

# RDaSH WDES Data

Taken at 31 March 2019

WDES Metrics	Metric Description	Disabled/Non-disabled	2019	Not Declared 2019
<b>Metric 1</b>	Staff in AfC paybands or medical and dental subgroups and very senior managers (Including Executive Board members) compared with the of staff in the overall workforce	Disabled Non-Clinical Non-disabled Non-Clinical Disabled Clinical Non-disabled Clinical Total Disabled Staff Total Non-disabled Staff Total Headcount	31 (26%) 619 (29.3%) 88 (73.9%) 1491 (70.6%) 119 (3.4%) 2110 (61.5%) 3429	266 934 1200 (35%)
<b>Metric 2</b>	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts  Relative likelihood of shortlisting/appointed  Relative likelihood of Disabled staff being appointed from shortlisting compared to non-disabled staff	Disabled Non-disabled Disabled Non-disabled Disabled Non-disabled	221 3536 18 376 0.08 0.11	
<b>Metric 3</b>	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure	Disabled Non-disabled	2 (1.7%) 9 (0.4%)	1200
<b>Metric 4 Q13</b>	a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from: <ol style="list-style-type: none"> <li>I. Patients/service users, their relatives or other members of the public</li> </ol>	Disabled Non-disabled	33.8% (314) 22.8% (1114)	1200

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Metric 5 Q14	II. Managers	Disabled	13.5% (310)	
	III. Other colleagues	Non-disabled	7.1% (1106)	
	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	Disabled	18.6% (311)	
		Non-disabled	10.0% (1100)	
Metric 6 Q11	Percentage of Disabled staff compared to non-disabled staff believing that Trust provides equal opportunities for career progression or promotion.	Disabled	60.3% (136)	1200
		Non-disabled	60.3% (290)	
Metric 7 Q5	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	27.2% (224)	1200
		Non-disabled	16.2% (567)	
Metric 8 Q28b	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	38.7% (313)	1200
		Non-disabled	52.5% (1121)	
Metric 9	a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation	Disabled	74.6% (197)	1200
		Non-disabled	6.7	
		Overall Score	7.1	
			7	

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	b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) or (No)		Yes																
Metric 10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: <ul style="list-style-type: none"> <li>By voting membership of the Board</li> <li>By Executive membership of the Board</li> </ul>	<table border="1"> <tr> <td>Total Board Members</td> <td>Disabled</td> <td>0</td> <td>0</td> </tr> <tr> <td></td> <td>Non-disabled</td> <td>14 (0.40%)</td> <td></td> </tr> <tr> <td>Voting Board Members</td> <td>Disabled</td> <td>0</td> <td>0</td> </tr> <tr> <td></td> <td>Non-disabled</td> <td>13 (0.37%)</td> <td></td> </tr> </table>	Total Board Members	Disabled	0	0		Non-disabled	14 (0.40%)		Voting Board Members	Disabled	0	0		Non-disabled	13 (0.37%)		
Total Board Members	Disabled	0	0																
	Non-disabled	14 (0.40%)																	
Voting Board Members	Disabled	0	0																
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