





Workforce Disability Equality Standard Annual Collection v2.0

as at March 2019

For any technical queries or additional clarification please contact: england.dataservices@nhs.net

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

				31st MARCH 2019																	
METRIC	INDICATOR	DATA ITEM	MEASURE	DISABLED				NON-DISABLED				DISABILITY UNKNOWN OR NULL				OVERALL STAFF		Notes			
				Pre-Populated	Verified data	% Disabled / ratio	Pre-Populated	Verified data	% Not Disabled / ratio	Pre-Populated	Verified data	% Unknown or Null / ratio	Pre-Populated	Verified data	Total	Pre-Populated	Verified data				
1	Percentage of staff in A/C paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2019	1a) Non Clinical Staff																			
		1	Bands 1	Headcount	2	2	13%	10%	12	16	75%	80%	2	2	13%	10%	16	20			
		2	Bands 2	Headcount	7	6	4%	4%	136	138	87%	87%	14	15	9%	9%	157	159			
		3	Bands 3	Headcount	11	11	5%	5%	198	208	90%	90%	12	12	5%	5%	221	231			
		4	Bands 4	Headcount	6	6	3%	3%	164	166	90%	89%	13	14	7%	8%	183	186			
		5	Bands 5	Headcount	5	5	7%	6%	64	65	84%	84%	7	7	9%	9%	76	77			
		6	Bands 6	Headcount	1	1	2%	2%	41	41	89%	89%	4	4	9%	9%	46	46			
		7	Bands 7	Headcount	3	2	8%	5%	35	36	88%	88%	2	3	5%	7%	40	41			
		8	Bands 8a	Headcount	2	2	8%	8%	22	22	92%	92%	0	0	0%	0%	24	24			
		9	Bands 8b	Headcount	0	0	0%	0%	14	14	93%	88%	1	2	7%	13%	15	16			
		10	Bands 8c	Headcount	1	1	11%	11%	7	7	78%	78%	1	1	11%	11%	9	9			
		11	Bands 8d	Headcount	0	0	0%	0%	4	4	100%	100%	0	0	0%	0%	4	4			
		12	Bands 9	Headcount	0	0	0%	0%	0	0	0%	0%	0	0	0%	0%	0	0			
		13	VSM	Headcount	0	0	0%	0%	4	12	100%	75%	0	4	0%	25%	4	16			
		14	Other	Headcount	1	1	20%	20%	3	3	60%	60%	1	1	20%	20%	5	5			
		15	Cluster 1 (Bands 1 - 4)	Total	26	25	5%	4%	510	528	88%	89%	41	43	7%	7%	577	596			
		16	Cluster 2 (Band 5 - 7)	Total	9	8	6%	5%	140	142	86%	87%	13	14	8%	9%	162	164			
		17	Cluster 3 (Bands 8a - 8b)	Total	2	2	5%	5%	36	36	92%	90%	1	2	3%	5%	39	40			
		18	Cluster 4 (Bands 8c - 9 & VSM)	Total	1	1	6%	3%	15	23	88%	79%	1	5	6%	17%	17	29			
		1		1b) Clinical Staff																	
				19	Bands 1	Headcount	3	3	10%	9%	21	23	72%	72%	5	6	17%	19%	29	32	
				20	Bands 2	Headcount	13	13	6%	6%	203	207	88%	88%	14	15	6%	6%	230	235	
				21	Bands 3	Headcount	15	15	5%	5%	244	250	86%	85%	26	30	9%	10%	285	295	
				22	Bands 4	Headcount	6	5	5%	4%	97	97	78%	78%	21	22	17%	18%	124	124	
				23	Bands 5	Headcount	42	43	9%	9%	392	412	88%	87%	14	17	3%	4%	448	472	
				24	Bands 6	Headcount	31	32	5%	5%	469	476	80%	80%	84	88	14%	15%	584	596	
				25	Bands 7	Headcount	21	21	6%	5%	304	306	80%	79%	56	58	15%	15%	381	385	
				26	Bands 8a	Headcount	7	7	6%	6%	90	91	80%	80%	15	16	13%	14%	112	114	
				27	Bands 8b	Headcount	1	1	4%	4%	23	23	85%	85%	3	3	11%	11%	27	27	
				28	Bands 8c	Headcount	0	0	0%	0%	18	18	95%	95%	1	1	5%	5%	19	19	
				29	Bands 8d	Headcount	1	1	20%	20%	3	3	60%	60%	1	1	20%	20%	5	5	
				30	Bands 9	Headcount	0	0	0%	0%	2	2	100%	100%	0	0	0%	0%	2	2	
				31	VSM	Headcount	0	0	0%	0%	6	0	60%	0%	4	0	40%	0%	10	0	
				32	Medical & Dental Staff, Consultants	Headcount	5	5	3%	3%	146	156	86%	78%	19	38	11%	19%	170	199	
				33	Medical & Dental Staff, Non-Consultants career grade	Headcount	0	0	0%	0%	34	38	83%	83%	7	8	17%	17%	41	46	
				34	Medical & Dental Staff, Medical and dental trainee grades	Headcount	6	6	3%	3%	147	159	75%	75%	43	47	22%	22%	196	212	
				35	Other	Headcount	0	0	0%	0%	5	0	100%	0%	0	0	0%	0%	5	0	
				36	Cluster 1 (Bands 1 - 4)	Total	37	36	6%	5%	565	577	85%	84%	66	73	10%	11%	668	686	
				37	Cluster 2 (Band 5 - 7)	Total	94	96	7%	7%	1165	1194	82%	82%	154	163	11%	11%	1413	1453	
				38	Cluster 3 (Bands 8a - 8b)	Total	8	8	6%	6%	113	114	81%	81%	18	19	13%	13%	139	141	
				39	Cluster 4 (Bands 8c - 9 & VSM)	Total	1	1	3%	4%	29	23	81%	88%	6	2	17%	8%	36	26	
				40	Cluster 5 (Medical & Dental Staff, Consultants)	Total	5	5	3%	3%	146	156	86%	78%	19	38	11%	19%	170	199	
41	Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)			Total	0	0	0%	0%	34	38	83%	83%	7	8	17%	17%	41	46			
42	Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	Total	6	6	3%	3%	147	159	75%	75%	43	47	22%	22%	196	212					
2	Relative likelihood of Disabled staff compared to non-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 WDES online reporting form to ensure comparability between organisations.	43	Number of shortlisted applicants	Headcount		288															
		44	Number appointed from shortlisting	Headcount		29															
		45	Relative likelihood of shortlisting/appointed	Auto-Populated		0.10															
		46	Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff	Auto-Populated				1.98												A figure below 1.00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.	
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. Note: i) This Metric will be based on data from a two-year rolling average of the current year and the previous year (2017/18 and 2018/19). ii) This Metric is voluntary in year one.	47	Number of staff in workforce	Headcount		189															
		48	Number of staff entering the formal capability process	Headcount		4															
		49	Likelihood of staff entering the formal capability process	Auto-Populated		0.02															
		50	Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	Auto-Populated				9.05												A figure above 1.00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.	
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 ii. Managers iii. Other colleagues 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. The data for this Metric should be a snapshot as at 31 March 2019	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%	307	307	23.1%	23.1%	1362	1362	19.0%	19.0%									
		52	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Number of Respondents%	305	305	13.1%	13.1%	1359	1359	6.8%	6.8%									
		53	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Number of Respondents%	308	308	24.0%	24.0%	1352	1352	12.3%	12.3%									
		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%	110	110	42.7%	42.7%	336	336	47.9%	47.9%									
5	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	55	% of staff believing that the Trust provides equal opportunities for career progression or promotion.	Number of Respondents%	192	192	83.3%	83.3%	872	872	88.0%	88.0%									
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.	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%	233	233	25.3%	25.3%	688	688	21.2%	21.2%									
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.	57	% staff saying that they are satisfied with the extent to which their organisation values their work.	Number of Respondents%	308	308	35.4%	35.4%	1357	1357	48.4%	48.4%									
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	58	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Number of Respondents%	159	159	73.6%	73.6%													
9a	a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	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	309	309	6.8	6.8	1368	1368	7.2	7.2					7.1	7.1			

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 are listed in the WDES technical guidance.	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)	No															
10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: • By Voting membership of the Board The data for this metric should be a snapshot as of 31st March 2019	61	Total Board members	Headcount	0				8				4						12	
		62	of which: Voting Board members	Headcount	0				8					4						12
		63	: Non Voting Board members	Auto-Populated	0									0						0
		64	Total Board members	Auto-Populated	0				8					4						12
		65	of which: Exec Board members	Headcount	0				4					2						6
		66	: Non Executive Board members	Auto-Populated	0									2						6
		67	Number of staff in overall workforce	Headcount	189				2993					415						3597
		68	Total Board members - % by Disability	Auto-Populated	0%				67%					33%						
		69	Voting Board Member - % by Disability	Auto-Populated	0%				67%					33%						
		70	Non Voting Board Member - % by Disability	Auto-Populated	0%				0%					0%						
		71	Executive Board Member - % by Disability	Auto-Populated	0%				67%					33%						
		72	Non Executive Board Member - % by Disability	Auto-Populated	0%				67%					33%						
		73	Overall workforce - % by Disability	Auto-Populated	5%				83%					12%						
		74	Difference (Total Board - Overall workforce)	Auto-Populated	-5%				-17%					22%						
75	Difference (Voting membership - Overall Workforce)	Auto-Populated	-5%				-17%					22%								
76	Difference (Executive membership - Overall Workforce)	Auto-Populated	-5%				-17%					22%								