

WDES

1.1 Workforce Disability Equality Standard

WDES Metric	2019 data	2020 data	Benchmark	Further Comment
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. Snapshot 31 st March 2019.	<p>4% of the workforce have shared that they have a disability.</p> <p>6.21% of staff in bands 8a and 8b are have shared that they have a disability.</p> <p>2.7% of staff in bands 8c 9 and VSM have shared that they have a disability.</p>	<p>5.02% of the workforce have shared that they have a disability.</p> <p>6.4% of staff in bands 8a and 8b are have shared that they have a disability.</p> <p>2.3% of staff in bands 8c 9 and VSM have shared that they have a disability.</p>	Not yet available	One of our aims was to reduce the number of staff who had the Disability field unknown or null. This figure has decreased from 19.1% in 2019 to 16.7% in 2020.
Relative likelihood of Disabled staff being appointed from shortlisting compared to that of Non-Disabled staff being appointed from shortlisting across all posts.	1.15	0.93	Not yet available	A figure below 1.00 indicates that Disabled staff are more likely to be appointed than non-Disabled staff.

Percentage of staff that feel the organisation values the work that they do.	33.2% of Disabled staff 47.9% Non-Disabled	39.8% of Disabled staff 48.6% of Non-Disabled staff	41.3% of Disabled staff 51.9% of Non-Disabled staff	The gap between Disabled and Non-Disabled staffs responses has closed from 14.7% to 8.8%. Although less Disabled Staff within the Trust report that they feel their work valued the gap is smaller than the national benchmark which is 10.6%.
Percentage of disabled staff that felt that their employer had made reasonable adjustments that enabled them to carry out their work.	79.2%	77.8%	76.9%	Fewer Disabled staff felt that the Trust had made reasonable adjustments that enabled them to carry out their work however the Trust is slightly above the benchmark.
Percentage of staff who experienced at least one incident of bullying, harassment or abuse from patients, service users, their relatives or other members of the public.	31.3% Disabled 24.3% Non-Disabled	38.1% Disabled 23.5% Non-Disabled	33.1% Disabled 24.4% Non-Disabled	An increased percentage of Disabled staff have experienced an incident of bullying, harassment or abuse from service users, their relatives or other members of the public. The Trust is below the benchmark. The gap is 14.6 which has increased from 2019 by 7.6%.
Percentage of staff who experienced at least one incident of bullying, harassment or abuse from staff.	23.2% Disabled 14.2% Non-Disabled	24.6% Disabled 16.9% Non-Disabled	22.7% Disabled 13.8% Non-Disabled	The gap has closed by 1.3% since 2019 but for both groups the response rate is below the benchmark.

Percentage believing that Trust provides equal opportunities for career progression and promotion.	80.8% Disabled 82.2% Non-Disabled	78.2% Disabled 83.2% Non-Disabled	78.9% Disabled 87.2% Non-Disabled	The gap between Disabled and Non-Disabled staffs responses has widened to 5% from 1.4 but it is below the benchmark gap which is 8.3%.
Percentage of staff who experienced at least one incident of bullying, harassment or abuse from managers	17.9% Disabled 8.4% Non-Disabled	15% Disabled 11.6% Non-Disabled	16.9% Disabled 8.7% Non-Disabled	The gap has reduced by 6.1% the benchmark gap is 8.2%.
	10.5% difference	3.4% difference	8.2% difference	
Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.	1.54	0.00	Not yet available	The number of cases is low. There were no cases this year where the staff member recorded that they had a Disability. There were 21 all together for 13 of those Disability statues was unknown or null.
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.	28% Disabled 18.2% Non-Disabled	28.4% Disabled Staff 17.4% Non-Disabled Staff	24.2% Disabled Staff 15.3% Non-Disabled Staff	There has been an increase in the gap and the percentage of Disabled staff who feel pressure to attend work well feeling unwell. The Trust is below the benchmark by 4.2%.

<p>The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.</p>	<p>6.6 Disabled 7.1 Non-Disabled</p>	<p>6.5 Disabled staff 7.0 Non-Disabled Staff</p>	<p>6.8 Disabled 7.2 Non-Disabled</p>	<p>The engagement score has decreased by .1</p>
<p>Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)</p>	<p>Yes</p>	<p>Yes</p>		<p>Launch of the Health and Wellbeing Staff Network which now has 25 active members after two meetings.</p> <p>Staff focus groups held to share and discuss the WDES data.</p>
<p>Board are expected to be broadly representative of the population they serve. Percentage of the Board that are from a disabled background.</p> <p>Note in 2017 the metric changed to:</p> <p>Percentage difference between the organisations' Board voting membership and its overall workforce.</p>	<p>-4%</p>	<p>-5%</p>		<p>Information will be shared with the Board about the importance of completing this demographic information and how to access the ESR self-service portal.</p>