

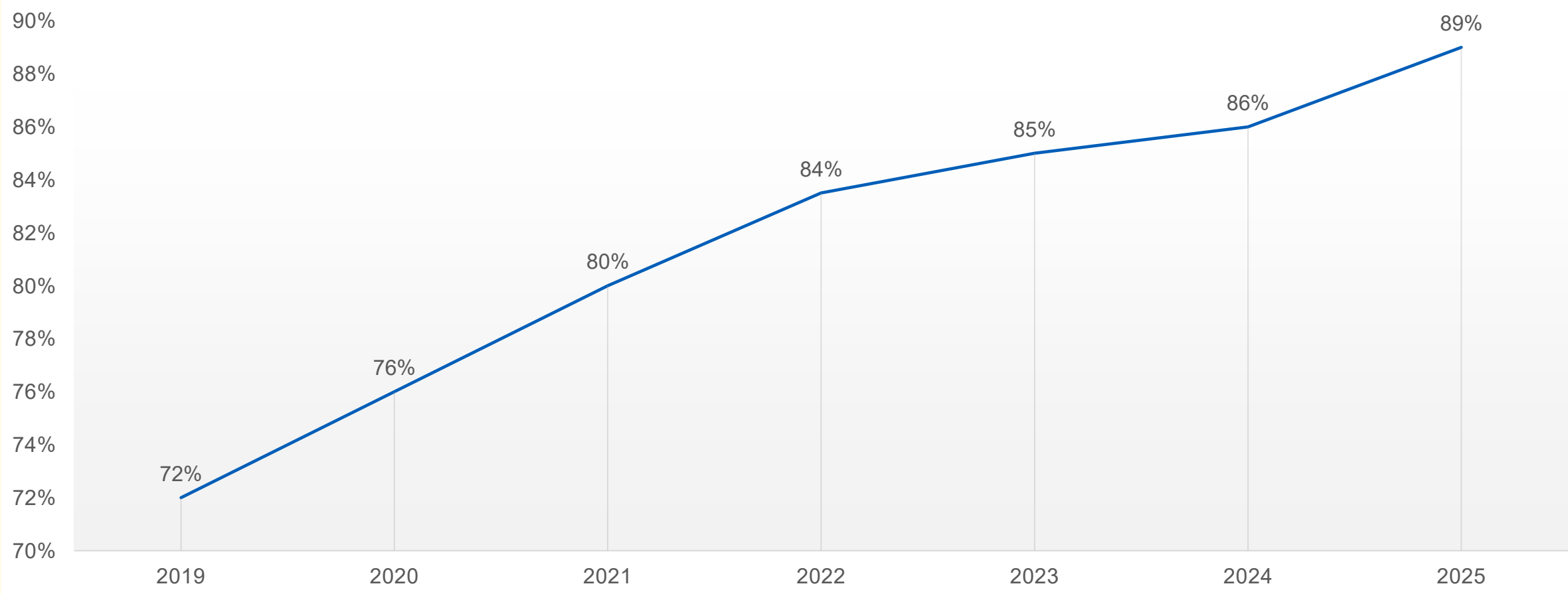
Workforce Disability Standard (WDES)

WDES

- **Mandated as part of the NHS standard contract**
- **Been collecting data since 2019**
- **Submit data into a national system**
- **Develop and publish annual action plans**
- **Governance – EDG, PCCD, JCC, Board**
- **12% of the workforce identify as having a disability on ESR (980)**
- **Census data – 7.94% Local population have a disability**
- **Consultation event held with staff networks**

Indicator 1 – Workforce disability status

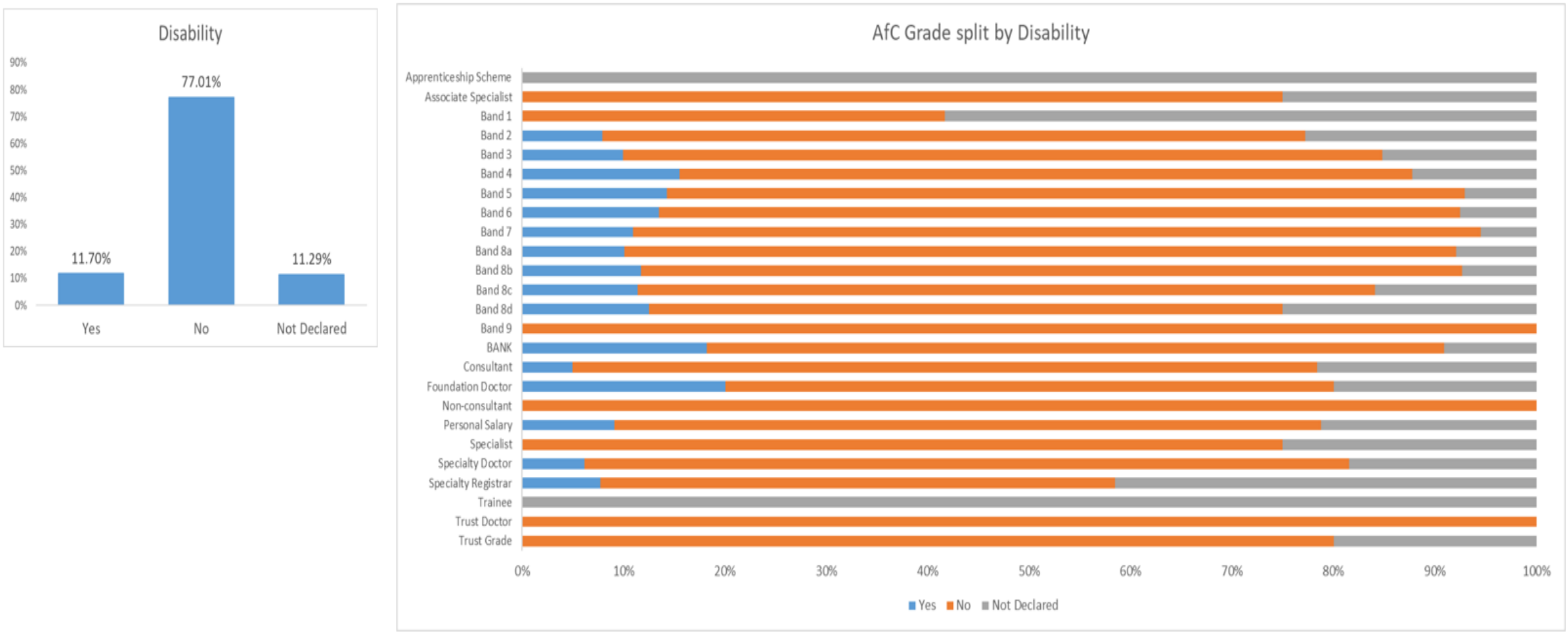
% Staff declaring disability status



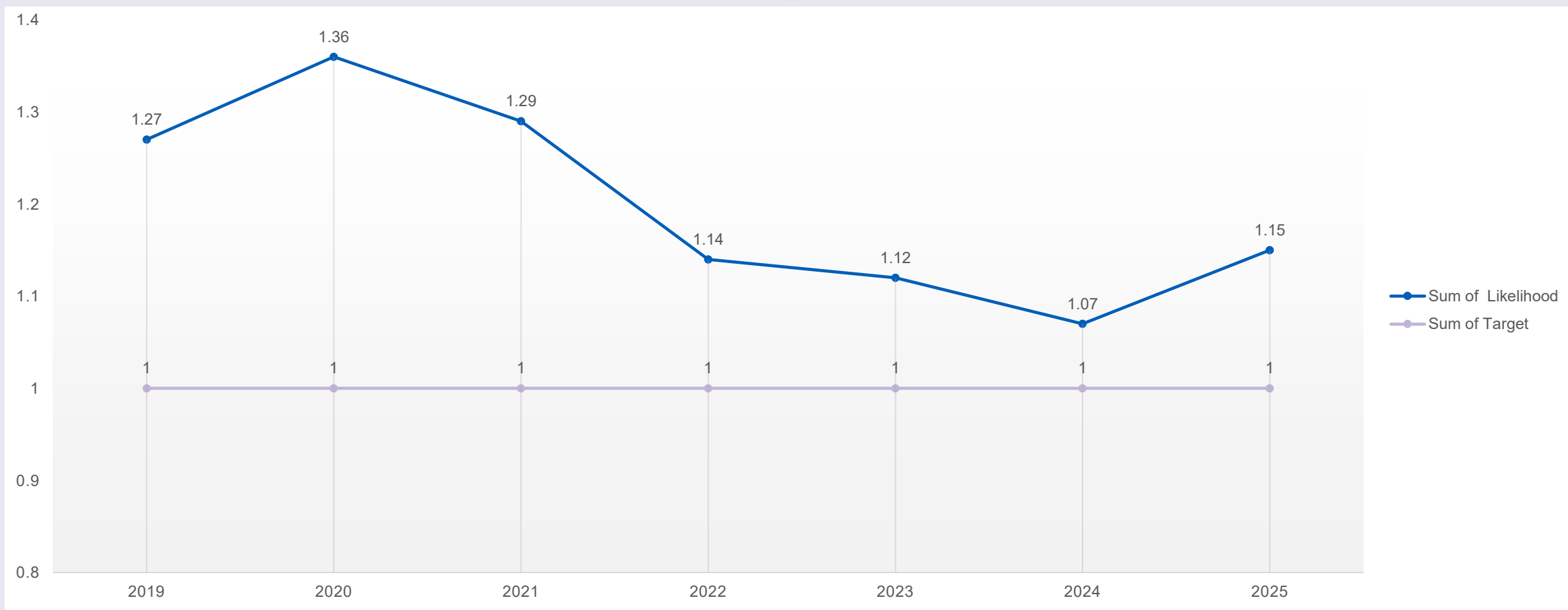
Indicator 1 – Workforce disability status

Indicator		Data Item		Measure	DISABILITY		NON DISABLED		DISABILITY NOT DECLARED	
					Figure	%	Figure	%	Figure	%
1	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	1a) Non Clinical workforce	1	Under Band 1	0	0%	0	0%	0	0%
			2	Band 1	0	0%	5	42%	7	58%
			3	Band 2	38	8%	329	69%	110	23%
			4	Band 3	69	12%	449	79%	52	9%
			5	Band 4	45	12%	273	74%	52	14%
			6	Band 5	14	7%	156	83%	18	10%
			7	Band 6	25	19%	100	75%	8	6%
			8	Band 7	19	14%	99	74%	15	11%
			9	Band 8a	7	12%	43	75%	7	12%
			10	Band 8b	6	13%	37	77%	5	10%
			11	Band 8c	3	17%	10	56%	5	28%
			12	Band 8d	1	8%	7	58%	4	33%
			13	Band 9	0	0%	2	100%	0	0%
			14	VSM	2	6%	25	76%	6	18%
		1b) Clinical workforce of which Non Medical	15	Under Band 1	0	0%	7	64%	4	36%
			16	Band 1	0	0%	0	0%	0	0%
			17	Band 2	0	0%	10	91%	1	9%
			18	Band 3	127	9%	1025	73%	245	18%
			19	Band 4	67	19%	254	71%	38	11%
			20	Band 5	149	15%	757	78%	65	7%
			21	Band 6	233	13%	1419	79%	138	8%
			22	Band 7	107	11%	844	84%	49	5%
			23	Band 8a	25	9%	222	84%	18	7%
			24	Band 8b	10	11%	78	82%	7	7%
			25	Band 8c	12	11%	86	75%	16	14%
			26	Band 8d	2	14%	9	64%	3	21%
			27	Band 9	0	0%	7	100%	0	0%
			28	VSM	0	0%	0	0%	0	0%
		OR which Medical & Dental	29	Consultants	9	5%	121	73%	35	21%
			30	of which Senior medical managers	0	0%	0	0%	0	0%
			31	Non-consultant career grade	10	6%	105	64%	49	30%
			32	Trainee grades	0	0%	0	0%	0	0%
			33	Other	0	0%	0	0%	0	0%

Indicator 1 – Workforce disability status



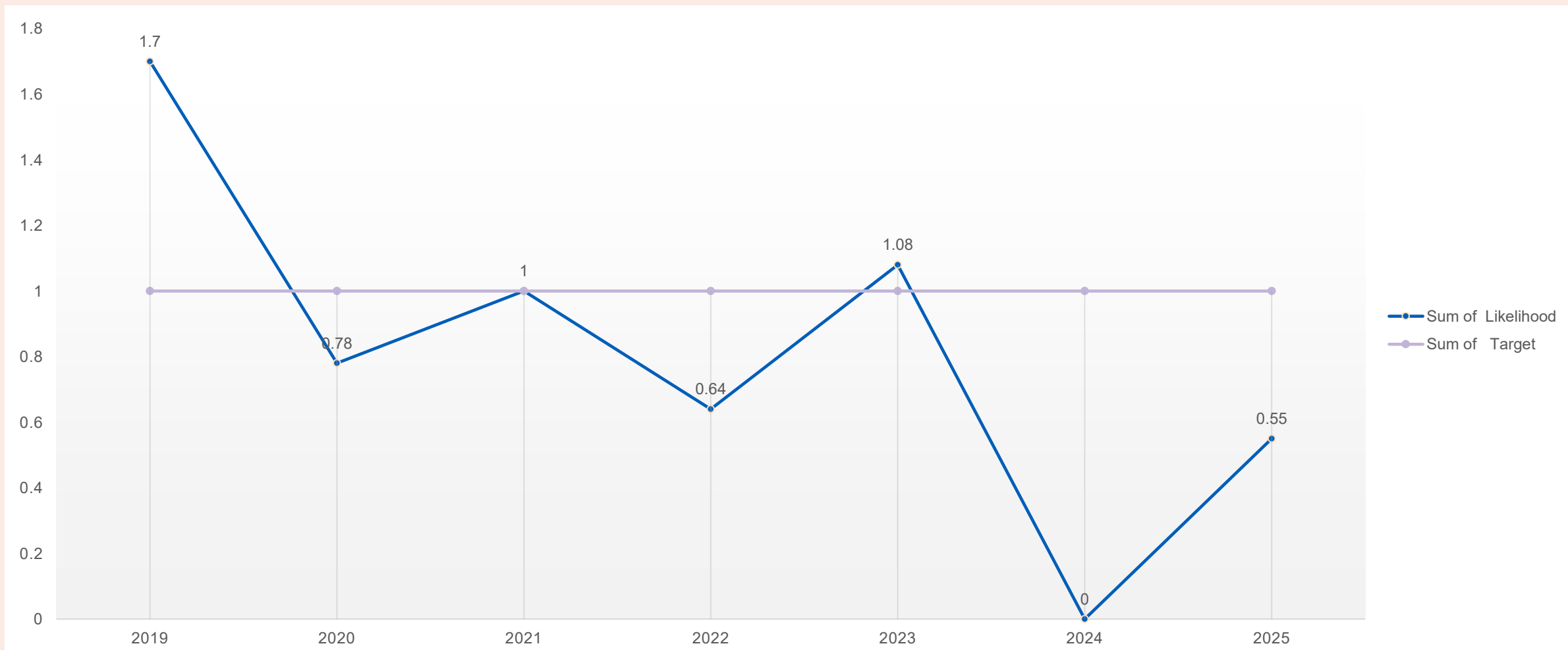
Indicator 2 – likelihood of an applicant without a disability being appointed from shortlisting compared to an applicant with a disability



1080 applicants with disabilities shortlisted; 192 applicants with disabilities offered posts
7506 applicants without disabilities shortlisted; 1536 applicants without disabilities offered posts

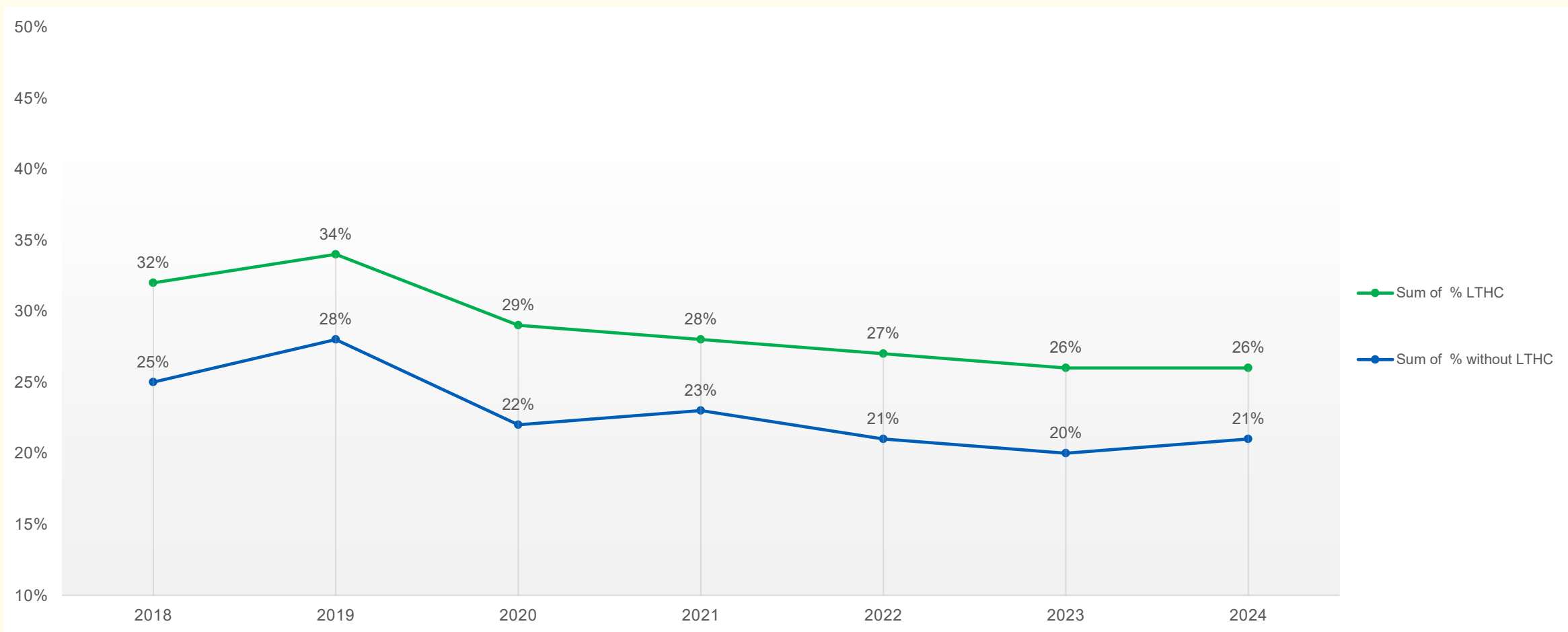
The purple line indicates a likelihood of 1 which would mean there is no difference in the likelihood.

Indicator 3 – likelihood of someone with a disability entering the capability process compared to someone without a disability



The purple line indicates a likelihood of 1 which would mean there is no difference in the likelihood.

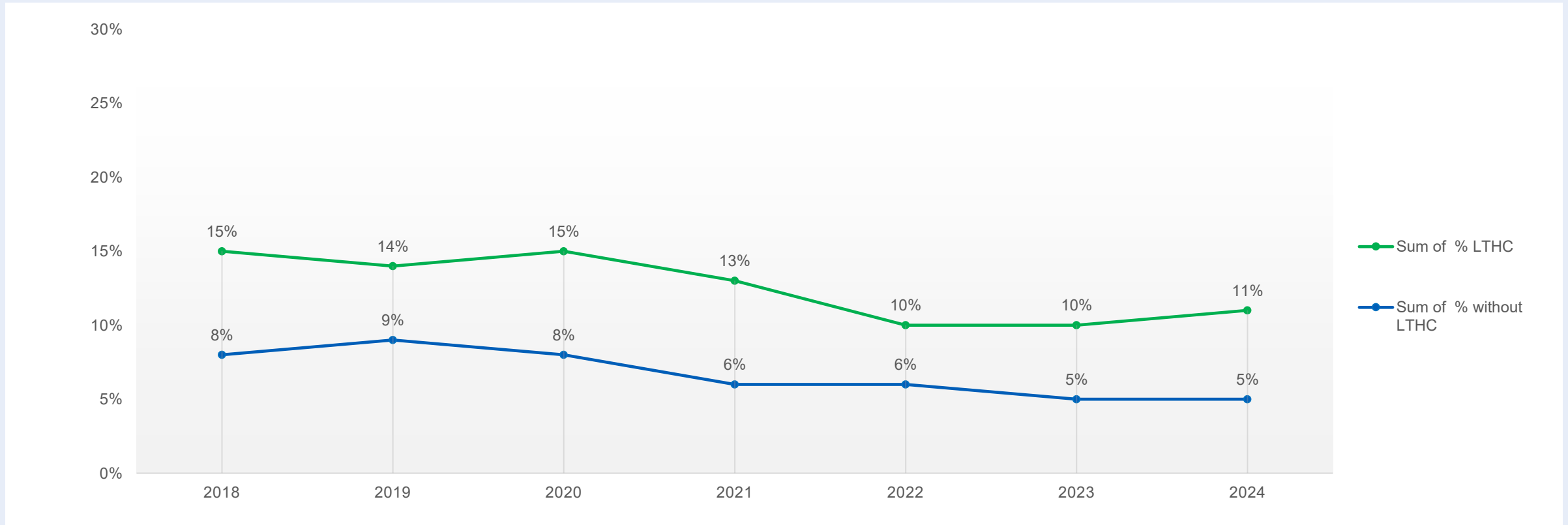
Indicator 4 - % of staff experiencing harassment, bullying or abuse from patients, relatives or the public in last 12 months.



Staff Survey Responses – Staff without a LTHC 2240, staff with LTHC 1216

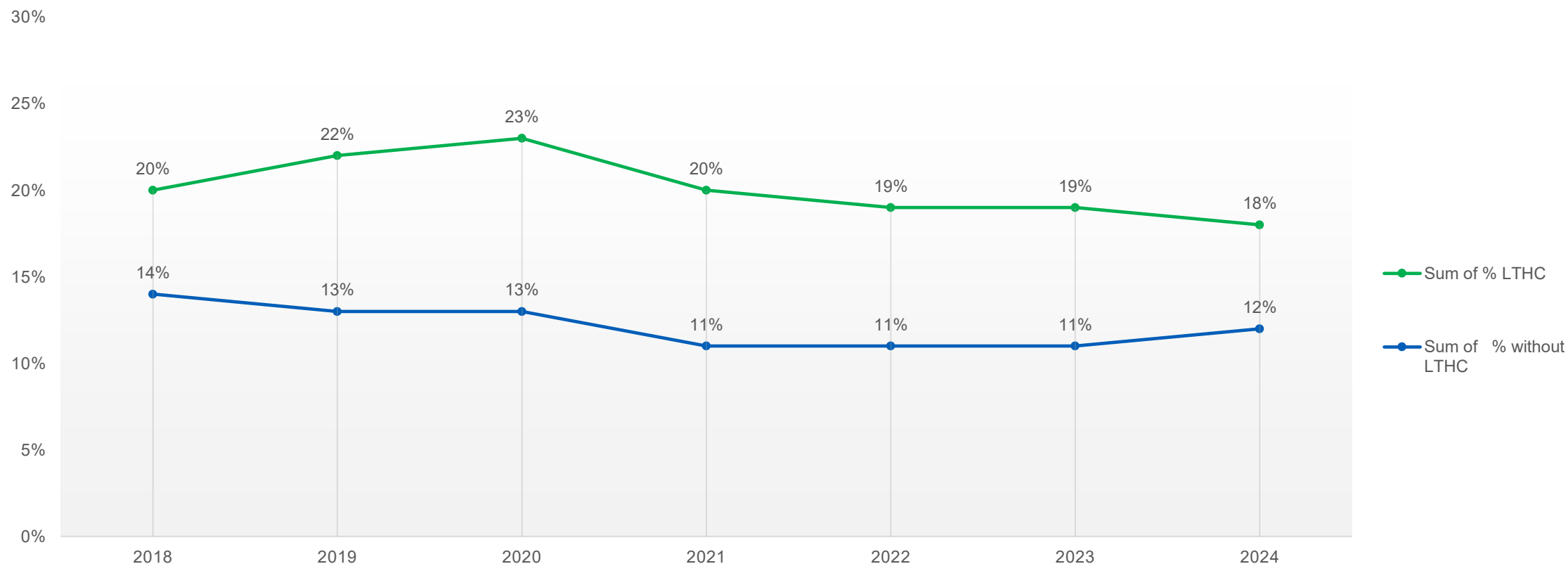
Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
staff without LTHC 22%, staff with LTHC 27%

Indicator 4 - % of staff experiencing harassment, bullying or abuse from manager In the last 12 months



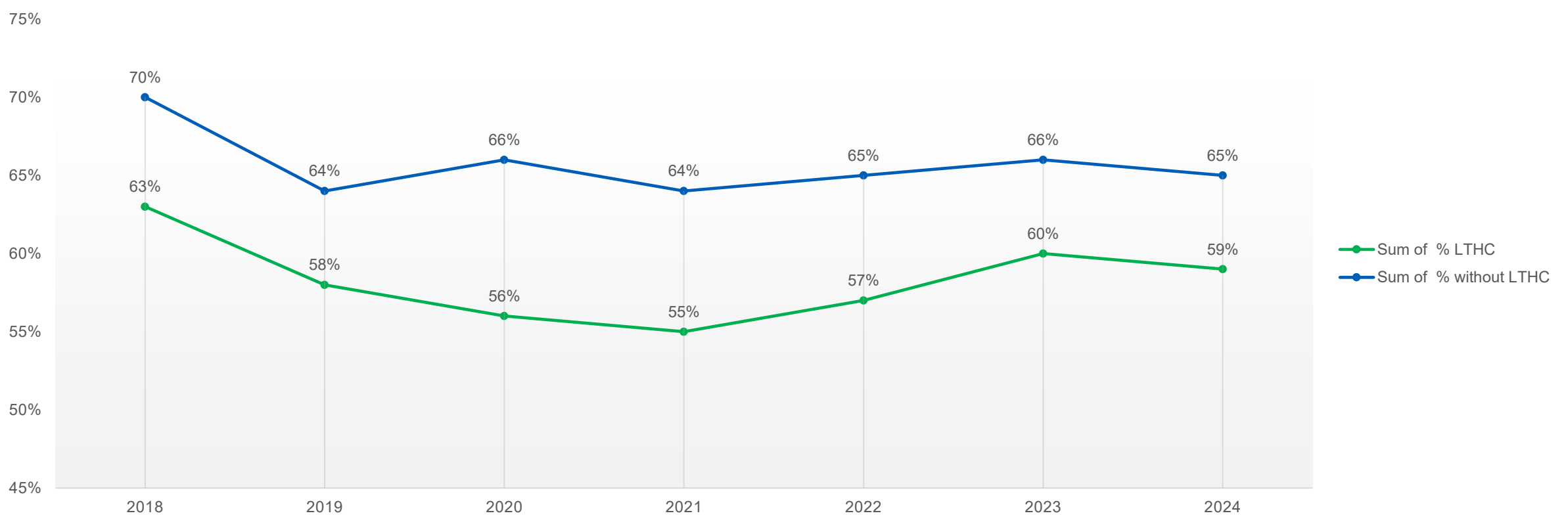
Staff Survey Responses – Staff without a LTHC 2225, staff with LTHC 1212
Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
staff without LTHC 6%, staff with LTHC 12%

Indicator 4 - % of staff experiencing harassment, bullying or abuse from colleagues in the last 12 months



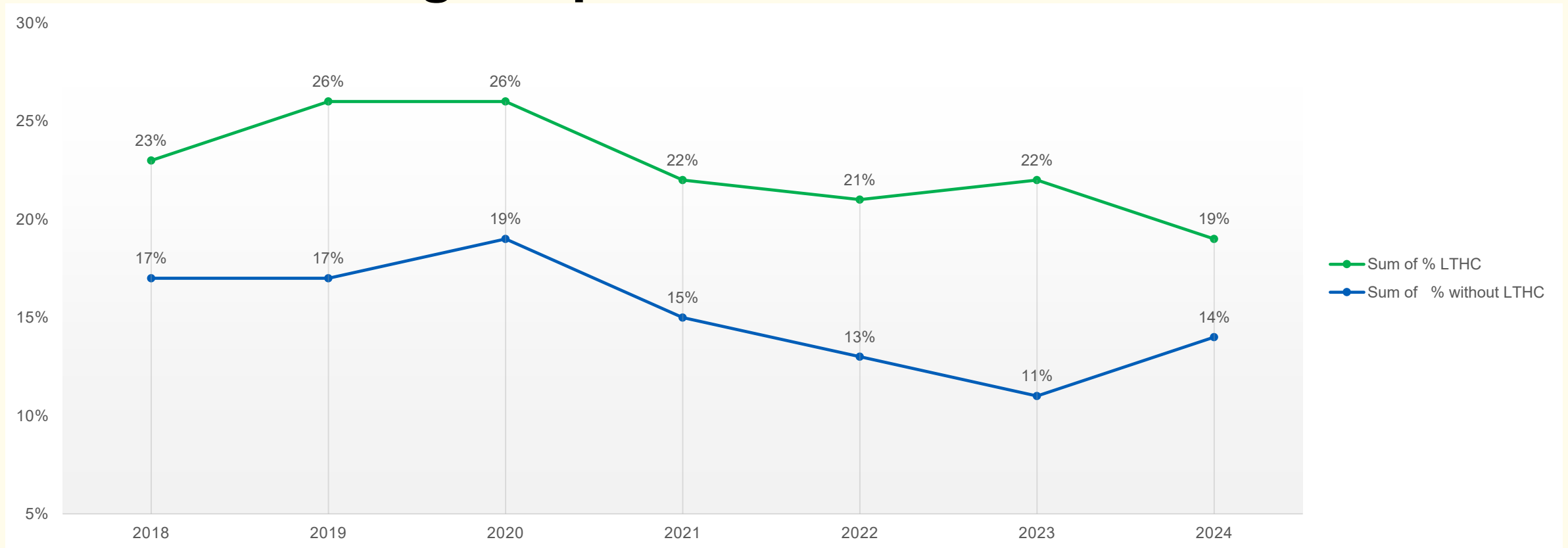
Staff Survey Responses – Staff without a LTHC 2215, staff with LTHC 1199
Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
staff without LTHC 12%, staff with LTHC 18%

Indicator 5 - % of staff the believe the Trust acts fairly with regards to career progression and promotion



Staff Survey Responses – Staff without a LTHC 2238, staff with LTHC 1209
Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
staff without LTHC 61%, staff with LTHC 55%

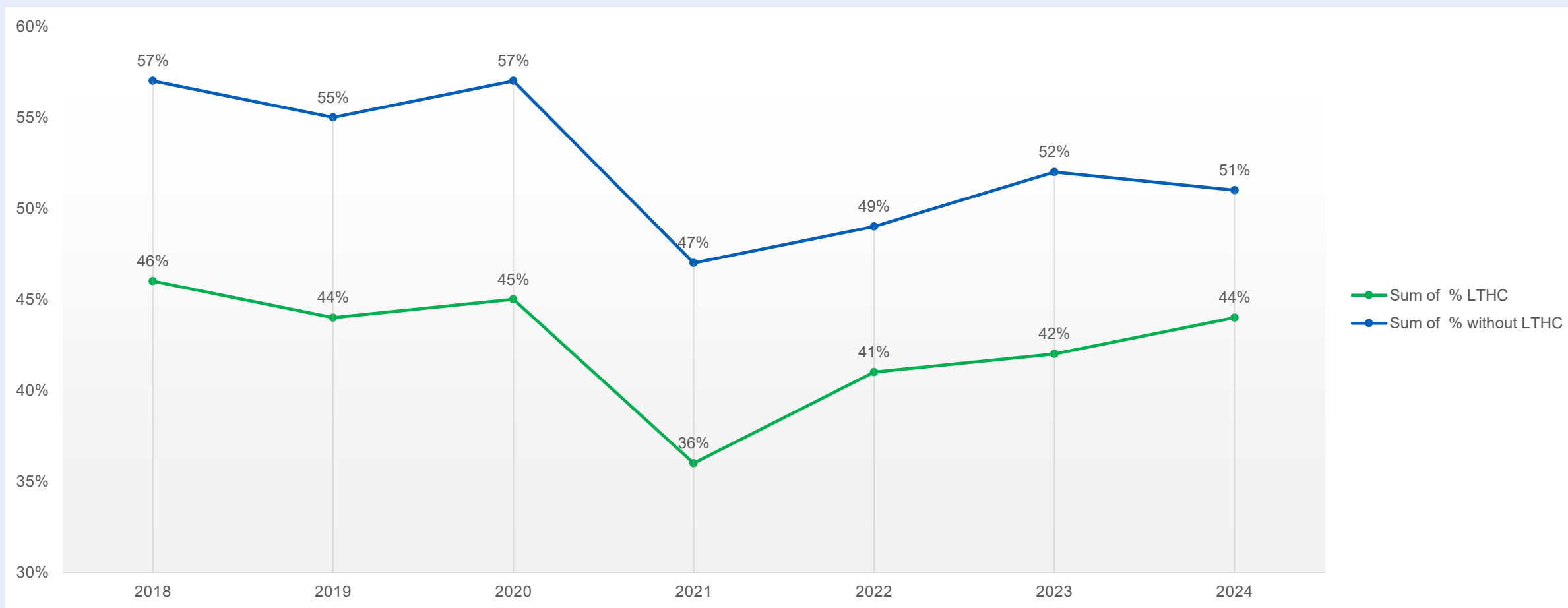
Indicator 6 – % felt pressure from their manager to come to work, despite not feeling well enough to perform their duties



Staff Survey Responses – Staff without a LTHC 1017, staff with LTHC 822

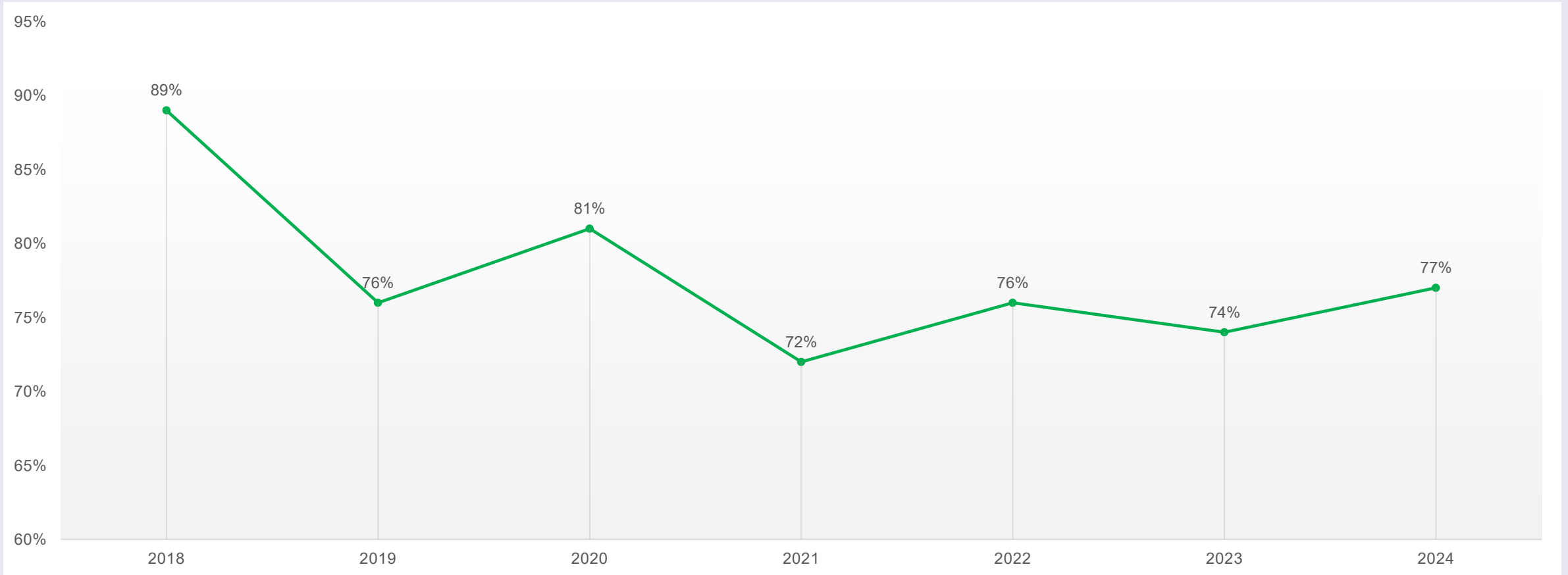
Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
staff without LTHC 12%, staff with LTHC 18%

Indicator 7 - % satisfied with the extent to which their organisation values their work



Staff Survey Responses – Staff without a LTHC 2251, staff with LTHC 1221
Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
staff without LTHC 54%, staff with LTHC 44%

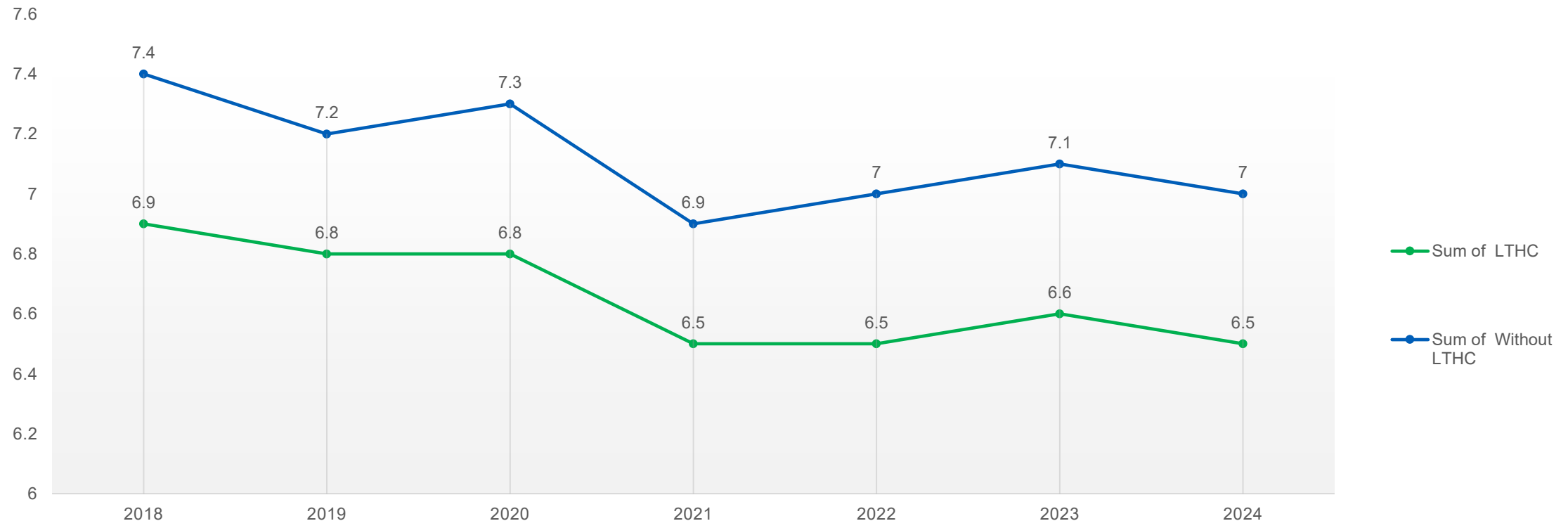
Indicator 8 - % employer has made adequate adjustment(s) to enable them to carry out their work



Staff Survey Responses –staff with LTHC 769

Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
staff with LTHC 80%

Indicator 9 – Engagement Scores



The score for the staff engagement theme is derived from the nine questions, grouped into three themes: motivation; involvement; and advocacy.

Staff Survey Responses – Staff without a LTHC 2253, staff with LTHC 1221
Average of all Mental Health & Learning Disability and Mental Health, Learning Disability & Community Trusts =
staff without LTHC 7.19%, staff with LTHC 6.72%

Indicator 10 – Board Disability Diversity

11% of the Board have identified as having a LTHC

Compared to the Workforce:

Overall -1.11%

Voting membership – 4.5%

Executive membership -2.55%