2021 WDES DATA AND ACTION PLAN 2021/22

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| **INDICATOR** | **31st March 2019** | **31st March 2020** | **31st March 2021** |  |  |
| 1) Percentage of staff in each of the AfC Bands 1-9 OR Medical and Dental subgroups and VSM (including executive Board members) compared with the percentage of staff in the overall workforce | **DISABLED** | **NON-DISABLED** | **DISABILITY UNKNOWN** | **DISABLED** | **NON-DISABLED** | **DISABILITY UNKNOWN** | **DISABLED** | **NON-DISABLED** | **DISABILITY UNKNOWN** | **ACTION PLAN 2021/22** |  |
| **1a) Non Clinical workforce** |  |  |  |  |  |  |  |  |  |  |  |
| Band 1 |  |  |  |  |  |  |  |  |  |  |  |
| Band 2 | 2.9% | 44.1% | 52.9% | 9.2% | 37.9% | 52.9% | 8.2% | 34.1% | 57.6% |
| Band 3 | 2.4% | 49.5% | 48.1% | 7.3% | 53.7% | 39.0% | 6.7% | 43.8% | 49.6% |
| Band 4 | 3.4% | 53.4% | 43.2% | 10.1% | 61.8% | 28.1% | 8.7% | 51.9% | 39.4% |
| Band 5 | 3.7% | 55.6% | 40.7% | 15.5% | 58.6% | 25.9% | 12.9% | 51.4% | 35.7% |
| Band 6 | 6.3% | 43.8% | 50.0% | 16.4% | 58.2% | 25.5% | 13.8% | 50.0% | 36.2% |
| Band 7 | 4.4% | 54.4% | 41.3% | 5.9% | 52.9% | 41.2% | 6.0% | 54.0% | 40.0% |
| Band 8A | 7.7% | 46.2% | 46.2% | 13.3% | 46.7% | 40.0% | 28.6% | 33.3% | 38.1% |
| Band 8B |  | 66.7% | 33.3% |  | 75.0% | 25.0% |  | 62.5% | 37.5% |
| Band 8C |  | 54.6% | 45.5% |  | 61.5% | 38.5% |  | 63.6% | 36.4% |
| Band 8D |  | 100.0% |  |  | 66.7% | 33.3% |  | 60.0% | 40.0% |
| Band 9 |  |  |  |  |  |  |  |  |  |
| VSM |  | 25.0% | 75.0% | 25.0% | 25.0% | 50.0% | 20.0% | 20.0% | 60.0% |
| **1b) Clinical workforce** |  |  |  |  |  |  |  |  |  |  |  |
| *of which Non Medical* |  |  |  |  |  |  |  |  |  |  |  |
| Band 1 |  |  |  |  |  |  |  |  |  |  |  |
| Band 2 |  | 22.5% | 77.5% | 2.3% | 22.7% | 75.0% | 4.9% | 12.2% | 82.9% |
| Band 3 | 1.3% | 50.0% | 48.7% | 4.4% | 47.1% | 48.5% | 2.8% | 42.4% | 54.9% |
| Band 4 | 1.9% | 53.0% | 45.2% | 3.7% | 47.8% | 48.4% | 3.4% | 37.3% | 59.4% |
| Band 5 | 0.9% | 36.1% | 63.0% | 4.6% | 44.0% | 51.4% | 2.9% | 31.2% | 65.9% |
| Band 6 | 1.5% | 52.4% | 46.1% | 5.6% | 49.9% | 44.4% | 5.9% | 45.5% | 48.6% |
| Band 7 | 2.8% | 57.7% | 39.5% | 10.3% | 55.3% | 34.4% | 9.5% | 49.8% | 40.7% |
| Band 8A |  | 57.1% | 42.9% | 8.3% | 51.4% | 40.3% | 7.7% | 50.8% | 41.5% |  |  |
| Band 8B |  | 76.9% | 23.1% | 7.7% | 84.6% | 7.7% | 4.8% | 66.7% | 28.6% |
| Band 8C |  | 50.0% | 50.0% |  | 66.7% | 33.3% | 33.3% | 66.7% |  |
| Band 8D |  |  |  |  |  |  |  |  |  |
| Band 9 |  |  |  |  |  |  |  |  |  |
| VSM |  | 100.0% |  |  | 100.0% |  |  | 100.0% |  |
| *of which Medical & Dental* |  |  |  |  |  |  |  |  |  |  |  |
| Consultants |  | 30.8% | 69.2% | 4.8% | 33.3% | 61.9% | 4.9% | 34.1% | 61.0% |  |  |
| *of which Senior medical**manager* |  |  |  |  |  |  |  |  |  |
| Non-consultant career grade |  | 36.2% | 63.8% | 2.2% | 37.0% | 60.9% | 1.9% | 31.5% | 66.7% |
| Trainee grades |  |  | 100.0% |  |  | 100.0% |  |  | 100% |
| Other |  |  |  |  |  |  |  |  |  |
| **Total Workforce** | **1.9%** | **49.6%** | **48.5%** | **6.7%** | **49.5%** | **43.8%** | **6.3%** | **42.9%** | **50.8%** | We will seek to have a workforce at all pay bands and roles which is representative of our disabled workforce by * Continuing to promote the value of reporting disability status through sharing positive actions taken eg
* My CCS Employment passport, to agree reasonable adjustments
* Covid Risk assessment and support to work in a covid safe environment
* Access to any work kit to support staff in work
 | **AH/LC** |

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| **INDICATOR** | 2018-19 | 2019-20 | 2021-21 | **ACTION PLAN 2021/22** |  |
| 2) Relative likelihood of Non-Disabled staff being appointed from shortlisting across all posts compared to Disabled staff | 1.52 | 1.15 | 1.34 | We will seek to have a workforce representative of our disabled workforce by Implementing learning from the No More Tick Boxes review and If you face fits guide Training all involved in recruitment in Anti-Discriminatory practice as part of recruitment training by 31 December 2021 | LC |
| Promote internally the support available to managers and disabled staff to enable them to undertake roles  | LC |
| . |  |
| 3) Relative likelihood of Disabled staff entering the formal capability process (excl Sickness) compared to Non Disabled staff | N/A Optional Y1 | 2.47 | 6.81 | We will continuing to seek to resolve all cases informally where possible.  | LC/AH |

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| **STAFF SURVEY INDICATORS** | 2018-19 | 2019-20 | 2020-21 | **ACTION PLAN 2021/22** | **LEAD** |
|  | **Disabled** | **Non Disabled** | **Disabled** | **Non Disabled** | **Disabled** | **Non Disabled** |  |  |
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| 4) % of Staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months |

 | 27% | 18% | 28% | 19% | 24% | 16% | We will implement The NHS Violence Prevention and Reduction Standards  | RF |
| We will raise the profile of our stance against Hate Crimes through the Violence and Aggression from Members of the Public Policy | RF |
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| 5) % of Staff experiencing harassment, bullying or abuse from managers in last 12 months |

 | 10% | 5% | 8% | 6% | 9% | 6% | To seek to address an Increase in disabled staff experiencing Bullying and Harassment and the Increase in staff reporting discrimination from managers. We willpromote understanding by reviewing, updating and re sharing our guidance on supporting disabled staff to increase understanding of different cultures.  | LC/HB |
| 6) % of Staff experiencing harassment, bullying or abuse from other colleagues in last 12 months | 17% | 9% | 15% | 11% | 16% | 9% | We will review training to see if still fit for purpose to address greater understanding between non disabled and disabled staff  | PF  |
| We will implement our Civility and Respect OD implementation plan  | SC |

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| Wide the use of diversity mentors, starting with in leadership programmes.  |
| 7) % of Staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in last 12 months | 47% | 59% | 59% | 59% | 58% | 56% | As above  |  |
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| 8) % of Staff believing that Trust provides equal opportunities for career progression or promotion |

 | 91% | 94% | 90% | 93% | 91% | 94% | We will work with our staff network to promote opportunities including options to use shadowing and secondments to support career development and learning | AH/HB/PF |
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| 9) % of Staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties |

 | 17% | 10% | 18% | 13% | 15% | 15% | We will continue to support staff to maintain this reduction in staff feeling this way and where possible use our Remote working policy to the maximum to support disabled staff.  |  |
| 10) % of Staff saying they are satisfied with the extent to which their organisation values their work | 50% | 59% | 58% | 60% | 53% | 61% | Work with the LTC and D staff Network to learn from their experiences  | AP/AH |
| 11) % of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work | 80% |  | 86% |  | 85% |  | We will continue to promote the CCS Adjustments passport for all | AH/LC |

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| **INDICATOR** | 2018-19 | 2019-20 | 2020-21 | **ACTION PLAN 2021/22** |  |
| 12) the staff engagement score for Disabled staff, compared to Non Disabled staff and the overall engagement score for the organisation | **Disabled** | **Non Disabled** | **Trust Overall** | **Disabled** | **Non Disabled** | **Trust Overall** | **Disabled** | **Non Disabled** | **Trust Overall** |  |  |
|  | 7.2 | 7.5 | 7.5 | 7.4 | 7.5 | 7.5 | 7.2 | 7.5 | 7.5 | All actions will aim to improve satisfaction  |  |

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| **INDICATOR** | 2018-19 | 2019-20 | 2020-21 | **ACTION PLAN 2021/22** |  |
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| 13) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? |

 | Yes | Examples submitted | Yes | Examples submitted | Yes | Examples submitted |  |  |

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| **INDICATOR** | **31st March 2019** | **31st March 2020** | **31st March 2021** | **ACTION PLAN 2021/22** |  |
| 14) % difference between the organisations Board voting membership and its overall workforce | **DISABLED** | **NON-DISABLED** | **DISABILITY UNKNOWN** | **DISABLED** | **NON-DISABILITY** | **DISABILITY UNKNOWN** | **DISABLED** | **NON-DISABLED** | **DISABILITY UNKNOWN** |  |  |
| **Total Board Members** |  | **58%** | **42%** | **25%** | **33%** | **42%** | **23%** | **31%** | **46%** |  |  |
| Voting Board Members |   | 55% | 45% | 25% | 33% | 42% | 23% | 31% | 46% |  |  |
| Non-voting Board Members |   | 100% |  |   |   |   |  |  |  |
| Executive Board Members |   | 100% |  | 50% | 50% |   | 50% | 50% |  |
| Non-Executive Board Members |   | 17% | 83% |   | 17% | 83% |  | 14% | 86% |
| **Total Workforce** | **2%** | **50%** | **48%** | **7%** | **50%** | **44%** | **6%** | **43%** | **51%** |  |  |