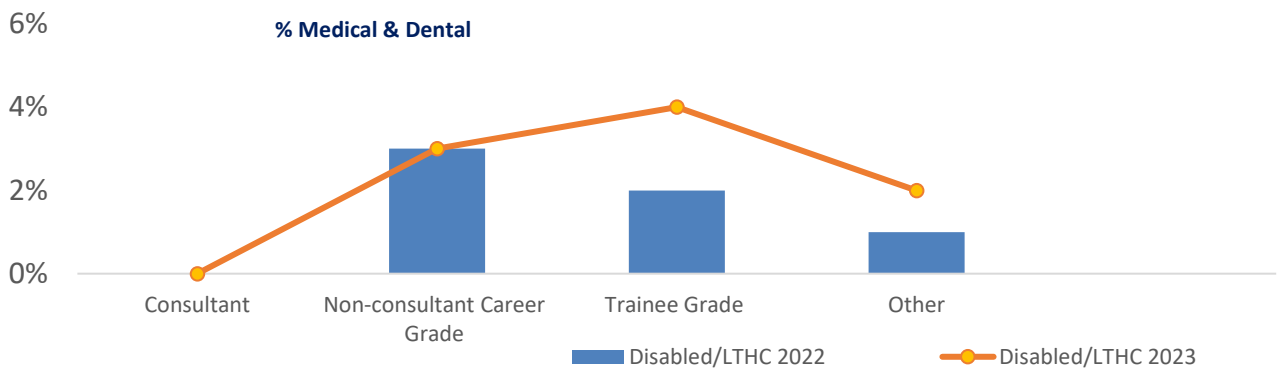
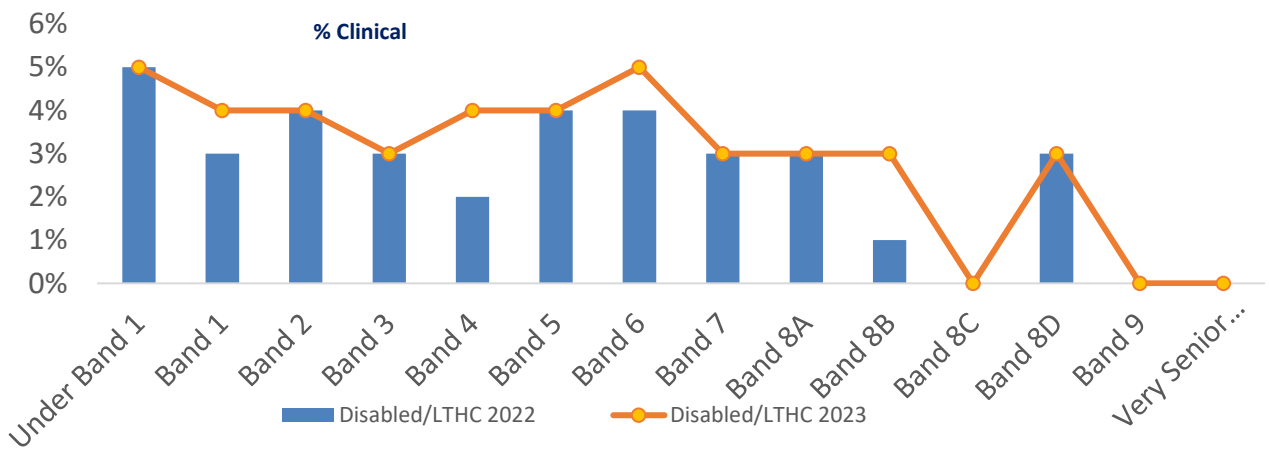
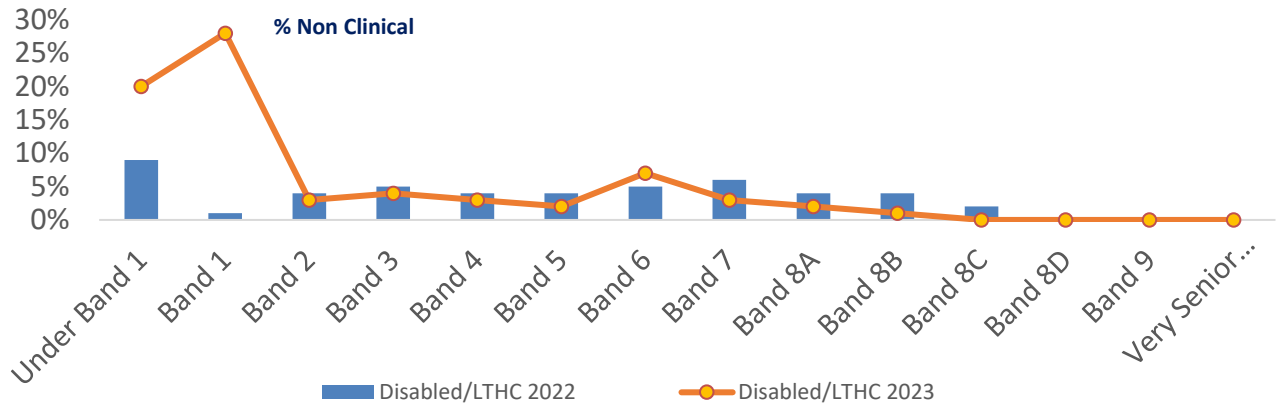


Workforce Disability & Long-Term Health Conditions Equality Data 2022/23

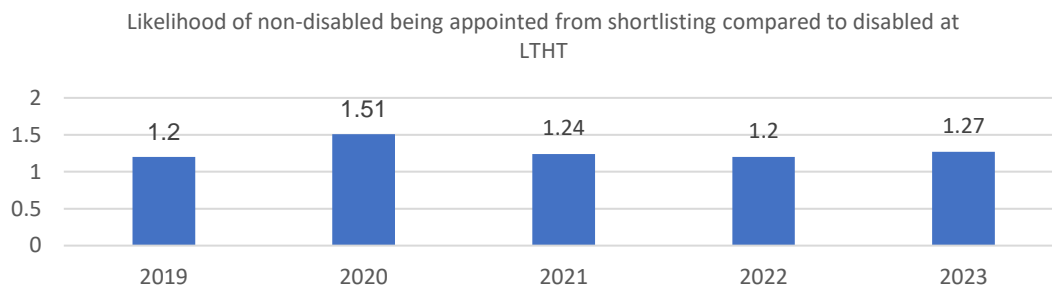
Metric 1 & Metric 10; Representation across the organisation

% 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)

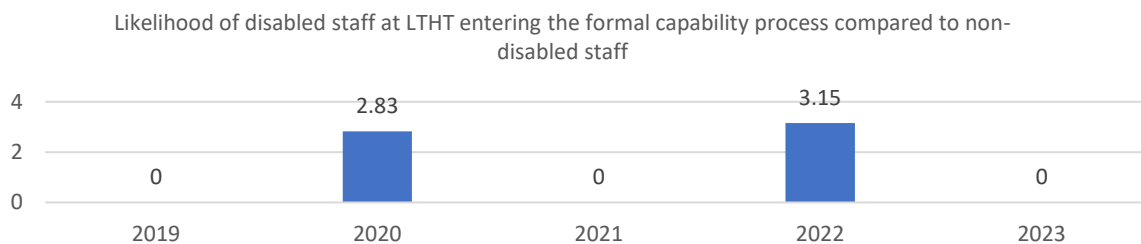


Metric 2; Likelihood of staff being appointed from shortlisting

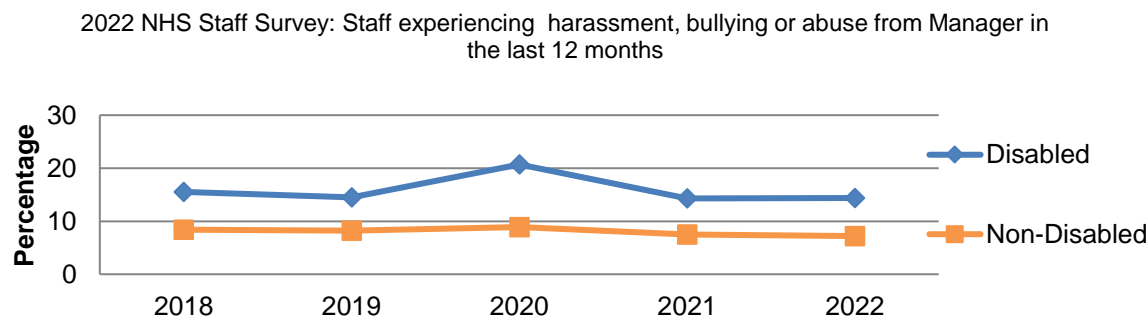
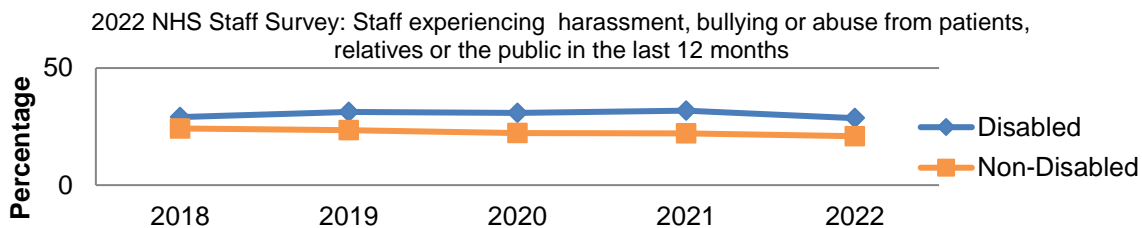


A figure of 1.25 or greater indicates disabled applicants having a substantially worse outcome compared to non-disabled

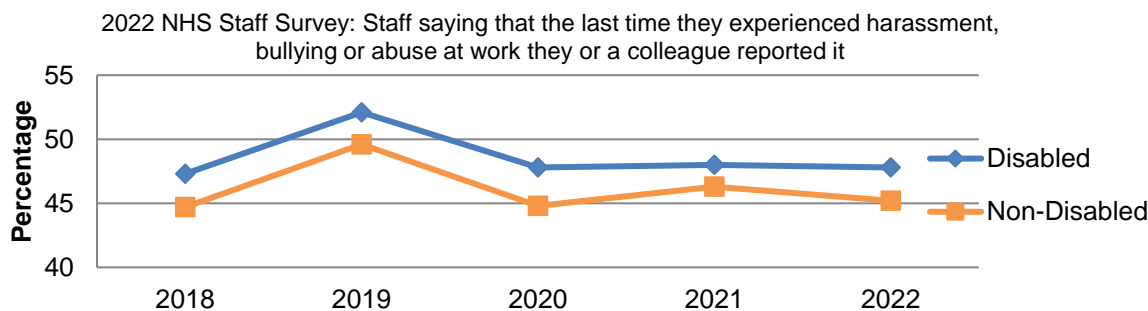
Metric 3; Likelihood of staff entering formal capability process



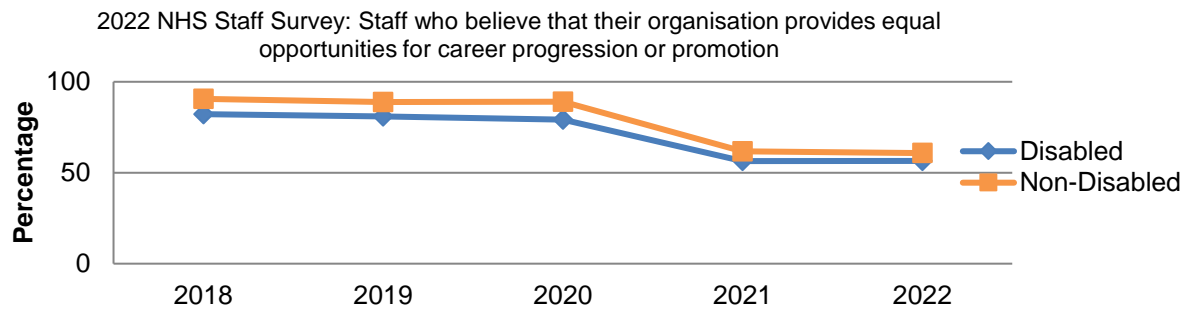
Metric 4; 4a- % of staff experiencing harassment, bullying/abuse



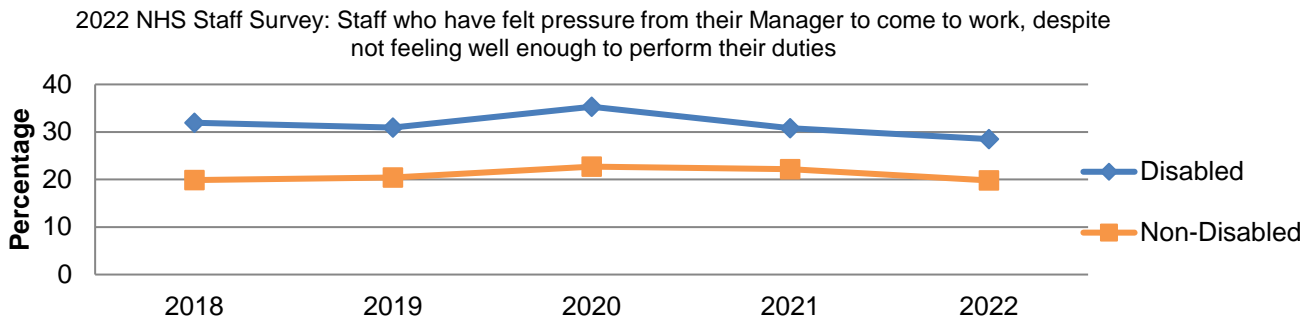
Metric 4; 4b- Reporting harassment, bullying or abuse



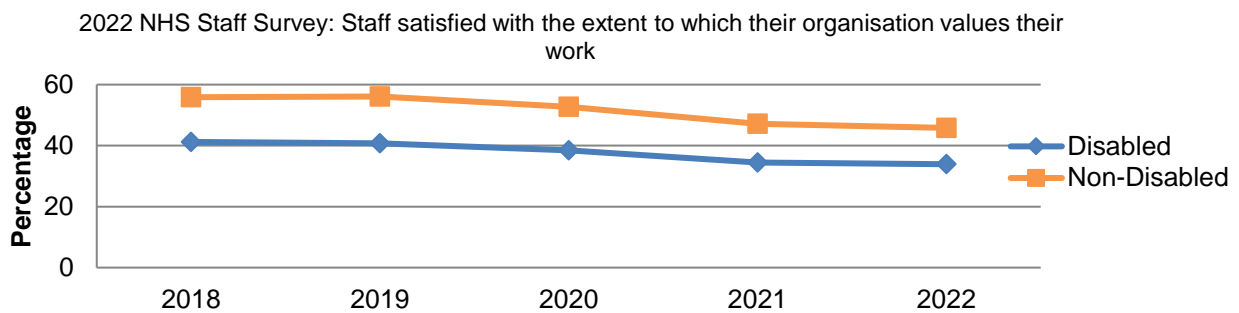
Metric 5; % of staff believing Trust provides equal opportunities for career progression or promotion



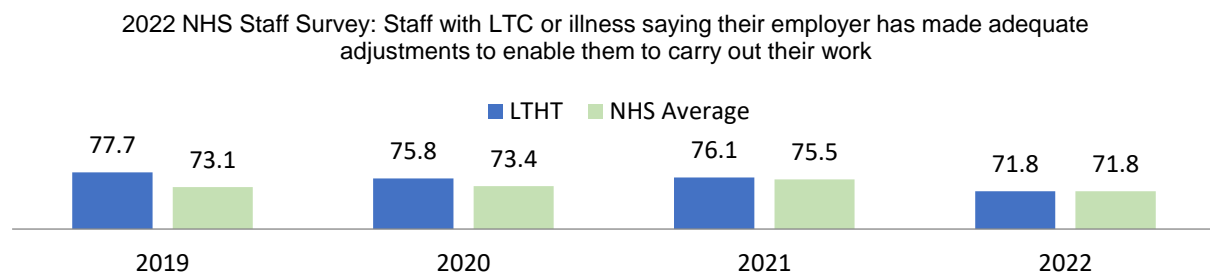
Metric 6; % of staff who have felt pressure to come to work, despite not feeling well enough



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



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



Metric 9; Staff Engagement

