

**WDES data***Data for 2019/20 as at 31st March 2020***2019/20****Total numbers of staff**

a.	Employed within this organisation at the date of the report	1292
b.	Proportion of disabled staff employed within this organisation at the date of the report	2.94%

**WDES Indicators****2019/20**

1	Percentage of staff in AfC paybands or medical and dental subgroups and VSM (including Executive Board members) compared with the percentage of staff in the overall workforce. Organisations should undertake this calculation separately for non-clinical and for clinical staff	2.6% of non-clinical 3.1% of clinical
2	Relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts	1.15 (a figure above one means that Disabled candidates are less likely to be appointed from shortlisting)
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	The relative likelihood of Disabled staff entering the formal capability process compared to non-Disabled staff is 15.37 (a figure more than one means Disabled staff are more likely to enter a formal capability process)
4a	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	Disabled: 33.3 Non-disabled: 23.4
4b	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	Disabled: 55.6 Non-disabled: 41.7
5	Percentage of disabled staff compared to non-disabled staff believing that the Organisation provides equal opportunities for career progression or promotion	Disabled: 72.5 Non-disabled: 69.9
6	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	Disabled: 71.2 Non-disabled: 66.0
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	Disabled: 42.4 Non-disabled: 44.4
8	Percentage of disabled staff saying that their employer had made adequate adjustments to enable them to carry out their work	37.1
9a	The staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation	Disabled: 66 Non-disabled: 68 Overall: 67
9b	Has your Trust taken action to facilitate the voices of disabled staff in your organisation to be heard? (Yes/No)	
10	Percentage difference between the organisation's board voting membership and its organisation's overall workforce, diasaggregated: i) by voting membership of the board, ii) by executive membership of the board	(i) Disabled: 0% -2.94% (ii) Disabled: 0% -2.94%