

Appendix 6

2021 WDES DATA AND ACTION PLAN 2021/22

INDICATOR	31st March 2019			31st March 2020			31st March 2021			ACTION PLAN 2021/22
	DISABLED	NON-DISABLED	DISABILITY UNKNOWN	DISABLED	NON-DISABLED	DISABILITY UNKNOWN	DISABLED	NON-DISABLED	DISABILITY UNKNOWN	
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										
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										
<i>of which Non Medical</i>										
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%			
<i>of which Medical & Dental</i>											
Consultants		30.8%	69.2%	4.8%	33.3%	61.9%	4.9%	34.1%	61.0%	•	•
<i>of which Senior medical manager</i>											
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%	<p>We will seek to have a workforce at all pay bands and roles which is representative of our disabled workforce by</p> <ul style="list-style-type: none"> Continuing to promote the value of reporting disability status through sharing positive actions taken eg <ul style="list-style-type: none"> ➤ 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

INDICATOR	2018-19	2019-20	2021-21	ACTION PLAN 2021/22	
Promote internally the support available to managers and disabled staff to enable them to undertake roles We will continuing to seek to resolve all cases informally where possible.	1.52	1.15	1.34	<p>We will seek to have a workforce representative of our disabled workforce by</p> <p>Implementing learning from the No More Tick Boxes review and If you face fits guide</p> <p>Training all involved in recruitment in Anti-Discriminatory practice as part of recruitment training by 31 December 2021</p>	LC
					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		LC/AH

STAFF SURVEY INDICATORS	2018-19		2019-20		2020-21		ACTION PLAN 2021/22	LEAD
	Disabled	Non Disabled	Disabled	Non Disabled	Disabled	Non Disabled		
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 Tackling Violence and Aggression (from Members of the Public) Policy	RF
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 will promote 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

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%		