CCS 2022 WDES DATA AND ACTION PLAN

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| **INDICATOR** | **31st March 2020** | **31st March 2022** | **31st March 2022** |  |  |
| 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 2022/23** | **Update on action April 2023** |
| **1a) Non-Clinical workforce** |  |  |  |  |  |  |  |  |  |  |  |
| Under Band 1 |  |  |  |  |  |  | 20.0% | 60.0% | 20.0% |  |  |
| Band 1 |  |  |  |  |  |  |  |  |  |  |
| Band 2 | 9.2% | 37.9% | 52.9% | 8.2% | 34.1% | 57.6% | 8.0% | 55.7% | 36.4% |  |
| Band 3 | 7.3% | 53.7% | 39.0% | 6.7% | 43.8% | 49.6% | 4.5% | 42.8% | 52.7% |  |
| Band 4 | 10.1% | 61.8% | 28.1% | 8.7% | 51.9% | 39.4% | 10.5% | 51.8% | 37.7% |  |
| Band 5 | 15.5% | 58.6% | 25.9% | 12.9% | 51.4% | 35.7% | 15.3% | 52.8% | 31.9% |  |
| Band 6 | 16.4% | 58.2% | 25.5% | 13.8% | 50.0% | 36.2% | 8.2% | 59.0% | 32.8% |  |
| Band 7 | 5.9% | 52.9% | 41.2% | 6.0% | 54.0% | 40.0% | 7.0% | 47.9% | 45.1% |  |
| Band 8A | 13.3% | 46.7% | 40.0% | 28.6% | 33.3% | 38.1% | 16.1% | 41.9% | 41.9% |  |
| Band 8B |  | 75.0% | 25.0% |  | 62.5% | 37.5% |  | 71.4% | 28.6% |  |
| Band 8C |  | 61.5% | 38.5% |  | 63.6% | 36.4% |  | 58.3% | 41.7% |  |
| Band 8D |  | 66.7% | 33.3% |  | 60.0% | 40.0% |  | 100.0% |  |  |
| Band 9 |  |  |  |  |  |  |  | 50.0% | 50.0% |  |
| VSM | 25.0% | 25.0% | 50.0% | 20.0% | 20.0% | 60.0% | 25.% | 16.7% | 58.3% |  |

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| **1b) Clinical workforce** |  |  |  |  |  |  |  |  |  |  |  |
| *of which non-Medical* |  |  |  |  |  |  |  |  |  |  |  |
| Under Band 1 |  |  |  |  |  |  |  | 66.7% | 33.3% |  |  |
| Band 1 |  |  |  |  |  |  |  |  |  |  |
| Band 2 | 2.3% | 22.7% | 75.0% | 4.9% | 12.2% | 82.9% | 2.4% | 24.4% | 73.2% |  |
| Band 3 | 4.4% | 47.1% | 48.5% | 2.8% | 42.4% | 54.9% | 2.5% | 50.0% | 47.5% |  |
| Band 4 | 3.7% | 47.8% | 48.4% | 3.4% | 37.3% | 59.4% | 2.2% | 43.1% | 54.8% |  |
| Band 5 | 4.6% | 44.0% | 51.4% | 2.9% | 31.2% | 65.9% | 4.1% | 51.0% | 44.9% |  |
| Band 6 | 5.6% | 49.9% | 44.4% | 5.9% | 45.5% | 48.6% | 4.8% | 47.2% | 48.0% |  |
| Band 7 | 10.3% | 55.3% | 34.4% | 9.5% | 49.8% | 40.7% | 8.0% | 49.9% | 42.2% |  |
| Band 8A | 8.3% | 51.4% | 40.3% | 7.7% | 50.8% | 41.5% | 8.3% | 51.4% | 40.3% |  |  |
| Band 8B | 7.7% | 84.6% | 7.7% | 4.8% | 66.7% | 28.6% |  | 57.1% | 42.9% |  |
| Band 8C |  | 66.7% | 33.3% | 33.3% | 66.7% |  | 20.0% | 80.0% |  |  |
| Band 8D |  |  |  |  |  |  |  | 100.0% |  |  |
| Band 9 |  |  |  |  |  |  |  |  |  |  |
| VSM |  | 100.0% |  |  | 100.0% |  |  | 100.0% |  |  |
| *of which Medical & Dental* |  |  |  |  |  |  |  |  |  |  |  |
| Consultants | 4.8% | 33.3% | 61.9% | 4.9% | 34.1% | 61.0% | 4.3% | 38.3% | 57.5% |  |  |
| *of which Senior medical**manager* |  |  |  |  |  |  |  |  |  |  |
| Non-consultant career grade | 2.2% | 37.0% | 60.9% | 1.9% | 31.5% | 66.7% | 1.9% | 37.0% | 61.1% |  |
| Trainee grades |  |  | 100.0% |  |  | 100% |  | 50.0% | 50.0% |  |
| Other |  |  |  |  |  |  |  |  |  |  |
| **Total Workforce** | **6.7%** | **49.5%** | **43.8%** | **6.3%** | **42.9%** | **50.8%** | **5.4%** | **47.3%** | **47.3%** | We will seek to have a workforce at all pay bands and roles which is representative of our disabled workforce by * Commissioning and rolling out Cultural Intelligence training across the Trust using a train-the-trainer model.
* Continuing to offer career development sessions to all staff networks and wider by:
* Relaunching our Diversity Mentor scheme
* Implementing the CCS action plan following our review of No More Tick Boxes and If Your Face Fits (links to actions against indicator 2 below)
* Implementing mandating of having diverse recruitment panels as standard in all interviews (links to actions against indicator 2 below)
* Agree and set stretch Disparity reduction targets to be achieved over the next 5 years
 | CI programme commissioned for roll out in 2023. Mentor scheme relaunched, cohorts of diversity mentors trained, Board members partnered with mentors. No More Tock boxes action plan on schedule. Implemented from 1 April 2023Stretch Targets agreed and embedded in People Strategy  |

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| **INDICATOR** | **2019-20** | **2020-21** | **2021-22** | **ACTION PLAN 2022/23** |  |
| 2) Relative likelihood of non-Disabled staff being appointed from shortlisting across all posts compared to Disabled staff  | 1.15 | 1.34 | 1.04 |  |  |
| Implementing the CCS action plan following our review of No More Tick Boxes and If Your Face Fits by | Implementation on track  |
| Ensure that all panel members are trained in anti-discriminatory practice as part of their recruitment training. | Training revised and regularly delivered on demand, and all involved in recruitment required to have undertaken it  |
| Continue work/support developed by previously completed actions:* Promote internally the support available to managers and disabled staff to enable them to undertake roles:
	+ My CCS Employment passport
	+ Flexible working options
	+ Remote working
	+ Long Term Conditions & Disability staff Network
 | Ongoing and regularly discussed at satff networks, leadership forum, comms messages , staff wellbeing newsletter etc  |
| 3) Relative likelihood of Disabled staff entering the formal capability process compared to Non Disabled staff *(this is now based on both Performance & Ill Health cases, prior to 2021-22 just Performance cases were included)*  | 2.47 | 6.81 | 26.52 |  |  |
| Continue to seek to resolve all cases informally where possible.  | Ongoing  |

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| **STAFF SURVEY INDICATORS** | **2019-20** | **2020-21** | **2021-22** | **ACTION PLAN 2022/23** |  |  |
|  | **Disabled** | **Non-Disabled** | **Disabled** | **Non-Disabled** | **Disabled** | **Non-Disabled** |  |  |  |
| 1. % of Staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months
 | 28% | 19% | 24% | 16% | 26% | 19% | Implement the actions identified in the CCS self-assessment against the Violence Prevention Standards (violence and aggression from members of the public) via our Health & Safety Committee | Plan in place, overseen by H and S committee and a sub group. Work ongoing  |  |
| 1. % of Staff experiencing harassment, bullying or abuse from managers in last 12 months
 | 8% | 6% | 9% | 6% | 14% | 6% | Support line Managers to have the skills to support staff via coaching, training packages and bite size sessions. | Bite Size training written and regularly delivered by HRBPs . During 2023 this to become part of new managers training programme  |  |
| 1. % of Staff experiencing harassment, bullying or abuse from other colleagues in last 12 months
 | 15% | 11% | 16% | 9% | 16% | 11% | As above (indicator 5) |  |  |
| 1. % of Staff saying the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in last 12 months
 | 59% | 59% | 58% | 56% | 59% | 54% | As above (indicator 5) |  |  |
| 1. % of Staff believing that Trust provides equal opportunities for career progression or promotion
 | 64% | 66% | 64% | 69% | 62% | 67% | Continue to offer career development sessions to all staff networks and wider including:* Relaunch Diversity Mentor scheme
 | Career development session delivered to network and individually offered to members. Trust appraisal process has a focus on career and personal development. During 2022 training needs analysis was expanded to cover ALL development identified by services. Additional funding was made available to fully cover at needs identified . |  |
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| 1. % of Staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties
 | 18% | 13% | 15% | 15% | 19% | 14% | As above (indicator 5) |  |  |
| Continue to support staff to reduce them feeling this way making use of work/support developed by previously completed actions: ( see section 2 above)  | Discussion at a leadership forum on support available for staff heath and wellbeing and manages reminded of the support available for them to support their staff. Promotion of ACAS training for managers on working with staff who have a mental health condition, so they can be supportive. |  |
| 1. % of Staff saying they are satisfied with the extent to which their organisation values their work
 | 58% | 60% | 53% | 61% | 49% | 60% | Continue to work with the Long Term Conditions and Disability staff network to learn from their experiences | Ongoing work with the network  |  |
| 1. % of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work
 | 86% |  | 85% |  | 80% |  | Provide staff with regular up-to-date information to support the Trusts commitment to the diversity and inclusion of our workforce by promoting importance of staff declaring their diversity data (in ESR) by reminding staff of the positive actions we have then been able to take | Promoted at 1;1s appraisal, via communication cascade, Health and wellbeing champions etc  |  |
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* The NHS Staff Survey team changed the calculation of indicator 8 in 2022, the new calculation has been applied retrospectively to surveys 2017 onwards. These have been added to the above table.

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| **INDICATOR** | 2019-20 | 2020-21 | 2021-22 | **ACTION PLAN 2022/23** |  |
| 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** |  |  |
|  | 7.4 | 7.5 | 7.5 | 7.2 | 7.5 | 7.4 | 7.0 | 7.4 | 7.3 | All actions above will aim to improve satisfaction  |  |

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| **INDICATOR** | 2019-20 | 2020-21 | 2021-22 | **ACTION PLAN 2022/23** |  |
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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 | Continue to work with the Long-Term Conditions and Disability staff network to learn from their experiences | We actively promote raising issue via ANY route, FTSU, H and Wellbeing or See Me First Champions, union reps, HR, managers or other.  |

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| **INDICATOR** | **31st March 2020** | **31st March 2021** | **31st March 2022** | **ACTION PLAN 2022/23** |  |
| 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** | **25%** | **33%** | **42%** | **23%** | **31%** | **46%** | **38%** | **62%** |  |  |  |
| Voting Board Members | 18% | 36% | 46% | 17% | 33% | 50% | 33% | 67% |  |  |  |
| Non-voting Board Members |  100% |   |   | 100% |  |  | 100% |  |  |  |
| Executive Board Members | 50% | 50% |   | 50% | 50% |  | 50% | 50% |  |  |
| Non-Executive Board Members |   | 17% | 83% |  | 14% | 86% | 29% | 71% |  |  |
| **Total Workforce** | **7%** | **50%** | **44%** | **6%** | **43%** | **51%** | **5%** | **47%** | **47%** |  |  |