

Name of meeting	People Committee
Date of Meeting	Wednesday 26 July 2023
Title of report	Workforce Race & Disability Equality Standard Annual Report 2023
Executive Lead	Lynne Shaw, Executive Director of Workforce & OD
Report author	Chris Rowlands – Equality, Diversity and Inclusion Lead Emma Silver Price – Equality, Diversity and Inclusion Officer

Purpose of the report	
To note	
For assurance	
For discussion	X
For decision	

Strategic ambitions this paper supports (please check the appropriate box)	
1. Quality care, every day	
2. Person-led care, when and where it is needed	
3. A great place to work	X
4. Sustainable for the long term, innovating every day	
5. Working with and for our communities	

Meetings where this item has been considered		Management meetings where this item has been considered	
Quality and Performance		Executive Team	
Audit		Executive Management Group	X
Mental Health Legislation		Business Delivery Group	
Remuneration Committee		Trust Safety Group	
Resource and Business Assurance		Locality Operational Management Group	
Charitable Funds Committee			
People	X		
CEDAR Programme Board			
Other/external (please specify)			

Does the report impact on any of the following areas (please check the box and provide detail in the body of the report)			
Equality, diversity and or disability	X	Reputational	
Workforce	X	Environmental	
Financial/value for money		Estates and facilities	
Commercial		Compliance/Regulatory	X
Quality, safety and experience	X	Service user, carer and stakeholder involvement	

Board Assurance Framework/Corporate Risk Register risks this paper relates to
N/A

People Committee
Wednesday 26 July 2023

Workforce Race & Disability Equality Standard Annual Report 2023

1. Executive Summary

The Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) support positive change for existing employees and enable a more inclusive environment for Black & Minority Ethnic (BME) and Disabled people working in the NHS. We are required to report our performance on these standards yearly and to address disparities via recommendations and action plans. The action plan aligns to the NHS England Equality, Diversity and Inclusion (EDI) Improvement plan, as well as the overall Trust Strategy and EDS 2022 findings.

2. Key issues, significant risks and mitigations

There are specific risks of Race Discrimination and Disability Discrimination under the Equality Act if policies and practices are not in line with legislation. There are reputational risks to the Trust if legislation and best practice is not followed which may have a detrimental effect on attraction and retention of staff. If high-impact actions set out in the NHS England EDI Improvement plan are not met, they will form part of the assurance that Boards have to supply and will be noted by the Care Quality Commission (CQC) as part of their inspection programmes.

3. Recommendation/summary

The People Committee is asked to consider approval to recommendations within this report. In addition to the measures ongoing regarding inclusive recruitment and the Give Respect Get Respect work, a set of recommendations have been outlined in each Workforce Race and Disability Equality Standard section in this report. Each set of recommendations have been aligned to the NHS England EDI Improvement Plan.

Christopher Rowlands
Equality, Diversity & Inclusion Lead

Lynne Shaw
Executive Director of Workforce & OD

Emma Silver Price
Equality, Diversity & Inclusion Officer

12 July 2023

Workforce Race Equality Standard (WRES)

The figures contained in the table below are a snapshot as of 31st March 2023, as well as findings from the most recent NHS Staff Survey which took place in Autumn 2022. It should be noted that these figures do not include NTW Solutions or Bank Staff. Later this year, we will be required to submit a WRES return for Bank and Medical Staff. Please see the appendices for all WRES data tables. At the audit date there were 7871 members of staff in the Trust. Of the 7871 there were 713 (558 in 2022) BME staff employed by the Trust. These staff made up 9.06% (7.5% in 2022) of our overall workforce. Latest data on Ethnicity from the 2021 Office for National Statistics Census shows the BME population across North East England is 6%.

WRES 2023 recommendations in line with the NHS England Equality, Diversity and Inclusion Improvement Plan

- Continue Trust-wide rollout of Respectful Resolution Framework.
- Implement ongoing support package for Cultural Ambassadors in partnership with Capsticks to continue overall improvement for staff entering formal disciplinary processes.
- Trust Board to review relevant data, identify EDI areas of concern, and prioritise EDI actions in annual appraisals.
- Develop a Race Pay Gap Report to identify actions and eliminate race pay gaps.
- Develop centralised Cultural Competency and Awareness training package to create inclusive team cultures and ensure psychological safety.
- Launch awareness/allyship initiatives.

Metric	CNTW Figures for Latest Reporting Period			CNTW Figures for Previous Reporting Period			2023 Trend
	White	BME	Comments	White	BME	Comments	
Non-clinical Staff	1548	52	BME 9.06% of total workforce	1428	34	BME 7.5% of total workforce	BME workforce has grown
Clinical Staff	5387	509		5133	367		
Medical Staff	152	153		176	157		
Non-Clinical Band 5 or below	1243	43	3.2% BME non-Clinical staff	1148	30	2.3% BME non-Clinical staff	82.5% BME vs 77% white staff in Band 5 or below
Clinical Band 5 or below	2566	374	8.6% BME Clinical staff	2480	252	6.6% BME Clinical staff	73.5% BME vs 47.6% white staff in Band 5 or below
Medical Consultant Grade	116	88	50.2% BME Medical staff	110	87	45.5% BME Medical staff	43.1% BME vs 56.8% white Consultant Grade staff
Staff appointed from shortlisting	1405 (4128 shortlisted)	215 (1339 shortlisted)	White applicants 2.12 times more likely to be appointed	648 (5828 shortlisted)	139 (3115 shortlisted)	White applicants 2.5 times more likely to be appointed	Improvement over last 3 reporting periods
Staff entering formal	76	12	BME staff 1.57 times more	36	8	BME staff 2.69 times more	Improvement over the last

disciplinary process			likely to be in formal process			likely to be in formal process	2 reporting periods
Staff accessing non-mandatory training & CPD	Not recorded by Group Workforce Teams and therefore unable to be reported on.			Due to staff not accessing non-mandatory training during the pandemic, was not possible to calculate the figure. The 2020 return showed that BME staff were 1.5 times more likely than White staff to access non-mandatory training.			N/A
% Staff experiencing bullying, harassment or abuse from patients, relatives or public	26.6%	36.2%		29.4%	44.6%		Experience of both BME and white staff has improved between 2021 to 2022
% Staff experiencing bullying, harassment or abuse from staff	13.6%	24.1%		15.5%	25%		Marginal improvements in the experience of white staff, however the figure for BME staff remains similar after decreasing slightly in 2020.
% Staff believing organisation provides equal opportunities for career progression	68.2%	50.2%		67.3%	54.3%		There has been an improvement for white staff but a fairly significant decrease for BME staff, the disparity between them has increased
% Staff experiencing discrimination from manager, team lead or colleague	4.8%	17.3%		5.1%	14.4%		There has been an improvement for white staff but a fairly significant increase for BME staff, the disparity between them has increased

% Trust's Board membership compared to overall workforce	92.3%	7.7% (overall workforce is 9.06% BME)	BME Board Members averaged 9.1% across North East and Yorkshire. (2022 National WRES)	92.9%	7.1% (overall workforce is 7.5% BME)	BME Board Members averaged 8.2% across North East and Yorkshire. (2021 National WRES)	The Trust Board is less representative of the overall BME workforce and this gap may continue to increase as the workforce becomes more diverse
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Key WRES learnings for focus:

- BME staff make up 3.2% of the overall non-clinical workforce, yet 82.5% of BME staff are in band 5 or below. This is compared to 77% of white staff in band 5 or below.
- BME staff make up 8.6% of the overall clinical workforce, yet 73.5% of BME staff are in band 5 or below. This is compared to 47.6% of white staff in band 5 or below.
- Despite BME staff making up over half (50.2%) of the overall medical workforce, only 43.1% are at Consultant grade. This compares to 56.8% of white medical staff being at Consultant grade.
- The percentage of BME staff experiencing bullying, harassment or abuse from other staff remains high and has only decreased by 0.9%. The experience for white staff has improved.
- The percentage of BME staff believing the organisation provides equal opportunities for career progression has decreased by 4.1%. The result for white staff has improved and therefore the disparity between them has increased. The 2022 Staff Survey shows an 18% gap between BME and white staff believing the organisation provides equal opportunities for career progression (this gap was 13% in 2021).
- BME staff experiencing discrimination from a manager, team lead or colleague has increased by 2.9%. The result for white staff decreased and therefore the disparity between them has increased. The 2022 Staff Survey shows a 12.5% gap between BME and white staff experiencing discrimination from a manager, team lead or colleague (this gap was 9.3% in 2021).

Workforce Disability Equality Standard (WDES)

The figures contained in the table below are a snapshot as of 31st March 2023, as well as findings from the most recent NHS Staff Survey which took place in Autumn 2022. These figures do not include NTW Solutions Staff. It should be noted that the overall ESR figure of Disabled Staff employed by the Trust is 8.2%, this is considerably lower than the figure identified through the most recent NHS Staff Survey, where 33.5% of our workforce state that they live with a long term condition. The most recent figures for the disabled population of the North East (2021 Census) states that 21.2% of the population meets the criteria for disability as defined by the Equality Act. Disclosure of disability has increased by 116 from 2022, with the increase in 2021 being 146. We still have 11.3% (14.6% in 2021) of staff for whom we have no data on their disability status. Please see the appendices for all WDES data tables.

WDES 2023 recommendations in line with the NHS England Equality, Diversity and Inclusion Improvement Plan

- Develop Managers' Toolkit for staff with disabilities and reasonable adjustments (WDES Innovation Fund).

- Specialist training for HR Staff (WDES Innovation Fund).
- Trust Board to review relevant data, identify EDI areas of concern, and prioritise EDI actions in annual appraisals.
- Review flexible working policy.
- Develop and implement an improvement plan to address health inequalities within the workforce.
- Work with Capsticks to improve availability of data for capability measures.

Metric	CNTW Figures for Latest Reporting Period			CNTW Figures for Previous Reporting Period			Trend
	Disabled	Non-Disabled	Comments	Disabled	Non-Disabled	Comments	
Overall workforce	648	6334	Disabled Staff 8.2% of total workforce	532	6347	Disabled Staff 6.6% of total workforce	Disabled workforce has grown (increased reporting)
Non-Clinical Band 5 or below	85.6%	80.1%	9% Disabled non-Clinical staff	89.7%	77.6%	7% Disabled non-Clinical staff	For clinical & non-clinical, there are more Disabled staff at Band 5 or below than non-disabled staff
Clinical Band 5 or below	50.9%	48.1%	8.1% Disabled Clinical staff	47.8%	42.9%	6.6% Disabled Clinical staff	
Medical consultant grade	58.8%	61.8%	6.2% Disabled Medical staff	61.5%	65.7%	5.5% Disabled Medical staff	There are more non-disabled staff at Consultant Grade
Staff Appointed from Shortlisting	58 (647 shortlisted)	680 (14022 shortlisted)	Disabled staff are more likely to be appointed from shortlisting (0.54)	65 (895 shortlisted)	711 (10756 shortlisted)	Disabled staff are more likely to be appointed from shortlisting (0.91)	Improvement over the last 2 reporting periods
Staff entering formal capability process	No figures available for 2023			The calculation is based on a two-year rolling average. The relative likelihood has been calculated as 1.70, down from 3.72 in 2021. This means that disabled members of staff are 1.70 times more likely to enter a formal capability process compared to non-disabled members of staff.			
% Staff experiencing bullying, harassment or abuse from patients, relatives or public	30.5%	25.7%		34%	28.8%		Improvement over the last 2 reporting periods

% Staff experiencing bullying, harassment or abuse from manager	8.1%	4%		11.6%	4.9%		Improvement over the last 2 reporting periods
% Staff experiencing bullying, harassment or abuse from colleagues	15.8%	9.5%		15.2%	11.1%		Slight increase for Disabled staff, despite improvement for non-disabled staff
% Staff or colleagues reporting bullying, harassment or abuse at work	71.8%	70.1%		66.1%	67.7%		Improvement over the last 2 reporting periods
% Staff believing organisation provides equal opportunities for career progression	63.7%	61.6%		68.8%	68.9%		Significant decrease for both Disabled and non-disabled staff
% Staff who felt pressure from manager to work, despite not feeling well enough	18.1%	11%		18%	13.5%		Slight increase for Disabled staff, despite improvement for non-disabled staff
% Staff satisfied with extent that Organisation values their work	44.6%	54.1%		45.5%	51.1%		Slight decrease for Disabled staff, despite improvement for non-disabled staff
% Staff with long-lasting health condition or illness saying employer has made adequate adjustment(s) to carry	81.9%	N/A		81.3%	N/A		Improvement over the last 2 reporting periods

out their work							
% Trust's Board Membership Compared to Overall Workforce	7.1%	N/A	Compares with 8.2% overall Disabled workforce	7.1%	N/A	Compares with 6.6% overall Disabled workforce	The Trust Board is less representative of the overall Disabled workforce and this gap may increase or decrease depending on disclosure rates

Key WDES learnings for focus:

- Disabled staff make up 9% of the overall non-clinical workforce, yet 85.6% of Disabled non-clinical staff are in band 5 or below. This is compared to 80.1% non-disabled staff being in band 5 or below.
- Disabled staff make up 8.1% of the overall clinical workforce, yet 50.9% of Disabled clinical staff are at band 5 or below. This is compared to 48.1% non-disabled staff being in band 5 or below.
- The above two datasets show that across the clinical and non-clinical workforce, there are more Disabled staff in band 5 or below than non-disabled staff.
- Disabled staff make up 6.2% of the overall medical workforce and 58.8% are at Consultant Grade. This compares to 61.8% of non-disabled staff and therefore there are more non-disabled staff at Consultant Grade than Disabled staff.
- There has been a slight increase of Disabled staff experiencing bullying, harassment or abuse from colleagues, however there was a decrease for non-disabled staff. The 2022 Staff Survey shows a 6.3% gap in the experiences of Disabled and non-disabled staff (4.1% in 2021), therefore the disparity between them has increased.
- There has been a decrease for both Disabled and non-disabled staff believing the organisation provides equal opportunities for career progression, with a decrease of 5.1% and 7.3% respectively. The 2022 Staff Survey shows a gap between Disabled and non-disabled staff of 2.1% (0.1% in 2021).



APPENDICES
WRES & WDES DATA 2023



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

	WHITE	BME	ETHNICITY UNKNOWN/NULL
1a) Non Clinical workforce	Verified figures	Verified figures	Verified figures
Under Band 1	11	1	0
Band 1	1	0	0
Band 2	231	5	2
Band 3	482	21	6
Band 4	332	9	2
Band 5	186	7	1
Band 6	136	4	3
Band 7	75	4	1
Band 8A	52	0	0
Band 8B	34	1	0
Band 8C	2	0	0
Band 8D	1	0	0
Band 9	1	0	0
VSM	4	0	0

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

	WHITE	BME	ETHNICITY UNKNOWN/NULL
Clinical workforce	Verified figures	Verified figures	Verified figures
Under Band 1	0	0	0
Band 1	1	0	0
Band 2	10	1	0
Band 3	1596	243	10
Band 4	369	24	3
Band 5	590	106	7
Band 6	1449	71	23
Band 7	895	39	7
Band 8A	269	14	4
Band 8B	110	7	1
Band 8C	77	3	1
Band 8D	19	1	0
Band 9	1	0	0
VSM	1	0	0
Consultants	116	88	0
<i>of which Senior medical manager</i>	0	1	0
Non-consultant career grade	27	52	0
Trainee grades	9	12	0
Other	0	0	0

Relative likelihood of staff being appointed from shortlisting across all posts

	WHITE	BME	ETHNICITY UNKNOWN/NULL
	Verified figures	Verified figures	Verified figures
Number of shortlisted applicants	4128	1339	0
Number appointed from shortlisting	1405	215	0
Relative likelihood of appointment from shortlisting	34.04%	16.06%	0%
Relative likelihood of White staff being appointed from shortlisting compared to BME staff	2.12		

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

	WHITE	BME	ETHNICITY UNKNOWN/NULL
Number of staff in workforce	7087	713	71
Number of staff entering the formal disciplinary process	76	12	0
Likelihood of staff entering the formal disciplinary process	1.07%	1.68%	0.00%
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff		1.57	

Relative likelihood of staff accessing non-mandatory training and CPD

	WHITE	BME	ETHNICITY UNKNOWN/NULL
Number of staff in workforce	7087	713	71
Number of staff accessing non-mandatory training and CPD:	No figures provided for 2023.		
Likelihood of staff accessing non-mandatory training and CPD			
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff			

Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months

	WHITE	ALL OTHER ETHNIC GROUPS
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months	26.6%	36.2%
Total Responses	3269	229

Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months

	WHITE	ALL OTHER ETHNIC GROUPS
Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months	13.6%	24.1%
Total Responses	3262	228

Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion

	WHITE	ALL OTHER ETHNIC GROUPS
Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion	68.2%	50.2%
Total Responses	3239	225

Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months

	WHITE	ALL OTHER ETHNIC GROUPS
Percentage of staff experiencing discrimination at work from manager / team leader or other colleagues in last 12 months	4.8%	17.3%
Total Responses	3260	225

Percentage difference between the organisations' Board voting membership and its overall workforce

	White	BME	Unknown
Total Board Members	13	1	0
Voting Board Members	13	1	0
Exec	5	1	0
NED	8	0	0

Trust Board BME 7.7%
Trust Workforce BME 9.06%

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	% Disabled	Non-disabled	% Non-disabled	Unknown/Null	% Unknown/Null	Total
1a) Non Clinical Staff							
Under Band 1	2	16.7%	9	75%	1	8.3%	12
Bands 1	0	0%	1	100%	0	0%	1
Bands 2	23	9.7%	198	83.2%	17	7.1%	238
Bands 3	44	8.6%	414	81.3%	51	10%	509
Bands 4	36	10.5%	288	84%	19	5.5%	343
Bands 5	20	10.3%	157	80.9%	17	8.8%	194
Bands 6	8	5.6%	118	82.5%	17	11.9%	143
Bands 7	3	3.8%	71	88.8%	6	7.5%	80
Bands 8a	6	11.5%	42	80.8%	4	7.7%	52
Bands 8b	0	0%	30	85.7%	5	14.3%	35
Bands 8c	0	0%	2	100%	0	0%	2
Bands 8d	0	0%	1	100%	0	0%	1
Bands 9	0	0%	1	100%	0	0%	1
VSM	4	100%	0	0%	0	0%	4
Other (e.g. Bank or Agency) Please specify in notes.							
Cluster 1: AfC Bands <1 to 4	105	9.5%	910	82.5%	88	8%	1103
Cluster 2: AfC bands 5 to 7	31	7.4%	346	83%	40	9.6%	417
Cluster 3: AfC bands 8a and 8b	6	6.9%	72	82.8%	9	10.3%	87
Cluster 4: AfC bands 8c to VSM	4	50%	4	50%	0	0%	8
Total Non-Clinical	146		1332		137		1615

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	% Disabled	Non-disabled	% Non-disabled	Unknown/Null	% Unknown/Null	Total
1b) Clinical Staff							
Under Band 1	0	0%	0	0%	0	0%	0
Bands 1	1	100%	0	0%	0	0%	1
Bands 2	6	54.55%	5	45.45%	0	0%	11
Bands 3	136	7.36%	1435	77.61%	278	15.04%	1849
Bands 4	40	10.10%	326	82.32%	30	7.58%	396
Bands 5	63	8.96%	536	76.24%	104	14.79%	703
Bands 6	143	9.27%	1239	80.30%	161	10.43%	1543
Bands 7	69	7.33%	792	84.17%	80	8.50%	941
Bands 8a	20	6.97%	248	86.41%	19	6.62%	287
Bands 8b	1	0.85%	113	95.97%	4	3.39%	118
Bands 8c	1	1.23%	69	85.19%	11	13.58%	81
Bands 8d	3	15%	17	85%	0	0%	20
Bands 9	0	0%	1	100%	0	0%	1
VSM	0	0%	1	100%	0	0%	1
Other (e.g. Bank or Agency) Please specify in notes.	0		0		0		0
Cluster 1: AfC Bands <1 to 4	183	8.1%	1766	78.2%	308	13.6%	2257
Cluster 2: AfC bands 5 to 7	275	8.6%	2567	80.5%	345	10.8%	3187
Cluster 3: AfC bands 8a and 8b	21	5.2%	361	89.1%	23	5.7%	405
Cluster 4: AfC bands 8c to VSM	4	3.9%	88	85.4%	11	10.7%	103
Total Clinical	483	8.1%	4782	80.3%	687	11.5%	5952
Medical & Dental Staff, Consultants	11	5.42%	143	70.44%	49	24.14%	203
Medical & Dental Staff, Non-Consultants career grade	7	8.86%	58	73.42%	14	17.72%	79
Medical & Dental Staff, trainee grades	1	4.35%	19	82.61%	3	13.04%	23
Total Medical and Dental	19	6.23%	220	72.13%	66	21.64%	305
Number of staff in workforce	502		5002		753		6257

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

	Disabled	Non-disabled
Number of shortlisted applicants	647	14022
Number appointed from shortlisting	58	680
Likelihood of shortlisting/appointed	0.089	0.048
Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	0.54	

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

	Disabled	Non-disabled
Total Number of Staff	No figures provided for 2023.	
Average number of staff entering the formal capability process over the last 2 years. (i.e. Total divided by 2.)		
Likelihood of staff entering the formal capability process		
Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff		

Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months

	Disabled	Non-disabled
Percentage of staff experiencing harassment, bullying or abuse from patients / service users, relatives or the public in last 12 months	30.5%	25.7%
Total Number of Responses	1172	2335

Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months

	Disabled	Non-disabled
Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months	8.1%	4.0%
Total Number of Responses	1171	2318

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months

	Disabled	Non-disabled
Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months	15.8%	9.5%
Total Number of Responses	1166	2311

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it

	Disabled	Non-disabled
Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	71.8%	70.1%
Total Number of Responses	408	663

Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion

	Disabled	Non-disabled
Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	63.7%	68.8%
Total Number of Responses	1159	2314

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

	Disabled	Non-disabled
Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	18.1%	11%
Total Number of Responses	746	964

Percentage of staff satisfied with the extent to which their organisation values their work

	Disabled	Non-disabled
Percentage of staff satisfied with the extent to which their organisation values their work	44.6%	54.1%
Total Number of Responses	1179	2329

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

	Disabled
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	81.9%
Total Number of Responses	701

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

	Disabled	Non-disabled
Staff engagement score (0-10)	7.0	7.3
Total Number of Responses	1179	2338