## Appendix 6

## 2021 WDES DATA AND ACTION PLAN 2021/22

INDICATOR	31	st March 20	)19	31	st March 20	)20	31	st March 20	)21		
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

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	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
					LC

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	201	8-19	201	9-20	2020	0-21	ACTION PLAN 2021/22	LEAD
	Disabled	Non Disabled	Disabled	Non Disabled	Disabled	Non Disabled		
	27%	18%	28%	19%	24%	16%	We will implement The NHS Violence Prevention and Reduction Standards	RF
% of Staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months							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  We will implement our Civility and Respect OD implementation plan	PF SC

	Wide	e the use of	diversity me	ntors, startir	ng with in le	adership pr	ogrammes.	
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	
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
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

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		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	

INDICATOR	201	18-19	201	9-20	202	20-21	ACTION PLAN 2021/22	
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		

INDICATOR	315	st March 2	2019	31	st March 20	20	3.	1st 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%