

Appendix 10

WDES SUMMARY COMPARISON 2019 and 2020

INDICATOR	31st March 2019			31st March 2020		
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
1a) Non Clinical workforce						
Band 1						
Band 2	2.9%	44.1%	52.9%	9.2%	37.9%	52.9%
Band 3	2.4%	49.5%	48.1%	7.3%	53.7%	39.0%
Band 4	3.4%	53.4%	43.2%	10.1%	61.8%	28.1%
Band 5	3.7%	55.6%	40.7%	15.5%	58.6%	25.9%
Band 6	6.3%	43.8%	50.0%	16.4%	58.2%	25.5%
Band 7	4.4%	54.4%	41.3%	5.9%	52.9%	41.2%
Band 8A	7.7%	46.2%	46.2%	13.3%	46.7%	40.0%
Band 8B		66.7%	33.3%		75.0%	25.0%
Band 8C		54.6%	45.5%		61.5%	38.5%
Band 8D		100.0%			66.7%	33.3%
Band 9						
VSM		25.0%	75.0%	25.0%	25.0%	50.0%
1b) Clinical workforce						
<i>of which Non Medical</i>						
Band 1		22.5%	77.5%	2.3%	22.7%	75.0%
Band 2	1.3%	50.0%	48.7%	4.4%	47.1%	48.5%
Band 3	1.9%	53.0%	45.2%	3.7%	47.8%	48.4%
Band 4	0.9%	36.1%	63.0%	4.6%	44.0%	51.4%
Band 5	1.5%	52.4%	46.1%	5.6%	49.9%	44.4%
Band 6	2.8%	57.7%	39.5%	10.3%	55.3%	34.4%
Band 7		57.1%	42.9%	8.3%	51.4%	40.3%
Band 8A		76.9%	23.1%	7.7%	84.6%	7.7%
Band 8B		50.0%	50.0%		66.7%	33.3%
Band 8C						
Band 8D						
Band 9		100.0%			100.0%	
VSM		22.5%	77.5%	2.3%	22.7%	75.0%
<i>of which Medical & Dental</i>						
Consultants		30.8%	69.2%	4.8%	33.3%	61.9%
<i>of which Senior medical manager</i>						
Non-consultant career grade		36.2%	63.8%	2.2%	37.0%	60.9%
Trainee grades			100.0%			100.0%
Other						
Total Workforce	1.9%	49.6%	48.5%	6.7%	49.5%	43.8%

INDICATOR	2018-19	2019-20
2) Relative likelihood of Non-Disabled staff being appointed from shortlisting across all posts compared to Disabled staff	1.52	1.15
3) Relative likelihood of Disabled staff entering the formal capability process (excl Sickness) compared to Non Disabled staff	N/A Optional Y1	1.5

STAFF SURVEY INDICATORS	2018-19		2019-20	
	Disabled	Non Disabled	Disabled	Non Disabled
4) % of Staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months	26.5%	17.9%	28%	19%
5) % of Staff experiencing harassment, bullying or abuse from managers in last 12 months	9.5%	5.4%	8%	6%
6) % of Staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	16.7%	9.2%	15%	11%
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	47.2%	58.9%	59%	59%
8) % of Staff believing that Trust provides equal opportunities for career progression or promotion	90.6%	93.9%	90%	93%
9) % of Staff saying they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	17.1%	10.3%	18%	13%
10) % of Staff saying they are satisfied with the extent to which their organisation values their work	49.6%	58.8%	58%	60%
11) % of disabled staff saying their employer has made adequate adjustment(s) to enable them to carry out their work	79.8%		86%	

INDICATOR	2018-19			2019-20		
	Disabled	Non Disabled	Trust Overall	Disabled	Non Disabled	Trust Overall
12) the staff engagement score for Disabled staff, compared to Non Disabled staff and the overall engagement score for the organisation						
	7.2	7.5	7.5	7.4	7.5	7.5

INDICATOR	2018-19		2019-20	
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

INDICATOR	31st March 2019			31st March 2020		
	DISABLED	NON-DISABLED	DISABILITY UNKNOWN	DISABLED	NON-DISABLED	DISABILITY UNKNOWN
14) % difference between the organisations Board voting membership and its overall workforce						
Total Board Members		58%	42%	25%	33%	42%
Voting Board Members		55%	45%	25%	33%	42%
Non voting Board Members		100%				
Executive Board Members		100%		50%	50%	
Non-Executive Board Members		17%	83%		17%	83%
Total Workforce	2%	50%	48%	7%	50%	44%