

RDaSH WDES Data

Taken at 31 March 2020

			2019			2020					
WDES Metrics	Metric Description	Group	% Non-Disabled	% Disabled	% Not Stated	% Disabled	Disabled % Across Workforce	% Difference	% Not Disabled	% Not Stated	Band % of workforce
Metric 1	Staff in AfC paybands or medical and dental subgroups and very senior managers (Including Executive Board members) compared with the percentage of staff in the overall workforce	Non Clinical Staff									
		Bands 1 - 4	67% (476)	4% (25)	30% (210)	5.5% (42)	4.8% (166)	+ 0.7%	71.0% (537)	23.4% (177)	78.7%
		Bands 5 - 7	73% (101)	2% (3)	25% (34)	2.7% (4)		- 2.1%	75% (111)	22.3% (33)	15.4%
		Bands 8a – 8b	69% (27)	3% (1)	28% (11)	5.7% (2)		+ 2.1%	71.4% (25)	22.8% (8)	3.6%
		Bands 8c – 9 & VSM	73% (11)	7% (1)	20% (3)	9.1% (2)		+ 4.3%	54.5% (12)	36.4% (8)	2.3%
		Clinical Staff									
		Bands 1 - 4	51% (444)	4% (32)	45% (396)	5.7% (46)	4.8% (166)	+ 0.9%	61.7% (499)	32.5% (264)	32.6%
		Bands 5 - 7	65% (957)	4% (52)	32% (470)	4.4% (66)		- 0.4%	70.8% (1061)	24.8% (372)	60.4%
		Bands 8 a – 8b	69% (57)	4% (3)	28% (23)	2.3% (2)		- 2.5%	77.0% (67)	20.7% (18)	3.5%
		Bands 8c – 9 & VSM	55% (6)	0% (0)	45% (5)	-		- 4.8%	70.6% (12)	29.4% (5)	0.7%
		M & D – Consultants	48% (23)	2% (1)	50% (24)	2.0% (1)		- 2.8%	53.1% (26)	44.8% (22)	2.0%
		M & D – Career Grade	31% (4)	0% (0)	69% (9)	6.7% (1)		+ 1.9%	26.7% (4)	66.7% (10)	0.6%
		M & D – Trainee Grades	0% (0)	0% (0)	100% (6)	-		- 4.8%	-	100% (5)	0.2%

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WDES Metrics	Metric Description	Disabled/Non-disabled	2019	2020	Increase/Decreased	Not Declared 2020
Metric 2	Number of Shortlisted applicants	Disabled	221	311	↑	96
		Non-disabled	3536	3753	↑	
	Number appointed from shortlisting	Disabled	18	31	↑	9
		Non-disabled	451	339	↓	
	Relative likelihood of shortlisting/appointed	Disabled	0.08	0.10	↑	0.09
		Non-disabled	0.13	0.09	↓	
	Relative likelihood of Disabled staff being appointed from shortlisting compared to non-disabled staff			1.63	0.90	↑
Metric 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	Disabled	2	2	←	1
		Non-disabled	9	4	↓	
Metric 4 Q13	Staff Survey					
	Response Rate	Disabled Staff	314	330	↑	
		Non-disabled Staff	1114	1079	↓	
	% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	Disabled	33.8%	27.3%	↓	
		Non-disabled	22.8%	19.8%	↓	
	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Disabled	13.5%	14.6%	↑	
		Non-disabled	7.1%	6.3%	↓	

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	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Disabled	18.6%	16.0%	↓	
		Non-disabled	10.0%	11.1%	↑	
	% of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months	Disabled	60.3%	53.8%	↓	
		Non-disabled	60.3%	65.1%	↑	
Metric 5 Q14	Percentage of Disabled staff compared to non-disabled staff believing that Trust provides equal opportunities for career progression or promotion.	Disabled	87.7%	84.8%	↓	
		Non-disabled	92.0%	92.6%	↑	
Metric 6 Q11	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%	20.1%	↓	
		Non-disabled	16.2%	14.3%	↓	
Metric 7 Q5	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%	42.7%	↑	
		Non-disabled	52.5%	55.1%	↑	
Metric 8 Q28b	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work	Disabled	74.6%	76.9%	↑	
Metric 9	a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation	Disabled	6.7	6.9	↑	
		Non-disabled	7.1	7.2	↑	
		Overall Score	7.0	7.2	↑	
	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"> By voting membership of the Board 	Total Board Members				9
		Disabled	-3.8%	-4.8%	↓	
		Non-disabled	-25.0%	-24.6%		

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• By Executive membership of the Board	Voting Board Members	Disabled	-3.8%	-4.8%	↓	9
		Non-disabled	-39.0%	-37.6%		

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