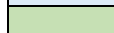
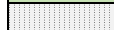
If you encounter an Excel error such as; #Div/0!, #Value!, #Name?, etc. continue filling in the template and upload your submission to SDCS. Please only contact the Data Collections Service if this affects your submission to SDCS.

For any queries relating to SDCS, please contact:

data.collections@nhs.net

For any queries relating to the WDES data, please contact:

england.wdes-datahelpdesk@nhs.net

	Mandatory - Populated by Trust (Enter a value of '0' if value is unknown or blank)
	Optional - Populated by Trust
	Auto-Calculated
	No data required

WDES Data Collection 2020

Trust WRIGHTINGTON, WIGAN AND LEIGH NHS FOUNDATION TRUST RRF

Please select Trust from drop down bar. If your Trust is not listed due to a recent merger or otherwise, please contact data collections. Contact details on the Cover tab.

METRIC	INDICATOR	DATA ITEM	MEASURE	Snapshot of data as at 31st MARCH 2020						Notes		
				Disabled staff		Non-disabled staff		Disability Unknown or Null			Overall	
				# DISABLED	% DISABLED	# NON-DISABLED	% NON-DISABLED	# UNKNOWN/NULL	% UNKNOWN/NULL			TOTAL
1	Percentage of staff in AIC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.	1a) Non Clinical Staff										
		1	Under Band 1	Headcount	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	
		2	Bands 1	Headcount	3	16.7%	6	33.3%	9	50.0%	18	
		3	Bands 2	Headcount	13	2.3%	415	72.4%	145	25.3%	573	
		4	Bands 3	Headcount	13	3.1%	279	65.5%	124	31.5%	426	
		5	Bands 4	Headcount	7	2.0%	238	69.6%	97	28.4%	342	
		6	Bands 5	Headcount	6	4.4%	92	67.2%	39	28.5%	137	
		7	Bands 6	Headcount	3	3.2%	63	67.7%	27	29.0%	94	
		8	Bands 7	Headcount	0	0.0%	61	75.3%	20	24.7%	81	
		9	Bands 8a	Headcount	2	4.3%	34	73.9%	10	21.7%	46	
		10	Bands 8b	Headcount	0	0.0%	28	84.8%	5	15.2%	33	
		11	Bands 8c	Headcount	0	0.0%	7	87.5%	1	12.5%	8	
		12	Bands 8d	Headcount	0	0.0%	7	70.0%	3	30.0%	10	
		13	Bands 9	Headcount	0	0.0%	7	87.5%	1	12.5%	8	
		14	VSM	Headcount	0	0.0%	6	100.0%	0	0.0%	6	
		15	Other	Headcount	0	0.0%	7	87.5%	1	12.5%	8	
		16	Cluster 1 (Under Band 1, Bands 1-4)	Total	36	2.0%	938	69.0%	385	28.3%	1359	
		17	Cluster 2 (Band 5 - 7)	Total	9	2.9%	216	69.5%	86	27.7%	311	
		18	Cluster 3 (Bands 8a - 8b)	Total	2	2.5%	62	78.5%	15	18.0%	79	
19	Cluster 4 (Bands 8c - 9 & VSM)	Total	0	0.0%	27	84.4%	5	15.6%	32			
1	Percentage of staff in AIC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.	1b) Clinical Staff										
		20	Under Band 1	Headcount	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	
		21	Bands 1	Headcount	5	8.20%	37	60.66%	19	31.15%	61	
		22	Bands 2	Headcount	27	2.3%	797	71.80%	286	25.77%	1110	
		23	Bands 3	Headcount	4	1.76%	143	63.00%	80	35.24%	227	
		24	Bands 4	Headcount	2	0.98%	103	50.49%	99	48.53%	204	
		25	Bands 5	Headcount	29	3.19%	715	78.57%	166	18.24%	910	
		26	Bands 6	Headcount	26	3.04%	545	68.50%	243	28.45%	854	
		27	Bands 7	Headcount	12	2.30%	336	64.37%	174	33.33%	522	
		28	Bands 8a	Headcount	3	2.33%	73	56.59%	53	41.09%	129	
		29	Bands 8b	Headcount	0	0.00%	9	64.29%	5	36.71%	14	
		30	Bands 8c	Headcount	1	10.00%	9	90.00%	0	0.00%	10	
		31	Bands 8d	Headcount	0	0.00%	1	33.33%	2	66.67%	3	
		32	Bands 9	Headcount	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	
		33	VSM	Headcount	0	0.00%	1	100.00%	0	0.00%	1	
		34	Medical & Dental Staff - Consultants	Headcount	2	0.92%	131	60.99%	85	38.99%	218	
		35	Medical & Dental Staff - Non-Consultants career grade	Headcount	0	0.00%	77	77.00%	23	23.00%	100	
		36	Medical & Dental Staff - Medical and dental trainee grades	Headcount	1	0.84%	114	95.80%	4	3.36%	119	
		37	Other	Headcount	0	0.00%	8	72.73%	3	27.27%	11	
38	Cluster 1 (Under Band 1, Bands 1-4)	Total	38	2.37%	1080	67.42%	484	30.21%	1602			
39	Cluster 2 (Band 5 - 7)	Total	67	2.93%	1636	71.57%	583	25.50%	2286			
40	Cluster 3 (Bands 8a - 8b)	Total	3	2.10%	82	57.34%	58	40.56%	143			
41	Cluster 4 (Bands 8c - 9 & VSM)	Total	1	7.14%	11	78.57%	2	14.29%	14			
42	Cluster 5 (Medical & Dental Staff - Consultants)	Total	2	0.62%	131	60.95%	85	38.99%	218			
43	Cluster 6 (Medical & Dental Staff - Non-Consultants career grade)	Total	0	0.00%	77	77.00%	23	23.00%	100			
44	Cluster 7 (Medical & Dental Staff - Medical and dental trainee grades)	Total	1	0.84%	114	95.80%	4	3.36%	119			
45	Number of shortlisted applicants	Headcount	191		2365		118					
46	Number appointed from shortlisting	Headcount	23		276		63					
47	Likelihood of shortlisting/appointed	Auto-Calculated	0.13		0.23		0.53					
2	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.	48	Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	Auto-Calculated	1.76						A figure below 1.00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.	
3	Note: i) This Metric will be based on data from a two-year rolling average of the current year and the previous year (2018/19 and 2019/20). ii) This Metric was voluntary in year one and is now mandatory.	49	Number of staff in workforce	Auto-Calculated	159		4389		1734			
	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	50	Number of staff entering the formal capability process	Headcount	1		3		2			
		51	Likelihood of staff entering the formal capability process	Auto-Calculated	0.01		0.00		0.00			
52	Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	Auto-Calculated	9.20								A figure above 1.00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.	
4-9a	Metrics 4, 5, 6, 7, 8 and 9a are collected as part of the NHS Staff Survey. As the results of these are published on the NHS Staff Survey website, you are not required to enter data for these metrics as part of completing your submission but they are still part of the WDES. Please visit the following link to view your data for your Action Plans: http://www.nhsstaffsurveyresults.com/											
9b	b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes or no) Note: For your Trust's response to b) If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples can be found in the 2019 Annual Report.	53	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							
10	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	54	Total Board members	Headcount	0		8		1		9	
		55	of which: Voting Board members	Headcount	0		8		1		9	
		56	Non Voting Board members	Auto-Calculated	0		0		0		0	
		57	Total Board members	Auto-Calculated	0		8		1		9	
		58	of which: Exec Board members	Headcount	0		8		1		9	
		59	Non Executive Board members	Auto-Calculated	0		0		0		0	
		60	Number of staff in overall workforce	Auto-Calculated	159		4389		1734		6282	
61	Total Board members - % by Disability	Auto-Calculated		0%			89%		11%			
62	Voting Board Member - % by Disability	Auto-Calculated		0%			89%		11%			
63	Non Voting Board Member - % by Disability	Auto-Calculated		0%			89%		11%			
64	Executive Board Member - % by Disability	Auto-Calculated		0%			89%		11%			
65	Non Executive Board Member - % by Disability	Auto-Calculated		0%			89%		11%			

66	Overall workforce - % by Disability	Auto-Calculated		3%		70%		28%	
67	Difference (Total Board - Overall workforce)	Auto-Calculated		-3%		19%		-16%	
68	Difference (Voting membership - Overall Workforce)	Auto-Calculated		-3%		19%		-16%	
69	Difference (Executive membership - Overall Workforce)	Auto-Calculated		-3%		19%		-16%	