

Sheffield Teaching Hospitals

Workforce Disability Equality Standard (WDES) performance – 2017 to 2020

WDES Metric	Metric Description	Disability	2017	2018	2019	2020	Direction	Representative Target	National 2019	North East & Yorkshire 2019
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%	↑	-	-	-
		Disabled 8a+ & VSM	-	-	1.97%	2.06%	↑	-	-	-
Metric 2	Relative likelihood of non-disabled staff compared to Disabled being appointed from shortlisting across all posts	Non-disabled	-	-	1.6	1.31	↓	-	1.23	1.44
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	↓	-	1.1	1.22
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%	↓	-	33.8%	31.9%
		Non-disabled	-	-	19.4%	20.1%	↑	-	26.8%	24.5%
	ii. Managers	Disabled	-	-	13.2%	12.6%	↓	-	19.8%	16.1%
		Non-disabled	-	-	7.3%	6.8%	↓	-	13.0%	9.1%
	iii. Other colleagues	Disabled	-	-	23.8%	21.5%	↓	-	26.8%	23.9%
		Non-disabled	-	-	12.2%	13.1%	↑	-	18.1%	14.7%

WDES Metric	Metric Description	Disability	2017	2018	2019	2020	Direction	Representative Target	National 2019	North East & Yorkshire 2019
	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%	➡	-	47.8%	49.7%
		Non-disabled	-	-	43.6%	42.0%	⬇	-	46.6%	47.8%
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%	⬇	-	75.3%	81.3%
		Non-disabled	-	-	89.0%	89.3%	⬆	-	82.7%	88.4%
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%	⬇	-	32.0%	30.9%
		Non-disabled	-	-	22.6%	19.8%	⬇	-	23.0%	21.6%
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%	⬆	-	37.2%	37.5%
		Non-disabled	-	-	52.3%	53.0%	⬆	-	47.9%	49.3%
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%	⬆	-	72.4%	74.9%
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	➡	-	-	-
		Disabled	-	-	6.6	6.7	⬆	-	6.6	6.6
		Non-disabled	-	-	7.1	7.1	➡	-	7.1	7.1
Metric 10	Percentage difference between the organisations Board voting membership and its overall workforce:	Disabled	-	-	0%	0%	➡	-	2.1%	2.5%
		Non-disabled	-	-	77%	79%	⬆	-	69.1%	-

WDES Metric	Metric Description	Disability	2017	2018	2019	2020	Direction	Representative Target	National 2019	North East & Yorkshire 2019
	By voting membership of the Board	Unknown	-	-	23%	21%	↓	-	28.8%	-
		Disabled	-	-	0%	0%	→	-	1.8%	-
		Non-disabled	-	-	77%	79%	↑	-	70.1%	-
		Unknown	-	-	23%	21%	↓	-	28.1%	-
	By Executive membership of the Board	Disabled	-	-	0%	0%	→	-	1.7%	-
		Non-disabled	-	-	67%	71%	↑	-	71.2%	-
		Unknown	-	-	33%	29%	↓	-	27.1%	-