

		31st MARCH 2019																
METRIC	INDICATOR	DATA ITEM	MEASURE	DISABLED				NON-DISABLED				DISABILITY UNKNOWN OR NULL				OVERALL STAFF		Notes
				Total Disabled		% Disabled / ratio		Total Not Disabled		% Not Disabled / ratio		Total Unknown or Null		% Unknown or Null / ratio		Total		
				Pre- Populated	Verified data	Pre- Populated	Verified data	Pre- Populated	Verified data	Pre- Populated	Verified data	Pre- Populated	Verified data	Pre- Populated	Verified data	Pre- Populated	Verified data	
1	Percentage of staff in AIC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2019	1a) Non Clinical Staff																
		1 Bands 1	Headcount	36	27	2%	2%	1073	909	64%	68%	580	408	34%	30%	1689	1344	
		2 Bands 2	Headcount	39	36	4%	4%	743	610	72%	71%	297	220	25%	25%	1039	865	
		3 Bands 3	Headcount	32	29	4%	4%	564	519	67%	67%	292	221	30%	29%	848	772	
		4 Bands 4	Headcount	12	13	2%	2%	343	338	51%	51%	318	314	47%	47%	673	663	
		5 Bands 5	Headcount	14	13	4%	3%	231	228	62%	61%	130	131	35%	35%	375	372	
		6 Bands 6	Headcount	7	6	4%	4%	117	107	69%	67%	45	46	27%	29%	169	167	
		7 Bands 7	Headcount	7	7	3%	3%	137	123	66%	63%	64	65	31%	33%	208	195	
		8 Bands 8a	Headcount	2	2	2%	2%	83	79	87%	86%	38	37	31%	32%	123	115	
		9 Bands 8b	Headcount	2	3	4%	0%	29	27	52%	49%	24	26	44%	45%	55	55	
		10 Bands 8c	Headcount	0	0	0%	0%	29	28	69%	72%	13	11	31%	28%	42	39	
		11 Bands 8d	Headcount	0	0	0%	0%	20	21	71%	75%	8	7	29%	29%	28	28	
		12 Bands 9	Headcount	0	0	0%	0%	2	3	33%	43%	4	4	67%	57%	6	7	
		13 VSM	Headcount	0	0	0%	0%	3	15	60%	100%	2	0	40%	0%	5	15	
		14 Other	Headcount	1	3	6%	23%	14	8	88%	62%	1	2	6%	15%	16	13	
		15 Cluster 1 (Bands 1 - 4)	Total	119	104	3%	3%	2723	2374	64%	65%	1407	1166	33%	32%	4249	3644	
		16 Cluster 2 (Band 5 - 7)	Total	68	26	4%	4%	495	456	84%	83%	209	242	32%	32%	705	704	
		17 Cluster 3 (Bands 8a - 8b)	Total	4	5	2%	3%	112	103	63%	61%	62	62	35%	36%	178	170	
18 Cluster 4 (Bands 8c - 9 & VSM)	Total	0	0	0%	0%	54	67	67%	75%	27	22	33%	25%	81	89			
1	Percentage of staff in AIC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2019	1b) Clinical Staff																
		19 Bands 1	Headcount	21	23	6%	4%	329	443	93%	69%	5	180	1%	28%	355	646	
		20 Bands 2	Headcount	50	53	3%	3%	1333	1476	70%	70%	528	570	28%	27%	1911	2099	
		21 Bands 3	Headcount	18	22	3%	3%	493	643	71%	70%	179	210	26%	27%	690	778	
		22 Bands 4	Headcount	5	5	1%	1%	243	344	70%	69%	100	108	29%	30%	348	354	
		23 Bands 5	Headcount	77	77	3%	3%	2014	2018	73%	73%	674	679	24%	24%	2788	2774	
		24 Bands 6	Headcount	71	71	3%	3%	1708	1721	66%	67%	605	610	31%	31%	2394	2408	
		25 Bands 7	Headcount	31	31	2%	2%	659	673	52%	52%	583	589	46%	46%	1273	1293	
		26 Bands 8a	Headcount	12	12	3%	3%	229	231	56%	56%	166	171	41%	41%	407	414	
		27 Bands 8b	Headcount	1	1	1%	1%	38	38	44%	42%	48	52	56%	57%	87	91	
		28 Bands 8c	Headcount	0	0	0%	0%	24	26	47%	48%	27	27	53%	52%	51	52	
		29 Bands 8d	Headcount	1	1	3%	3%	15	15	47%	47%	16	16	50%	50%	32	32	
		30 Bands 9	Headcount	0	0	0%	0%	0	0	0%	0%	0	0	100%	100%	0	0	
		31 VSM	Headcount	0	0	0%	0%	16	1	53%	100%	14	0	47%	0%	30	1	
		32 Medical & Dental Staff - Consultants	Headcount	1	1	0%	0%	572	663	64%	67%	315	507	35%	43%	888	1171	
		33 Medical & Dental Staff - Non-Consultants career grade	Headcount	6	6	0%	0%	201	227	86%	87%	28	168	12%	42%	235	269	
		34 Medical & Dental Staff - Medical and dental trainee grades	Headcount	20	18	2%	2%	1037	933	96%	92%	26	64	2%	6%	1083	1015	
		35 Other	Headcount	0	0	0%	0%	13	54	100%	82%	0	3	0%	5%	13	61	
		36 Cluster 1 (Bands 1 - 4)	Total	84	103	3%	3%	2388	2708	73%	70%	812	1068	25%	28%	3304	3877	
		37 Cluster 2 (Band 5 - 7)	Total	179	179	3%	3%	4381	4412	66%	66%	2062	2084	31%	31%	6442	6675	
		38 Cluster 3 (Bands 8a - 8b)	Total	13	13	3%	3%	267	269	54%	53%	214	223	43%	44%	484	505	
		39 Cluster 4 (Bands 8c - 9 & VSM)	Total	1	1	1%	1%	56	51	46%	45%	63	49	53%	54%	119	81	
		40 Cluster 5 (Medical & Dental Staff - Consultants)	Total	1	1	0%	0%	572	663	64%	67%	315	507	35%	43%	888	1171	
		41 Cluster 6 (Medical & Dental Staff - Non-Consultants career grade)	Total	6	6	3%	3%	201	227	86%	87%	28	168	12%	42%	235	269	
42 Cluster 7 (Medical & Dental Staff - Medical and dental trainee grades)	Total	20	18	2%	2%	1037	933	96%	92%	26	64	2%	6%	1083	1015			
2	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts. Note: i) This refers to both external and internal posts. ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme.	43	Number of shortlisted applicants	Headcount	830				17255									
		44	Number appointed from shortlisting	Headcount	93				2320									
		45	Relative likelihood of shortlisting/appointed	Auto-Populated	0.11				0.13									
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: i) This Metric will be based on data from a two-year rolling average of the current year and the previous year (2017/18 and 2018/19). ii) This Metric is voluntary in year one.	46	Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff	Auto-Populated			1.20											A figure below 1.00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.
		47	Number of staff in workforce	Headcount														
		48	Number of staff entering the formal capability process	Headcount														
		49	Likelihood of staff entering the formal capability process	Auto-Populated														
4	a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: i. Patients/service users, their relatives or other members of the public ii. Managers iii. Other colleagues b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it. The data for this Metric should be a snapshot as at 31 March 2019	51	% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	Number of Respondents/%	1139	1139	29.1%	29.1%	5120	5120	24.2%	24.2%						
		52	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Number of Respondents/%	1131	1131	15.5%	15.5%	5101	5101	8.4%	8.4%						
		53	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Number of Respondents/%	1134	1134	23.1%	23.1%	5094	5094	15.3%	15.3%						
		54	% of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	Number of Respondents/%	470	470	47.4%	47.4%	1575	1575	44.6%	44.6%						
5	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	55	% of staff believing that the Trust provides equal opportunities for career progression or promotion.	Number of Respondents/%	788	788	82.2%	82.2%	3775	3775	90.6%	90.6%						
		56	Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	Number of Respondents/%	698	698	31.9%	31.9%	2046	2046	19.9%	19.9%						
7	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	57	% staff saying that they are satisfied with the extent to which their organisation values their work.	Number of Respondents/%	1144	1144	41.2%	41.2%	5130	5130	55.9%	55.9%						
		58	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Number of Respondents/%	682	682	77.7%	77.7%										
9a	a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation. b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no) Note: For your Trust's response to b) If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples are listed in the WDES technical guidance.	59	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Number of Respondents/Score	1148	1148	6.8	6.8	5151	5151	7.4	7.4			7.3	7.3		
		60	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)	(yes) or (no)			Yes											
10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: * By Voting membership of the Board The data for this metric should be a snapshot as of 31st March 2019	61	Total Board members	Headcount	0				16						16			
		62	of which - Voting Board members	Headcount	0				16						16			
		63	Non Voting Board members	Auto-Populated	0				0						0			
		64	Total Board members	Auto-Populated	0				16						16			
		65	of which - Exec Board members	Headcount	0				7						7			
		66	Non Executive Board members	Auto-Populated	0				9						9			
		67	Number of staff in overall workforce	Headcount	463				12313						5658		18434	
		68	Total Board members - % by Disability	Auto-Populated	0%				100%						0%			
		69	Voting Board Member - % by Disability	Auto-Populated	0%				100%						0%			
		70	Non Voting Board Member - % by Disability	Auto-Populated	0%				0%						0%			
71	Executive Board Member - % by Disability	Auto-Populated	0%				100%						0%					
72	Non Executive Board Member - % by Disability	Auto-Populated	0%				0%						0%					
73	Overall workforce - % by Disability	Auto-Populated	3%				67%						31%					
74	Difference (Total Board - Overall workforce)	Auto-Populated	-3%				33%						-31%					
75	Difference (Voting membership - Overall Workforce)	Auto-Populated	-3%				33%						-31%					
76	Difference (Executive membership - Overall Workforce)	Auto-Populated	-3%				33%						-31%					

A figure below 1.00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.

A figure above 1.00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.