

## WDES

### 1.1 Workforce Disability Equality Standard

WDES Metric	2019 data	2020 data	2021 data	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 <sup>st</sup> 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>	<p>5.9% of the workforce have shared that they have a disability.</p> <p>5.8% of staff in bands 8a and 8b</p> <p>2.7% of staff in bands 8c, 9 and VSM have shared that they have a disability.</p>	<p>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 and 16.3% in 2021.</p>
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	0.92	A figure below 1.00 indicates that Disabled staff are more likely to be appointed than non-Disabled staff.

<b>Metric</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>Comments</b>
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	44.6% Disabled staff  55.6% Non-Disabled staff	The gap between Disabled and Non-Disabled staffs responses closed from 14.7% to 8.8% in 2020 but has increased to 11% in 2021.
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%	84% Disabled staff	This has increased by 6.2% and is now above the 2020 WRES benchmark which was 81.4%
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	29.2% Disabled Staff  20% Non-Disabled	There has been a reduction in the percentage of Disabled staff that 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 has reduced from 14.6% to 9.2%.
Percentage of staff who experienced at least one incident of bullying, harassment or abuse from other colleagues.	23.2% Disabled  14.2% Non-Disabled	24.6% Disabled  16.9% Non-Disabled	21.1% Disabled staff  14.1% Non-Disabled	The gap is 7%. Slightly 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	75.2% Disabled 85.6% Non-Disabled	The gap between Disabled and Non-Disabled staffs responses continues to widen and is now 10.4% the benchmark gap in 2020 is 6.9%.
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	13.8% Disabled 7.6% Non-Disabled	The gap is now 6.2% the benchmark gap is 6.7%.
	10.5% difference	3.4% difference	6.2% 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	0.00	The number of cases is low. There were no cases this year where the staff member recorded that they had a Disability.
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	27.6% Disabled Staff 16.9% Non-Disabled	The gap is 10.7% The national benchmark is 7.5%.
The staff engagement score for Disabled staff, compared to non-disabled staff and the	6.6 Disabled 7.1 Non-Disabled	6.5 Disabled staff	6.7	The engagement score has increased by 0.2

overall engagement score for the organisation.		7.0 Non-Disabled Staff		
<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>	-4%	-5%	-5.9%	