

Appendix 1 - WRES data collection 2021

Indicator 1 – Percentage of staff in 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.

2021					
	Measure	White	BME	Ethnicity Unknown/Null	Notes
1a) Non Clinical Staff					
Under Band 1	Headcount	24	1	1	
Bands 1	Headcount	3	0	0	
Bands 2	Headcount	246	5	3	
Bands 3	Headcount	419	7	6	
Bands 4	Headcount	294	6	6	
Bands 5	Headcount	136	6	3	
Bands 6	Headcount	103	0	3	
Bands 7	Headcount	69	0	5	
Bands 8a	Headcount	32	0	0	
Bands 8b	Headcount	33	1	1	
Bands 8c	Headcount	2	0	0	
Bands 8d	Headcount	0	0	1	
Bands 9	Headcount	2	0	0	
VSM	Headcount	4	0	0	
1b) Clinical Workforce of which Non Medical					
Under Band 1	Headcount	0	0	0	
Bands 1	Headcount	1	0	0	
Bands 2	Headcount	13	3	1	
Bands 3	Headcount	1487	113	21	
Bands 4	Headcount	333	6	1	
Bands 5	Headcount	664	66	10	
Bands 6	Headcount	1393	56	33	
Bands 7	Headcount	680	20	9	
Bands 8a	Headcount	205	11	4	
Bands 8b	Headcount	93	4	1	
Bands 8c	Headcount	57	1	1	
Bands 8d	Headcount	22	1	0	
Bands 9	Headcount	1	0	0	
VSM	Headcount	1	0	0	
Of which Medical & Dental					
Consultants	Headcount	111	84	0	
of which Senior medical manager	Headcount	1	2	0	
Non-Consultants career grade	Headcount	28	42	1	
Trainee grades	Headcount	12	2	3	
Other	Headcount	10	3	1	

Indicator 2 – Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.

2021					
	Measure	White	BME	Ethnicity Unknown/Null	Notes
Number of shortlisted applicants	Headcount	8222	2302	146	
Number appointed from shortlisting	Headcount	844	67	80	
Relative likelihood of appointment from shortlisting	Auto-Calculated	10.27%	2.91%	54.79%	
Relative likelihood of White staff being appointed from shortlisting compared to BME staff	Auto-Calculated	3.53			

Indicator 3 - Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

Note:

This indicator will be based on data from a two-year rolling average of the current year and the previous year.

2021					
	Measure	White	BME	Ethnicity Unknown/Null	Notes
Number of staff in workforce	Auto-Calculated	6478	438	115	
Number of staff entering the formal disciplinary process	Headcount	58	6	1	
Likelihood of staff entering the formal capability process	Auto-Calculated	0.90%	1.37%	0.87%	
Relative likelihood of BME staff entering the formal capability process compared to White staff	Auto-Calculated		1.53		

Indicator 4 – Relative likelihood of staff accessing non-mandatory training and CPD

2021					
	Measure	White	BME	Ethnicity Unknown/Null	Notes
Number of staff in workforce	Auto-Calculated	6478	438	115	
Number of staff accessing non-mandatory training and CPD	Headcount	2	0	0	
Likelihood of staff accessing non-mandatory training and CPD	Auto-Calculated	0.03%	0.00%	0.00%	
Relative likelihood of White staff accessing non-mandatory training compared to BME staff	Auto-Calculated				

Indicator 5 - 2020 NHS Staff Survey Results > WRES > Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

	2017	2018	2019	2020
White: CNTW NHS Trust	36.4%	37.7%	34.2%	30.4%
BME: CNTW NHS Trust	44.6%	43.6%	39.2%	35.3%
White: Average	28.1%	27.8%	27.6%	25.4%
BME: Average	33.4%	33.3%	35.5%	32.1%
White: Responses	3,225	3,386	2,774	3,164
BME: Responses	139	133	125	167

Indicator 6 - 2020 NHS Staff Survey Results > WRES > Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

	2017	2018	2019	2020
White: CNTW NHS Trust	15.4%	15.5%	16.2%	15.9%
BME: CNTW NHS Trust	24.3%	22.6%	24.0%	25.0%
White: Average	20.4%	21.2%	20.6%	19.6%
BME: Average	23.8%	27.1%	24.8%	25.0%
White: Responses	3,226	3,381	2,773	3,172
BME: Responses	140	133	125	168

Indicator 7 - 2020 NHS Staff Survey Results > WRES > Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion

	2017	2018	2019	2020
White: CNTW NHS Trust	92.7%	92.5%	90.6%	89.9%
BME: CNTW NHS Trust	81.1%	84.1%	83.5%	83.2%
White: Average	87.4%	86.9%	87.1%	89.2%
BME: Average	76.6%	72.4%	72.4%	72.7%
White: Responses	2,416	2,482	2,044	2,379
BME: Responses	95	88	85	101

Indicator 8 – 2020 NHS Staff Survey Results > WRES > Percentage of staff experienced discrimination at work from manager / team leader or other colleagues in last 12 months

	2017	2018	2019	2020
White: CNTW NHS Trust	4.6%	4.8%	4.8%	5.0%
BME: CNTW NHS Trust	8.8%	12.1%	8.9%	13.1%
White: Average	6.1%	5.9%	5.8%	5.6%
BME: Average	13.0%	13.6%	13.4%	15.1%
White: Responses	3,233	3,363	2,754	3,168
BME: Responses	137	132	123	168

Indicator 9 - Percentage difference between the organisation's Board voting membership and its organisation's overall workforce

Note: Only voting members of the Board should be included when considering this indicator

2021					
	Measure	White	BME	Ethnicity Unknown/Null	Notes
Total Board members	Headcount	13	1	0	
<i>of which: Voting Board members</i>	Headcount	13	1	0	
<i>: Non Voting Board members</i>	Auto-Calculated	0	0	0	
<i>Total Board members</i>	Auto-Calculated	13	1	0	
<i>of which: Exec Board members</i>	Headcount	5	1	0	
<i>: Non Executive Board members</i>	Auto-Calculated	8	0	0	
<i>Number of staff in overall workforce</i>	Auto-Calculated	6478	438	115	
<i>Total Board members - % by Ethnicity</i>	Auto-Calculated	92.9%	7.1%	0.0%	
<i>Voting Board Member - % by Ethnicity</i>	Auto-Calculated	92.9%	7.1%	0.0%	
<i>Non Voting Board Member - % by Ethnicity</i>	Auto-Calculated				
<i>Executive Board Member - % by Ethnicity</i>	Auto-Calculated	83.3%	16.7%	0.0%	
<i>Non Executive Board Member - % by Ethnicity</i>	Auto-Calculated	100.0%	0.0%	0.0%	
<i>Overall workforce - % by Ethnicity</i>	Auto-Calculated	92.1%	6.2%	1.6%	
<i>Difference (Total Board - Overall workforce)</i>	Auto-Calculated	0.7%	0.9%	-1.6%	

**Appendix 2 -
WDES Data
Collection 2021**

**Indicator 1 -
Percentage of staff
in AfC paybands or
medical and dental
subgroups and very
senior managers
(including
Executive Board
members)
compared with the
percentage of staff
in the overall
workforce.**

		Snapshot of data as at 31st MARCH 2021							
		Disabled staff		Non-disabled staff		Disability Unknown or Null		Overall	
	Measure	# Disabled	% Disabled	# Non-disabled	% Non-disabled	# Unknown /Null	% Unknown /Null	Total	Notes
1a) Non Clinical Staff									
Under Band 1	Headcount	3	11.5%	20	76.9%	3	11.5%	26	
Bands 1	Headcount	0	0.0%	2	66.7%	1	33.3%	3	
Bands 2	Headcount	16	6.3%	189	74.4%	49	19.3%	254	
Bands 3	Headcount	26	6.0%	345	79.9%	61	14.1%	432	
Bands 4	Headcount	25	8.2%	235	76.8%	46	15.0%	306	
Bands 5	Headcount	12	8.3%	108	74.5%	25	17.2%	145	
Bands 6	Headcount	5	4.7%	75	70.8%	26	24.5%	106	
Bands 7	Headcount	1	1.4%	56	75.7%	17	23.0%	74	
Bands 8a	Headcount	4	12.5%	20	62.5%	8	25.0%	32	
Bands 8b	Headcount	0	0.0%	26	74.3%	9	25.7%	35	
Bands 8c	Headcount	0	0.0%	2	100.0%	0	0.0%	2	
Bands 8d	Headcount	0	0.0%	0	0.0%	1	100.0%	1	
Bands 9	Headcount	0	0.0%	0	0.0%	2	100.0%	2	
VSM	Headcount	1	25.0%	2	50.0%	1	25.0%	4	
Other (e.g. Bank or Agency) Please specify in notes.	Headcount	0		0		0		0	
Cluster 1: AfC Bands <1 to 4	Auto-Calculated	70	6.9%	791	77.5%	160	15.7%	1021	
Cluster 2: AfC bands 5 to 7	Auto-Calculated	18	5.5%	239	73.5%	68	20.9%	325	
Cluster 3: AfC bands 8a and 8b	Auto-Calculated	4	6.0%	46	68.7%	17	25.4%	67	
Cluster 4: AfC bands 8c to VSM	Auto-Calculated	1	11.1%	4	44.4%	4	44.4%	9	
Total Non-Clinical	Auto-Calculated	93	6.5%	1080	75.9%	249	17.5%	1422	
1b) Clinical Staff									
Under Band 1	Headcount	0		0		0		0	
Bands 1	Headcount	1	100.00%	0	0.00%	0	0.00%	1	
Bands 2	Headcount	4	23.53%	11	64.71%	2	11.76%	17	
Bands 3	Headcount	79	4.87%	1151	71.01%	391	24.12%	1621	
Bands 4	Headcount	15	4.41%	245	72.06%	80	23.53%	340	
Bands 5	Headcount	46	6.22%	550	74.32%	144	19.46%	740	
Bands 6	Headcount	89	6.01%	1171	79.01%	222	14.98%	1482	
Bands 7	Headcount	31	4.37%	558	78.70%	120	16.93%	709	
Bands 8a	Headcount	9	4.09%	181	82.27%	30	13.64%	220	
Bands 8b	Headcount	1	1.02%	86	87.76%	11	11.22%	98	
Bands 8c	Headcount	3	5.08%	43	72.88%	13	22.03%	59	
Bands 8d	Headcount	2	8.70%	16	69.57%	5	21.74%	23	
Bands 9	Headcount	0	0.00%	1	100.00%	0	0.00%	1	
VSM	Headcount	0	0.00%	1	100.00%	0	0.00%	1	
Other (e.g. Bank or Agency) Please specify in notes.	Headcount	0		0		0		0	
Cluster 1: AfC Bands <1 to 4	Auto-Calculated	99	5.0%	1407	71.1%	473	23.9%	1979	
Cluster 2: AfC bands 5 to 7	Auto-Calculated	166	5.7%	2279	77.8%	486	16.6%	2931	
Cluster 3: AfC bands 8a and 8b	Auto-Calculated	10	3.1%	267	84.0%	41	12.9%	318	
Cluster 4: AfC bands 8c to VSM	Auto-Calculated	5	6.0%	61	72.6%	18	21.4%	84	
Total Non-Clinical	Auto-Calculated	280	5.3%	4014	75.6%	1018	19.2%	5312	
Medical & Dental Staff, Consultants	Headcount	8	4.10%	117	60.00%	70	35.90%	195	
Medical & Dental Staff, Non-Consultants career grade	Headcount	5	6.67%	49	65.33%	21	28.00%	75	
Medical & Dental Staff, Medical and dental trainee grades	Headcount	0	0.00%	12	75.00%	4	25.00%	16	
Total Medical and Dental	Auto-Calculated	13	4.55%	178	62.24%	95	33.22%	286	
Number of staff in workforce	Auto-Calculated	386	5.50%	5272	75.10%	1362	19.40%	7020	

Indicator 2- Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.

Snapshot of data as at 31st MARCH 2021									
		Disabled staff		Non-disabled staff		Disability Unknown or Null		Overall	
	Measure	# Disabled	% Disabled	# Non-disabled	% Non-disabled	# Unknown /Null	% Unknown /Null	Total	Notes
Number of shortlisted applicants	Headcount	13		253		33			
Number appointed from shortlisting	Headcount	11		84		22			
Likelihood of shortlisting/appointed	Auto-Calculated	0.85		0.33		0.67			
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	Auto-Calculated	0.39							A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.

Indicator 3 - Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

Note: This Metric will be based on data from a two-year rolling average of the current year and the previous year (April 2019 to March 2020 and April 2020 to March 2021).

		Snapshot of data as at 31st MARCH 2021							
		Disabled staff		Non-disabled staff		Disability Unknown or Null		Overall	
	Measure	# Disabled	% Disabled	# Non-disabled	% Non-disabled	# Unknown /Null	% Unknown /Null	Total	Notes
Average number of staff entering the formal capability process over the last 2 years. (i.e. Total divided by 2.)	Headcount	4.5		16.5		6			
Likelihood of staff entering the formal capability process	Auto-Calculated	0.01		0.00		0.00			
Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	Auto-Calculated	3.72							A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.

Indicator 4a i - 2020 NHS Staff Survey Results > WDES > Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months

	2018	2019	2020
Staff with a LTC or illness: CNTW NHS Trust	39.8%	39.7%	35.0%
Staff without a LTC or illness: CNTW NHS Trust	37.3%	32.3%	28.8%
Staff with a LTC or illness: Average	35.4%	35.0%	31.8%
Staff without a LTC or illness: Average	26.6%	27.0%	24.7%
Staff with a LTC or illness: Responses	960	809	971
Staff without a LTC or illness: Responses	2,584	2,104	2,374

Indicator 4a ii - 2020 NHS Staff Survey Results > WDES > Percentage of staff experiencing harassment, bullying or abuse from manager in last 12 months

	2018	2019	2020
Staff with a LTC or illness: CNTW NHS Trust	9.6%	11.8%	13.2%
Staff without a LTC or illness: CNTW NHS Trust	5.6%	5.5%	5.8%
Staff with a LTC or illness: Average	17.6%	16.8%	15.2%
Staff without a LTC or illness: Average	9.4%	9.1%	8.5%
Staff with a LTC or illness: Responses	955	805	970
Staff without a LTC or illness: Responses	2,570	2,091	2,364

Indicator 4a iii - 2020 NHS Staff Survey Results > WDES > Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months

	2018	2019	2020
Staff with a LTC or illness: CNTW NHS Trust	16.6%	18.2%	17.2%
Staff without a LTC or illness: CNTW NHS Trust	10.6%	9.7%	9.5%
Staff with a LTC or illness: Average	23.2%	22.8%	21.3%
Staff without a LTC or illness: Average	14.2%	13.7%	13.0%
Staff with a LTC or illness: Responses	947	804	955
Staff without a LTC or illness: Responses	2,548	2,071	2,347

Indicator 4b - 2020 NHS Staff Survey Results > WDES > Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

	2018	2019	2020
Staff with a LTC or illness: CNTW NHS Trust	70.6%	65.5%	66.2%
Staff without a LTC or illness: CNTW NHS Trust	74.4%	74.3%	73.0%
Staff with a LTC or illness: Average	56.1%	57.4%	58.8%
Staff without a LTC or illness: Average	57.5%	59.3%	60.8%
Staff with a LTC or illness: Responses	422	357	417
Staff without a LTC or illness: Responses	949	721	749

Indicator 5 – 2020 NHS Staff Survey Results > WDES > Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion

	2018	2019	2020
Staff with a LTC or illness: CNTW NHS Trust	89.1%	85.9%	85.2%
Staff without a LTC or illness: CNTW NHS Trust	93.1%	91.6%	91.3%
Staff with a LTC or illness: Average	78.5%	79.3%	81.6%
Staff without a LTC or illness: Average	86.4%	86.9%	88.5%
Staff with a LTC or illness: Responses	659	555	705
Staff without a LTC or illness: Responses	1,921	1,580	1,784

Indicator 6 - 2020 NHS Staff Survey Results > WDES > Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

	2018	2019	2020
Staff with a LTC or illness: CNTW NHS Trust	21.8%	23.0%	19.4%
Staff without a LTC or illness: CNTW NHS Trust	12.7%	12.5%	13.2%
Staff with a LTC or illness: Average	26.2%	23.9%	24.1%
Staff without a LTC or illness: Average	16.4%	14.5%	16.6%
Staff with a LTC or illness: Responses	682	586	583
Staff without a LTC or illness: Responses	1,267	990	886

Indicator 7- 2020 NHS Staff Survey Results > WDES > Percentage of staff satisfied with the extent to which their organisation values their work

	2018	2019	2020
Staff with a LTC or illness: CNTW NHS Trust	43.2%	43.4%	46.1%
Staff without a LTC or illness: CNTW NHS Trust	54.0%	55.3%	57.4%
Staff with a LTC or illness: Average	38.6%	41.7%	44.6%
Staff without a LTC or illness: Average	50.6%	52.9%	55.2%
Staff with a LTC or illness: Responses	957	811	975
Staff without a LTC or illness: Responses	2,580	2,101	2,369

Indicator 8 - 2020 NHS Staff Survey Results > WDES > Percentage of staff with a long-lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work

	2018	2019	2020
Staff with a LTC or illness: CNTW NHS Trust	83.0%	83.1%	84.3%
Staff with a LTC or illness: Average	77.3%	76.9%	81.4%
Staff with a LTC or illness: Responses	618	522	616

Indicator 9 - 2020 NHS Staff Survey Results > WDES > Staff engagement score (0-10)

	2018	2019	2020
CNTW NHS Trust average	7.1	7.1	7.3
Staff with a LTC or illness: CNTW NHS Trust	6.8	6.8	7.0
Staff without a LTC or illness: CNTW NHS Trust	7.2	7.2	7.4
Staff with a LTC or illness: Average	6.7	6.8	6.8
Staff without a LTC or illness: Average	7.1	7.2	7.3

Organisation Responses	3,607	2,995	3,400
Staff with a LTC or illness: Responses	964	817	978
Staff without a LTC or illness: Responses	2,599	2,122	2,391

Indicator 10 - Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:

- By Voting membership of the Board
- By Executive membership of the Board

This is a snapshot as of 31st March 2021.

	Disabled		Non-Disabled		Unknown		Total
Total Board members	3	23.0 8%	6	46.1 5%	4	30.7 7%	13
Voting Board members	3	23.0 8%	6	46.1 5%	4	30.7 7%	13
Non Voting Board members	0		0		0		0
Exec Board members	1	20.0 0%	4	80.0 0%	0	0.00 %	5
Non Executive Board members	2	25.0 0%	2	25.0 0%	4	50.0 0%	8
Difference (Total Board - Overall workforce)		18%		- 29%		11%	
Difference (Voting membership - Overall Workforce)		18%		- 29%		11%	
Difference (Executive membership - Overall Workforce)		15%		5%		- 19%	