

Appendix 4.

Workforce Metrics	
For the following three workforce Metrics, compare the data for both Disabled and non-disabled staff.	
Metric 1	<p>Percentage of staff in AfC paybands 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.</p> <p>Cluster 1: AfC Band 1, 2, 3 and 4 Cluster 2: AfC Band 5, 6 and 7 Cluster 3: AfC Band 8a and 8b Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members) Cluster 5: Medical and Dental staff, Consultants Cluster 6: Medical and Dental staff, Non-consultant career grade Cluster 7: Medical and Dental staff, Medical and dental trainee grades</p> <p>Note: Definitions for these categories are based on Electronic Staff Record occupation codes with the exception of medical and dental staff, which are based upon grade codes.</p>
Metric 2	<p>Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.</p> <p>Note:</p> <ul style="list-style-type: none"> <li>i) This refers to both external and internal posts.</li> <li>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.</li> </ul>
Metric 3	<p>Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.</p> <p>Note:</p> <ul style="list-style-type: none"> <li>i) This Metric will be based on data from a two-year rolling average of the current year and the previous year.</li> <li>ii) This Metric is voluntary in year one.</li> </ul>
National NHS Staff Survey Metrics	
For each of the following four Staff Survey Metrics, compare the responses for both Disabled and non-disabled staff.	
Metric 4 Staff Survey Q13	<p>a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <ul style="list-style-type: none"> <li>I. Patients/service users, their relatives or other members of the public</li> <li>II. Managers</li> <li>III. Other colleagues</li> </ul> <p>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.</p>



## WDES Metrics

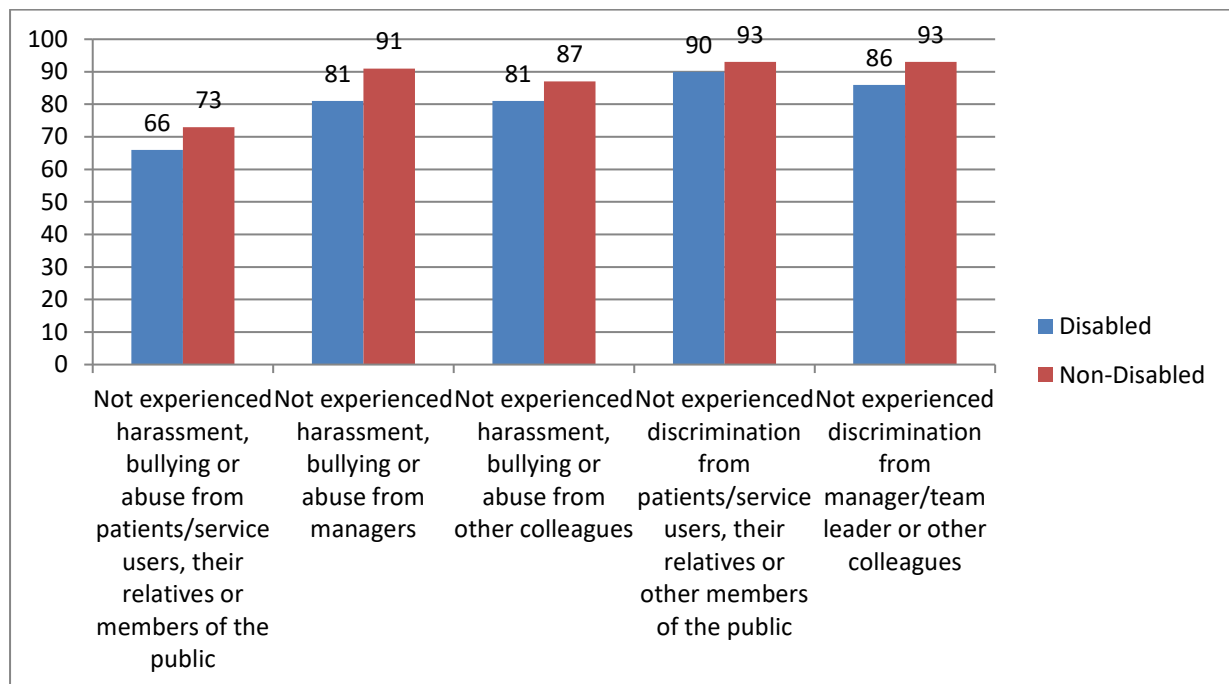
<b>Metric 5</b> Staff Survey Q14	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.
<b>Metric 6</b> Staff Survey Q11	Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.
<b>Metric 7</b> Staff Survey Q5	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.
<b>The following NHS Staff Survey Metric only includes the responses of Disabled staff</b>	
<b>Metric 8</b> Staff Survey Q28b	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
<b>NHS Staff Survey and the engagement of Disabled staff</b> For part a) of the following Metric, compare the staff engagement scores for Disabled, non-disabled staff and the overall Trust's score For part b) add evidence to the Trust's WDES Annual Report	
<b>Metric 9</b>	<p>a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.</p> <p>b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)</p> <p><b>Note:</b> 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.</p>
<b>Board representation Metric</b> For this Metric, compare the difference for Disabled and non-disabled staff.	
<b>Metric 10</b>	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: <ul style="list-style-type: none"> <li>• By voting membership of the Board.</li> <li>• By Executive membership of the Board.</li> </ul>

## Disability Equality 2018 Staff Survey Results

A number of key metrics have been pulled from the staff survey results to give a picture of Disability equality and Disabled staff satisfaction. These have been compared with the same results for None Disabled staff to identify differences in workforce experience. This data is good preparation for the Workforce Disability Standard that comes into force on 1<sup>st</sup> April 2019. The graphs below shows those results:

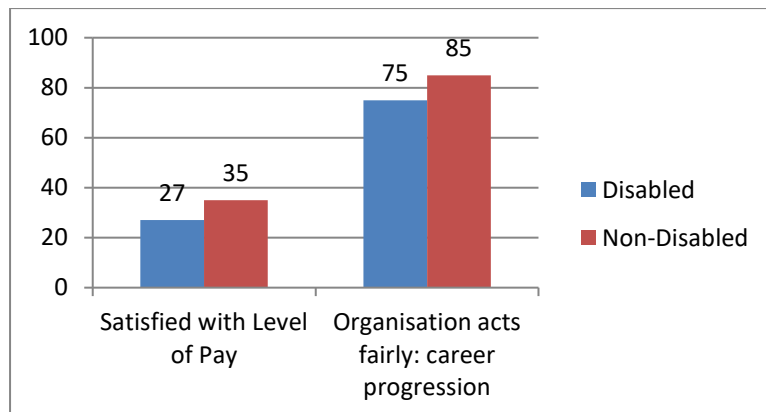
### Discrimination, Harassment and Abuse

Table 3.



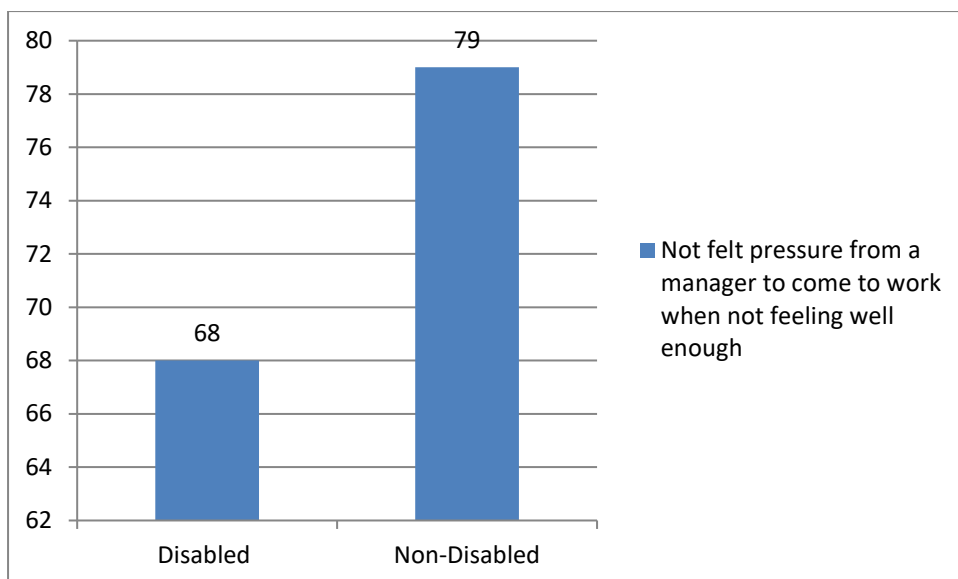
### Progression and Level of Pay

Table 4.



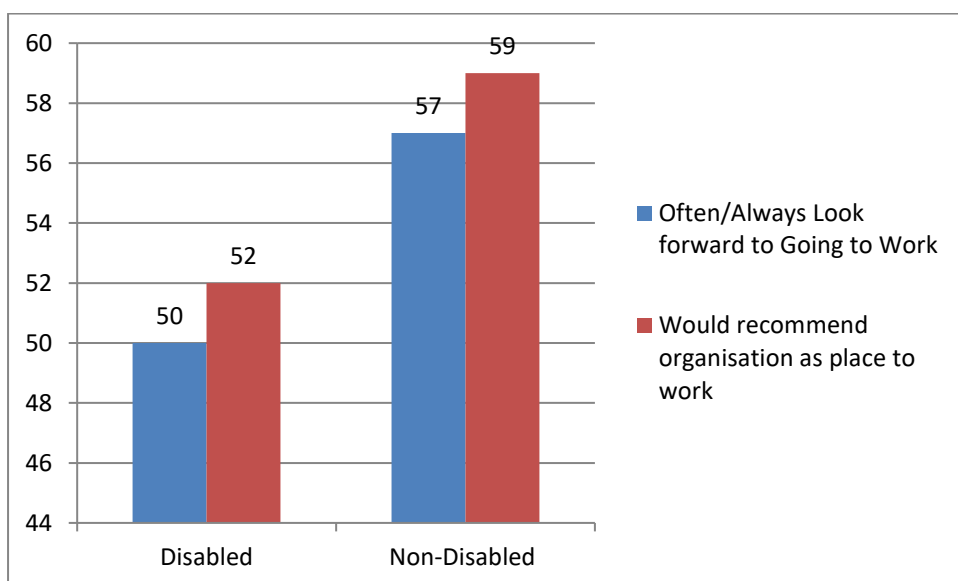
### Staff that have not felt pressure from a manager to come to work when unwell

Table 5



Overall Satisfaction

Table 6



7% less Disabled staff than non-Disabled staff reported often and/or always look forward to going to work and 7% less Disabled staff would recommend the organisation as a place to work. 8% less Disabled staff are satisfied with their level of pay and 10% less believe that the organisation acts fairly regarding career progression. 11% less Disabled staff had not felt pressured to go to work when they were unwell. Less Disabled staff reported not experiencing discrimination, harassment, bullying or abuse from all perpetrators – patients, managers and colleagues.