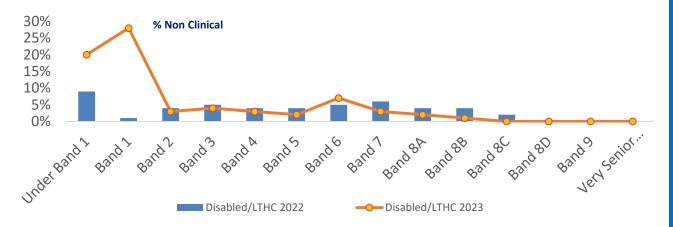
Workforce Disability & Long-Term Health Conditions Equality Data 2022/23

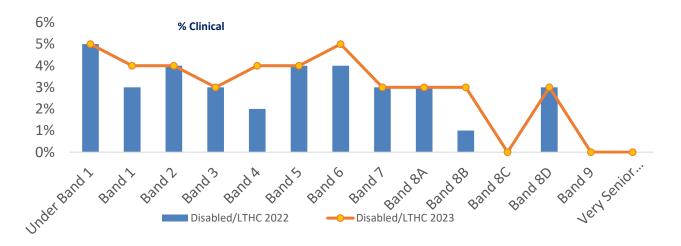


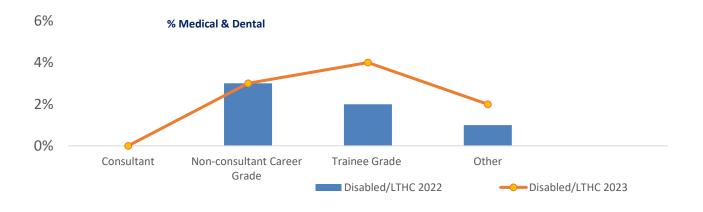
Metric 1 & Metric 10; Representation across the organisation

% of staff in Agenda for Change (AfC) pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. (metric1)

% difference between the organisation's board voting membership and its organisation's overall workforce (metric 10)







Metric 2; Likelihood of staff being appointed from shortlisting

Likelihood of non-disabled being appointed from shortlisting compared to disabled at LTHT

2 1.5 1.2 1.24 1.27 1 0.5 0 2019 2020 2021 2022 2023

A figure of 1.25 or greater indicates disabled applicants having a substantially worse outcome compared to non-disabled

Metric 3; Likelihood of staff entering formal capability process

Likelihood of disabled staff at LTHT entering the formal capability process compared to nondisabled staff

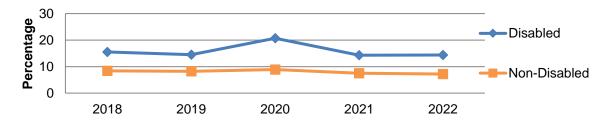


Metric 4; 4a- % of staff experiencing harassment, bullying/abuse

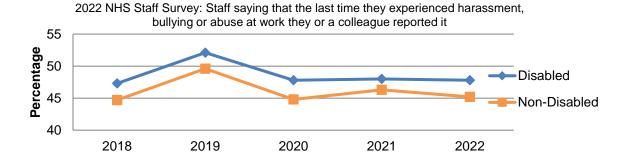
2022 NHS Staff Survey: Staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months

Disabled
Non-Disabled
2018 2019 2020 2021 2022

2022 NHS Staff Survey: Staff experiencing harassment, bullying or abuse from Manager in the last 12 months

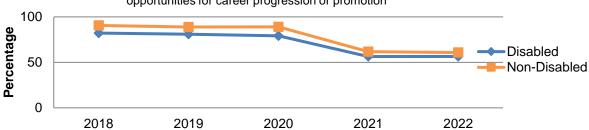


Metric 4; 4b- Reporting harassment, bullying or abuse



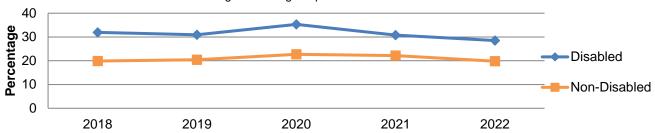
Metric 5; % of staff believing Trust provides equal opportunities for career progression or promotion

2022 NHS Staff Survey: Staff who believe that their organisation provides equal opportunities for career progression or promotion



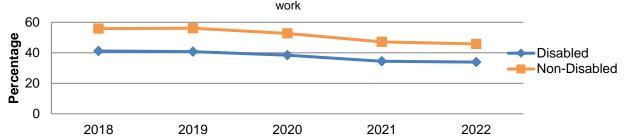
Metric 6; % of staff who have felt pressure to come to work, despite not feeling well enough

2022 NHS Staff Survey: Staff who have felt pressure from their Manager to come to work, despite not feeling well enough to perform their duties



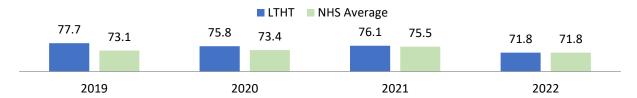
Metric 7: % of staff satisfied with the extent to which the Trust values their work

2022 NHS Staff Survey: Staff satisfied with the extent to which their organisation values their



Metric 8; % of staff saying that their employer has made adjustments to enable them to carry out their work.

2022 NHS Staff Survey: Staff with LTC or illness saying their employer has made adequate adjustments to enable them to carry out their work



Metric 9; Staff Engagement

2022 NHS Staff Survey LTHT Staff Engagement Scores

