

## 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 |                 |              |                    |                 |              |                    |                 |              |                    |                     |
| <b>1a) Non Clinical workforce</b>  |                 |              |                    |                 |              |                    |                 |              |                    |                     |
| 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%              |                     |
| <b>1b) Clinical workforce</b>  |                 |              |                    |                 |              |                    |                 |              |                    |                     |
| <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 &amp; 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                                  |             |              |              |             |              |              |             |              |              |   |              |
| <b>Total Workforce</b>                 | <b>1.9%</b> | <b>49.6%</b> | <b>48.5%</b> | <b>6.7%</b> | <b>49.5%</b> | <b>43.8%</b> | <b>6.3%</b> | <b>42.9%</b> | <b>50.8%</b> | <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"> <li>Continuing to promote the value of reporting disability status through sharing positive actions taken eg <ul style="list-style-type: none"> <li>➤ My CCS Employment passport, to agree reasonable adjustments</li> <li>➤ Covid Risk assessment and support to work in a covid safe environment</li> <li>➤ Access to any work kit to support staff in work</li> </ul> </li> </ul> | <b>AH/LC</b> |

| 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<br>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%        |  |  |
| <b>Total Workforce</b>      | <b>2%</b> | <b>50%</b> | <b>48%</b> | <b>7%</b> | <b>50%</b> | <b>44%</b> | <b>6%</b> | <b>43%</b> | <b>51%</b> |  |  |