| **WDES Metric** | **Metric Description** | **Disability** | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** | **Direction** | **Representative Target** | **National 2020-21** | **National 2020** | **National 2019** |
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| Metric 1 | Percentage of Disabled staff in Bands 8-9, VSM (including executive Board members and senior medical staff) compared with the percentage of Disabled staff in the overall workforce | Disabled Staff in Post | - | - | 3.65% | 3.71% | 3.92% | 4.53% |  | - | 3.7% | 3.4% | 3.1% |
| Disabled 8a+ & VSM | - | - | 1.97% | 2.06% | 2.26% | 3.25% |  | - | - | - | - |
| Metric 2 | Relative likelihood of non-disabled staff compared to Disabled being appointed from shortlisting across all posts | Non-disabled | - | - | 1.6 | 1.31 | 1.15 | 1.09 |  | - | 1.11 | 1.20 | 1.23 |
| 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 | - | - | 6.39 | 4.75 | 0.00 | 0.00 |  | - | 1.94 | 1.53 | 1.10 |
| Metric 4 | a. 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 | Disabled | - | - | 27.3% | 25.5% | 24.6% | 29.5% |  | - | 31.9% | 34.2% | 33.8% |
| Non-disabled | - | - | 19.4% | 20.1% | 19.0% | 22.4% |  | - | 25.5% | 27.4% | 26.8% |
| ii. Managers | Disabled | - | - | 13.2% | 12.6% | 14.1% | 14.3% |  | - | 18.5% | 18.5% | 19.8% |
| Non-disabled | - | - | 7.3% | 6.8% | 6.5% | 7.7% |  | - | 10.6% | 10.8% | 13.0% |
| iii. Other colleagues | Disabled | - | - | 23.8% | 21.5% | 22.1% | 24.5% |  | - | 25.6% | 26.3% | 26.8% |
| Non-disabled | - | - | 12.2% | 13.1% | 12.7% | 14.9% |  | - | 16.7% | 17.3% | 18.1% |
| 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 | Disabled | - | - | 48.4% | 48.4% | 51.4% | 45.5% |  | - | - | - | 47.8% |
| Non-disabled | - | - | 43.6% | 42.0% | 44.9% | 43.5% |  | - | - | - | 46.6% |
| Metric 5 | Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion | Disabled | - | - | 83.3% | 82.0% | 83.5% | 51.7% |  | - | 78.4% | - | 75.3% |
| Non-disabled | - | - | 89.0% | 89.3% | 89.4% | 58.2% |  | - | 83.7% | - | 82.7% |
| Metric 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 | - | - | 34.5% | 33.9% | 31.7% | 32.0% |  | - | - | - | 32.0% |
| Non-disabled | - | - | 22.6% | 19.8% | 21.9% | 21.9% |  | - | - | - | 23.0% |
| Metric 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 | - | - | 38.1% | 42.9% | 39.8% | 36.0% |  | - | - | - | 37.2% |
| Non-disabled | - | - | 52.3% | 53.0% | 51.2% | 43.8% |  | - | - | - | 47.9% |
| Metric 8 | Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work  | Disabled | - | - | 75.7% | 78.9% | 79.3% | 74.7% |  | - | 76.6% | 73.8% | 72.4% |
| Metric 9 | a. The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation | Organisation | - | - | 7 | 7 | 7 | 6.7 |  | - | - | - | - |
| Disabled | - | - | 6.6 | 6.7 | 6.6 | 6.4 |  | - | - | - | 6.6 |
| Non-disabled | - | - | 7.1 | 7.1 | 7.1 | 6.9 |  | - | - | - | 7.1 |
| Metric 10 | Percentage difference between the organisations Board voting membership and its overall workforce:  | Disabled | - | - | 0% | 0% | 13% | 12% |  | - | 3.7% | - | 2.1% |
| Non-disabled | - | - | 77% | 79% | 67% | 69% |  | - | 72.5% | - | 69.1% |
| Unknown | - | - | 23% | 21% | 20% | 19% |  | - | 23.8% | - | 28.8% |
| By voting membership of the Board | Disabled | - | - | 0% | 0% | 13% | 12% |  | - | 3.6% | - | 1.8% |
| Non-disabled | - | - | 77% | 79% | 67% | 69% |  | - | 72.3% | - | 70.1% |
| Unknown | - | - | 23% | 21% | 20% | 19% |  | - | 24.0% | - | 28.1% |
| By Executive membership of the Board | Disabled | - | - | 0% | 0% | 0% | 0% |  | - | 3.8% | - | 1.7% |
| Non-disabled | - | - | 67% | 71% | 88% | 100% |  | - | 75.6% | - | 71.2% |
| Unknown | - | - | 33% | 29% | 13% | 0% |  | - | 20.6% | - | 27.1% |