A close-up of a logo

Description automatically generated

|  |  |
| --- | --- |
| **Name of meeting** | **People Committee** |
| **Date of Meeting** | **Wednesday 31 July 2024** |
| **Title of report** | **Workforce Race & Disability Equality Standard Annual Report 2024** |
| **Executive Lead** | **Lynne Shaw, Executive Director of Workforce & OD** |
| **Report author** | **Chris Rowlands EDI Lead Emma Silver Price EDI Officer** |

|  |  |
| --- | --- |
| **Purpose of the report** | |
| **To note** |  |
| **For assurance** |  |
| **For discussion** |  |
| **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** | ✓ |
| **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 | ✓ |
| Mental Health Legislation |  |  | Business Delivery Group | ✓ |
| Remuneration Committee |  |  | Trust Safety Group |  |
| Resource and Business Assurance |  |  | Locality Operational Management Group |  |
| Charitable Funds Committee |  |  |  |  |
| People |  |  |  |  |
| 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 | ✓ | Reputational | ✓ |
| Workforce | ✓ | Environmental |  |
| Financial/value for money |  | Estates and facilities |  |
| Commercial |  | Compliance/Regulatory | ✓ |
| Quality, safety and experience | ✓ | Service user, carer and stakeholder involvement |  |

|  |
| --- |
| **Board Assurance Framework/Corporate Risk Register risks this paper relates to** |
| NA |

A close-up of a logo

Description automatically generated**People Committee**

**Wednesday 31 July 2024**

**Workforce Race & Disability Equality Standard Annual Report 2024**

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 actions will align to the NHS England Equality, Diversity and Inclusion (EDI) Improvement plan, as well as the overall Trust Strategy and EDS 2022 findings.

1. **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.

1. **Recommendation/summary**

The Committee is asked to discuss the content of this paper and approve the recommended actions. Discussions on the findings are also taking place within our Cultural Diversity and Disabled Staff Networks to help inform and shape proposed actions. To meet NHS England requirements action plans for the WRES and WDES need to be finalised and published by 31 October 2024.

**Christopher Rowlands** **Lynne Shaw**

Equality, Diversity & Inclusion Lead Executive Director of Workforce & OD

**Emma Silver Price**

Equality, Diversity & Inclusion Officer

July 2024

**Workforce Race Equality Standard (WRES)**

The figures contained in the table below are a snapshot as of 31st March 2024, as well as findings from the most recent NHS Staff Survey which took place in Autumn 2023. It should be noted that these figures do not include NTW Solutions or Bank Staff. Please see the appendices for all WRES data tables. At the audit date there were 8161 members of staff in the Trust. Of the 8161 there were 897 (713 in 2023) BME staff employed by the Trust. These staff made up 11% (9.06% in 2023) 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 2024 Actions:**

* Continue work to address progression opportunities for staff as part of agreed Trust Equality Objectives.
* Relaunch Give Respect Get Respect in conjunction with a research study into the experience of bullying in collaboration with the National Institute for Health and Care Research and with the Trust Research Innovation and Clinical Effectiveness team. The study will be informed by evidence-based research and will propose interventions that will be designed to reduce incidences and disparity between experiences in relevant WRES Metrics.
* Introduce a summer campaign for ‘My Equality and Diversity’ reporting within the Electronic Staff Record (ESR). The aim of the campaign will be to encourage staff to update their ethnicity within ESR, which will also contribute towards data collection for race pay gap reporting.
* Establish an EDI dashboard and run quarterly checks on data to pinpoint any areas of concern.
* Relaunch the Cultural Ambassador programme and consider Cultural Ambassador involvement within recruitment processes.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Metric** | **CNTW Figures for Latest Reporting Period** | | | **CNTW Figures for Previous Reporting Period** | | | **2024 Trend**  **(2023 in brackets)** |
| **White** | **BME** | **Comments** | **White** | **BME** | **Comments** |
| **Non-clinical Staff** | 1495 | 47 | BME 11% of total workforce | 1548 | 52 | BME 9.06% of total workforce | BME workforce has grown |
| **Clinical Staff** | 5536 | 685 | 5387 | 509 |
| **Medical Staff** | 166 | 165 | 152 | 153 |
| **Non-Clinical Band 5 or below** | 1160 | 39 | 3% of non-Clinical staff are BME | 1243 | 43 | 3.2% of non-Clinical staff are BME | 82.9% BME (82.5%) vs 77.6% (77%) white staff in Band 5 or below Marginal change based on previous |
| **Clinical Band 5 or below** | 2572 | 543 | 10.9% of Clinical staff are BME | 2566 | 374 | 8.6% of Clinical staff are BME | 79.3% BME (73.5%) vs 46.5% white staff (47.6%) in Band 5 or below. Significant growth during reporting period. Planning and monitoring for progression will be key. |
| **Medical Consultant Grade** | 121 | 91 | 49.2% of Medical staff are BME | 116 | 88 | 50.2% of Medical staff are BME | 55.1% BME (43.1%) vs 72.8% white (56.8%) Consultant Grade staff |
| **Staff appointed from shortlisting** | 759 (3517 shortlisted) | 276 (1918 shortlisted) | White applicants 1.48 times more likely to be appointed | 1405 (4128 shortlisted) | 215 (1339 shortlisted) | White applicants 2.12 times more likely to be appointed | Improvement over the last 4 reporting periods |
| **Staff entering formal disciplinary process** | 54 | 12 | BME staff 1.76 time more likely to be in formal process | 76 | 12 | BME staff 1.57 times more likely to be in formal process | Slight deterioration |
| **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** | 24.7% | 36.55% | 11.85% point disparity gap | 26.6% | 36.2% | 9.6% point disparity gap | Experience of white staff has improved between 2022 to 2023, with marginal deterioration for BME staff. The disparity gap has increased |
| **% Staff experiencing bullying, harassment or abuse from staff** | 15.02% | 21.28% | 6.26% point disparity gap | 13.6% | 24.1% | 10.5% point disparity gap | The experience of white staff has deteriorated and returned to 2020-21 levels. The experience of BME staff has improved by 2.82% points and the disparity gap has decreased |
| **% Staff believing organisation provides equal opportunities for career progression** | 64.27% | 53.45% | 10.82% point disparity gap | 68.2% | 50.2% | 18% point disparity gap | There has been an improvement for BME staff but a decrease for white staff. Despite this, there is still a disparity between white and BME staff, although there has been a significant improvement this year |
| **% Staff experiencing discrimination from manager, team lead or colleague** | 5.53% | 15.57% | 10.04% point disparity gap | 4.8% | 17.3% | 12.5% point disparity gap | There has been an improvement for BME staff but a deterioration for white staff. Despite this, there remains a large disparity between white and BME staff however the disparity gap has improved over the last reporting period |
| **% Trust’s Board membership compared to overall workforce** | 85.71% | 14.29% (overall workforce is 11% BME) | BME Board Members averaged 10.6% across North East and Yorkshire. (2023 National WRES) | 92.3% | 7.7%  (overall workforce was 9.06% BME) | BME Board Members averaged 9.3% across North East and Yorkshire. (2022 National WRES) | The Trust Board is more representative than the overall BME workforce |

**Key WRES learnings for focus:**

* BME staff make up 3% of the overall non-clinical workforce, yet 82.9% of BME staff are in band 5 or below. This is compared to 77.6% of white staff in band 5 or below.
* BME staff make up 10.9% of the overall clinical workforce, yet 79.3% of BME staff are in band 5 or below. This is compared to 46.5% of white staff in band 5 or below.
* Despite BME staff making up nearly half (49.2%) of the overall medical workforce, only 55.1% are at Consultant grade. This compares to 72.8% of white medical staff being at Consultant grade. White medical staff at Consultant grade increased by 16% points, and BME medical staff at Consultant grade increased by 12% points. There is a 17.7% point disparity between BME and white medical staff at Consultant grade (13.7% point disparity last year).
* The percentage of staff experiencing bullying, harassment or abuse from patients, relatives, or the public has marginally increased for BME staff, and marginally decreased for white staff. Despite marginal differences, the disparity gap between the experience of BME and white staff has widened to 11.85% points, the disparity last year was 9.6% points.
* The percentage of BME staff believing the organisation provides equal opportunities for career progression has increased by 3.25% points, however the result for white staff has deteriorated by 3.93% points. There is a 10.82% point disparity between BME and white staff according to the NHS Staff Survey 2023 (this gap was 18% in 2022).

**Workforce Disability Equality Standard (WDES)**

The figures contained in the table below are a snapshot as of 31st March 2024, as well as findings from the most recent NHS Staff Survey which took place in Autumn 2023. These figures do not include NTW Solutions Staff or Bank staff. It should be noted that the overall ESR figure of Disabled Staff employed by the Trust is 8.9%, this is considerably lower than the figure identified through the most recent NHS Staff Survey, where 36.7% of our workforce stated 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 75 from 2023, with the increase in 2022 being 116. We still have 10.2% (11.3% in 2022) of staff for whom we have no data on their disability status. Please see the appendices for all WDES data tables.

**WDES 2024 Actions:**

* Continue work to address progression opportunities for staff as part of agreed Trust Equality Objectives.
* Relaunch Give Respect Get Respect in conjunction with a research study into the experience of bullying in collaboration with the National Institute for Health and Care Research and with the Trust Research Innovation and Clinical Effectiveness team. The study will be informed by evidence-based research and will propose interventions that will be designed to reduce incidences and disparity between experiences in relevant WDES Metrics.
* Introduce a summer campaign for ‘My Equality and Diversity’ reporting within the Electronic Staff Record (ESR). The aim of the campaign will be to encourage staff to update their disability status within ESR, which will also contribute towards data collection for disability pay gap reporting.
* Establish an EDI dashboard and run quarterly checks on data to pinpoint any areas of concern.
* Measure the impact of the Reasonable Adjustments Toolkits for Managers and Staff.
* Work towards becoming a level 3 (highest level) Disability Confident Employer. Work to take place in conjunction with Disabled Staff Network and to be completed before the next Disability Confident validation in 2026.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Metric** | **CNTW Figures for Latest Reporting Period** | | | **CNTW Figures for Previous Reporting Period** | | | **2024 Trend** |
| **Disabled** | **Non-Disabled** | **Comments** | **Disabled** | **Non-Disabled** | **Comments** |
| **Overall workforce** | 723 | 6601 | Disabled staff 8.9% of total workforce | 648 | 6334 | Disabled staff 8.2% of total workforce | Disabled workforce has increased |
| **Non-Clinical Band 5 or below** | 134 (85.9%) | 979 (77.1%) | 10% of non-Clinical staff are disabled | 85.6% | 80.1% | 9% of non-Clinical staff are disabled | There are more non-clinical disabled staff at Band 5 or below than non-disabled staff |
| **Clinical Band 5 or below** | 267 (49%) | 2495 (49%) | 8.7% of Clinical staff are disabled | 50.9% | 48.1% | 8.1% of Clinical staff are disabled | The ratio of disabled and non-disabled clinical staff is the same |
| **Medical consultant grade** | 12 (54.5%) | 154 (61.8%) | 3% of Medical staff are Disabled | 58.8% | 61.8% | 6.2% of Medical staff are Disabled | There are more non-disabled staff at Consultant Grade |
| **Staff Appointed from Shortlisting** | 84 (600 shortlisted) | 933 (4766 shortlisted) | Non-disabled staff are more likely to be appointed from shortlisting (1.398) | 58 (647 shortlisted) | 680 (14022 shortlisted) | Disabled staff are more likely to be appointed from shortlisting (0.54) | Non-disabled candidates are more likely to be appointed, compared to last year where disabled candidates were more likely to be appointed |
| **Staff entering formal capability process** | No figures available for 2024. | | | No figures available for 2023. | | |  |
| **% Staff experiencing bullying, harassment or abuse from patients, relatives or public** | 28.26% | 24.39% | 3.87% point disparity gap | 30.5% | 25.7% | 4.8% point disparity gap | Improvement for disabled staff over the last 3 reporting periods. The disparity gap has also decreased |
| **% Staff experiencing bullying, harassment or abuse from manager** | 8.19% | 4.49% | 3.7% point disparity gap | 8.1% | 4% | 4.1% point disparity gap | The figures remain similar to the last reporting period, with a slight decrease in the disparity gap |
| **% Staff experiencing bullying, harassment or abuse from colleagues** | 16.77% | 10.42% | 6.35% point disparity gap | 15.8% | 9.5% | 6.3% point disparity gap | Slight increase for both disabled staff and non-disabled staff |
| **% Staff or colleagues reporting bullying, harassment or abuse at work** | 65.26% | 71.96% | 6.7% point disparity gap in favour of disabled staff | 71.8% | 70.1% | 1.7% point disparity gap | Fairly significant decrease for disabled staff and disparity gap in favour of disabled staff |
| **% Staff believing organisation provides equal opportunities for career progression** | 59.98% | 65.03% | 5.05% point disparity gap | 63.7% | 61.6% | 2.1% point disparity gap | Fairly significant decrease for disabled staff, with slight improvement for non-disabled staff. The disparity gap has widened |
| **% Staff who felt pressure from manager to work, despite not feeling well enough** | 17.27% | 10.23% | 7.04% point disparity gap | 18.1% | 11% | 7.1% point disparity gap | Improvement for both disabled and non-disabled staff. the disparity gap remains around 7% |
| **% Staff satisfied with extent that Organisation values their work** | 44.08% | 51.76% | 7.68% point disparity gap | 44.6% | 54.1% | 9.5% point disparity gap | Slight decrease for both disabled and non-disabled staff, however the disparity gap has improved |
| **% Staff with long-lasting health condition or illness saying employer has made adequate adjustment(s) to carry out their work** | 81.04% | N/A |  | 81.9% | N/A |  | Slight decrease following an improvement in 20-21 and 21-22 reporting periods. The figure has remained around 81% for the past three years |
| **% Trust’s Board Membership Compared to Overall Workforce** | 7.1% | 92.9% | Compares with 8.9% overall Disabled workforce | 7.1% | 92.9% | Compares with 8.2% overall Disabled workforce |  |

**Key WDES learnings for focus:**

* The number of disabled applicants appointed from shortlisting has increased by 45% this year, with an increase of 37% for non-disabled applicants.
* Shortlisting of disabled applicants decreased by 3% this year and increased by 29% for non-disabled applicants.
* Disabled staff make up 10% of the overall non-clinical workforce, yet 85.9% of disabled non-clinical staff are in band 5 or below. This is compared to 77.1% non-disabled staff being in band 5 or below. The disparity between disabled and non-disabled staff at band 5 or below has increased from 5.5% points to 8.8% points compared to last year.
* Disabled staff make up 3% of the overall medical workforce and 54.5% 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. The disparity between disabled and non-disabled staff at Consultant grade has increased from 3% points to 7.3% points compared to last year.
* There has been a marginal increase in both disabled and non-disabled staff experiencing bullying, harassment or abuse from colleagues. The disparity between the experience of disabled and non-disabled staff remains around 6.3% points.
* According to the NHS Staff Survey 2023, there has been a significant decrease in the reporting of bullying, harassment or abuse at work for disabled staff. There is a 6.7% point disparity between disabled and non-disabled staff with non-disabled staff reporting higher levels of bullying, harassment or abuse at work.
* According to the NHS Staff Survey 2023, the number of disabled staff believing the organisation provides equal opportunities for career progression has decreased by 3.72% points, while increasing by 3.43% points for non-disabled staff. The disparity gap has widened.
* The NHS Staff Survey 2023 reported that there was a slight decrease for both disabled and non-disabled staff being satisfied with the extent the organisation values their work, however the disparity gap has improved.
* The percentage of disabled staff reporting in the NHS Staff Survey that the organisation has made adequate adjustments to carry out their work has remained around 81% for the last three reporting periods.

**WRES & WDES DATA 2024**

**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**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **BME** | **White** | **ETHNICITY UNKNOWN/NULL** | **Notes** |
| **1a) Non Clinical workforce** | **Verified figures** | **Verified figures** | **Verified figures** | **Verified figures** |
| Under Band 1 | 1 | 13 | 0 |  |
| Band 1 | 0 | 1 | 0 |  |
| Band 2 | 3 | 162 | 3 |  |
| Band 3 | 19 | 452 | 5 |  |
| Band 4 | 10 | 334 | 2 |  |
| Band 5 | 6 | 198 | 1 |  |
| Band 6 | 3 | 135 | 2 |  |
| Band 7 | 3 | 76 | 1 |  |
| Band 8A | 0 | 49 | 0 |  |
| Band 8B | 1 | 30 | 0 |  |
| Band 8C | 0 | 3 | 0 |  |
| Band 8D | 0 | 2 | 0 |  |
| Band 9 | 0 | 1 | 0 |  |
| VSM | 0 | 4 | 0 | Snr Mgr BME 1; White 35 |

**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**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **BME** | **WHITE** | **ETHNICITY UNKNOWN/NULL** | **Notes** |
| **Clinical workforce** | **Verified figures** | **Verified figures** | **Verified figures** | **Verified figures** |
| Under Band 1 | 2 | 21 | 0 |  |
| Band 1 | 0 | 1 | 0 |  |
| Band 2 | 5 | 23 | 0 |  |
| Band 3 | 342 | 1567 | 8 |  |
| Band 4 | 20 | 340 | 2 |  |
| Band 5 | 147 | 620 | 6 |  |
| Band 6 | 81 | 1530 | 21 |  |
| Band 7 | 40 | 897 | 7 |  |
| Band 8A | 11 | 290 | 3 |  |
| Band 8B | 6 | 105 | 1 |  |
| Band 8C | 2 | 83 | 1 |  |
| Band 8D | 2 | 18 | 0 |  |
| Band 9 | 0 | 1 | 0 |  |
| VSM | 0 | 1 | 0 | Snr Mgr BME 0; White 39 |
| Consultants | 91 | 121 | 0 |  |
| *of which Senior medical manager* | 1 | 0 | 0 | Medical Director |
| Non-consultant career grade | 65 | 37 | 3 |  |
| Trainee grades | 9 | 8 | 1 |  |
| Other | 0 | 0 | 0 |  |

**Relative likelihood of staff being appointed from shortlisting across all posts**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **BME** | **WHITE** | **ETHNICITY UNKNOWN/NULL** |
|
|  | **Verified figures** | **Verified figures** | **Verified figures** |
| Number of shortlisted applicants | 1918 | 3517 | 185 |
| Number appointed from shortlisting | 276 | 759 | 28 |
| Relative likelihood of appointment from shortlisting | 0.143900 | 0.215809 | 0.151351 |
| Relative likelihood of White staff being appointed from shortlisting compared to BME staff | 1.48 |  |  |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **BME** | **WHITE** | **ETHNICITY UNKNOWN/NULL** |
|
| Number of staff in workforce | 897 | 7197 | 67 |
| Number of staff entering the formal disciplinary process | 12 | 54 | 0 |
| Likelihood of staff entering the formal disciplinary process | 0.013393 | 0.007581 | 0 |
| Relative likelihood of BME staff entering the formal disciplinary process compared to White staff |  | 1.76 |  |

**Relative likelihood of staff accessing non-mandatory training and CPD**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **BME** | **WHITE** | **ETHNICITY UNKNOWN/NULL** |
|
| Number of staff in workforce | 897 | 7197 | 67 |
| Number of staff accessing non-mandatory training and CPD: | No Data Collected | | |
| 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 | 24.7% | 36.55% |
| Total Responses | 2976 | 290 |

**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 | 15.02% | 21.28% |
| Total Responses | 2970 | 282 |

**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 | 64.27% | 53.45% |
| Total Responses | 2947 | 290 |

**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 | 5.53% | 15.57% |
| Total Responses | 2949 | 289 |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **White** | **BME** | **Unknown** |
| Total Board Members | 14 | 2 | 0 |
| Voting Board Members | 14 | 2 | 0 |
| Exec | 6 | 1 | 0 |
| NED (incl. Chair) | 8 | 1 | 0 |

**Trust Board BME 14.29%**

**Trust Workforce BME 11%**

**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** | **Unknown/Null** | **Total** |
| **1a) Non Clinical Staff** |  |  |  |  |
| Under Band 1 | 2 | 10 | 2 | 14 |
| Bands 1 | 0 | 1 | 0 | 1 |
| Bands 2 | 22 | 136 | 10 | 168 |
| Bands 3 | 51 | 376 | 49 | 476 |
| Bands 4 | 37 | 293 | 16 | 346 |
| Bands 5 | 22 | 163 | 20 | 205 |
| Bands 6 | 11 | 116 | 13 | 140 |
| Bands 7 | 4 | 68 | 8 | 80 |
| Bands 8a | 5 | 42 | 5 | 49 |
| Bands 8b | 0 | 26 | 0 | 31 |
| Bands 8c | 0 | 3 | 0 | 3 |
| Bands 8d | 0 | 2 | 0 | 2 |
| Bands 9 | 0 | 1 | 0 | 1 |
| VSM | 0 | 4 | 0 | 4 |
| Other (e.g. Bank or Agency) Please specify in notes. | 2 | 28 | 6 | 36 |
| Cluster 1: AfC Bands <1 to 4 | 112 | 816 | 77 | 1005 |
| Cluster 2: AfC bands 5 to 7 | 37 | 347 | 41 | 425 |
| Cluster 3: AfC bands 8a and 8b | 5 | 68 | 7 | 80 |
| Cluster 4: AfC bands 8c to VSM | 0 | 10 | 0 | 10 |
| Total Non-Clinical | 156 | 1269 | 131 | 1556 |

**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** | **Unknown/Null** | **Total** |
| **1b) Clinical Staff** |  |  |  |  |
| Under Band 1 | 2 | 20 | 1 | 23 |
| Bands 1 | 1 | 0 | 0 | 1 |
| Bands 2 | 6 | 22 | 0 | 28 |
| Bands 3 | 143 | 1520 | 254 | 1917 |
| Bands 4 | 43 | 288 | 31 | 362 |
| Bands 5 | 72 | 645 | 83 | 800 |
| Bands 6 | 167 | 1296 | 169 | 1632 |
| Bands 7 | 79 | 794 | 71 | 944 |
| Bands 8a | 21 | 265 | 18 | 304 |
| Bands 8b | 5 | 104 | 3 | 112 |
| Bands 8c | 1 | 75 | 10 | 86 |
| Bands 8d | 4 | 16 | 0 | 20 |
| Bands 9 | 0 | 1 | 0 | 1 |
| VSM | 0 | 1 | 0 | 1 |
| Other (e.g. Bank or Agency) Please specify in notes. | 1 | 36 | 2 | 39 |
| Cluster 1: AfC Bands <1 to 4 | 195 | 1850 | 286 | 2331 |
| Cluster 2: AfC bands 5 to 7 | 318 | 2735 | 323 | 3376 |
| Cluster 3: AfC bands 8a and 8b | 26 | 369 | 21 | 416 |
| Cluster 4: AfC bands 8c to VSM | 5 | 93 | 10 | 108 |
| Total Clinical | 545 | 5083 | 642 | 6270 |
| Medical & Dental Staff, Consultants | 12 | 154 | 46 | 212 |
| Medical & Dental Staff, Non-Consultants career grade | 10 | 78 | 17 | 105 |
| Medical & Dental Staff, trainee grades | 0 | 17 | 1 | 18 |
| Total Medical and Dental | 22 | 249 | 64 | 335 |
| Number of staff in workforce | 723 | 6601 | 837 | 8161 |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Disabled** | **Non-disabled** | **Unknown** |
| Number of shortlisted applicants | 600 | 4766 | 146 |
| Number appointed from shortlisting | 84 | 933 | 32 |
| Likelihood of shortlisting/appointed | 0.140000 | 0.195762 | 0.2191878 |
| Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff | 1.39 |  |  |

**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 Data Collected | |
| 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 | 28.26% | 24.39% |
| Total Number of Responses | 1189 | 2050 |

**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 | 8.19% | 4.49% |
| Total Number of Responses | 1184 | 2028 |

**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 | 16.77% | 10.42% |
| Total Number of Responses | 1175 | 2015 |

**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 | 65.26% | 71.96% |
| Total Number of Responses | 426 | 567 |

**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 | 59.98% | 65.03% |
| Total Number of Responses | 1177 | 2033 |

**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 | 17.27% | 10.23% |
| Total Number of Responses | 805 | 880 |

**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 | 44.08% | 51.76% |
| Total Number of Responses | 1191 | 2046 |

**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 | 81.04% |
| Total Number of Responses | 733 |

**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) | 6.82 | 7.19 |
| Total Number of Responses | 1190 | 2053 |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Disabled** | **Non-Disabled** | **Unknown** |
| Total Board Members | 13 |  |  |
| Voting Board Members | 13 |  |  |
| Exec | 5 |  |  |
| NED (incl. Chair) | 8 |  |  |

**Trust Board with long lasting health condition or illness %**

**Trust Workforce Disabled 8.9%**