

**31st MARCH 2019**

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		DISABLED				NON-DISABLED				DISABILITY UNKNOWN OR NULL				OVERALL STAFF		
		Total Disabled		% Disabled / ratio		Total Not Disabled		% Not Disabled / ratio		Total Unknown or Null		% Unknown or Null / ratio		Total		
DATA ITEM		MEASURE	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data

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DATA ITEM		MEASURE	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data
	<b>1a) Non Clinical Staff</b>															
1	Bands 1	Headcount	2	2	8%	8%	23	23	88%	88%	1	1	4%	4%	26	26
2	Bands 2	Headcount	17	15	9%	8%	157	160	81%	82%	19	19	10%	10%	193	194
3	Bands 3	Headcount	8	10	4%	4%	191	199	88%	88%	17	16	8%	7%	216	225
4	Bands 4	Headcount	7	5	10%	6%	60	68	83%	87%	5	5	7%	6%	72	78
5	Bands 5	Headcount	5	4	5%	4%	85	85	91%	93%	3	2	3%	2%	93	91
6	Bands 6	Headcount	4	4	11%	10%	29	29	81%	71%	3	8	8%	20%	36	41
7	Bands 7	Headcount	2	3	3%	4%	58	61	88%	84%	6	9	9%	12%	66	73
8	Bands 8a	Headcount	1	1	2%	3%	36	37	88%	93%	4	2	10%	5%	41	40
9	Bands 8b	Headcount	1	1	6%	6%	14	14	88%	88%	1	1	6%	6%	16	16
10	Bands 8c	Headcount	0	0	0%	0%	4	4	100%	100%	0	0	0%	0%	4	4
11	Bands 8d	Headcount	0	0	0%	0%	2	1	100%	100%	0	0	0%	0%	2	1
12	Bands 9	Headcount	0	0	0%	0%	0	0	0%	0%	0	0	0%	0%	0	0
13	VSM	Headcount	0	0	0%	0%	1	0	25%	0%	3	3	75%	100%	4	3
14	Other	Headcount	0	0	0%	0%	1	1	33%	33%	2	2	67%	67%	3	3
15	Cluster 1 (Bands 1 - 4)	Total	34	32	7%	6%	431	450	85%	86%	42	41	8%	8%	507	523
16	Cluster 2 (Band 5 - 7)	Total	11	11	6%	5%	172	175	88%	85%	12	19	6%	9%	195	205
17	Cluster 3 (Bands 8a - 8b)	Total	2	2	4%	4%	50	51	88%	91%	5	3	9%	5%	57	56
18	Cluster 4 (Bands 8c - 9 & VSM)	Total	0	0	0%	0%	7	5	70%	63%	3	3	30%	38%	10	8
	<b>1b) Clinical Staff</b>															
19	Bands 1	Headcount	0	0	0%	0%	2	2	100%	100%	0	0	0%	0%	2	2
20	Bands 2	Headcount	0	0	0%	0%	12	13	92%	87%	1	2	8%	13%	13	15
21	Bands 3	Headcount	8	9	3%	3%	254	250	81%	81%	50	49	16%	16%	312	308
22	Bands 4	Headcount	12	11	7%	6%	144	152	82%	80%	20	26	11%	14%	176	189
23	Bands 5	Headcount	19	17	4%	4%	374	384	87%	88%	38	37	9%	8%	431	438
24	Bands 6	Headcount	37	39	5%	5%	679	687	84%	84%	91	94	11%	11%	807	820
25	Bands 7	Headcount	10	11	3%	4%	254	258	89%	89%	22	20	8%	7%	286	289
26	Bands 8a	Headcount	4	4	4%	4%	91	94	89%	91%	7	5	7%	5%	102	103
27	Bands 8b	Headcount	0	0	0%	0%	9	7	100%	100%	0	0	0%	0%	9	7
28	Bands 8c	Headcount	0	0	0%	0%	9	9	100%	100%	0	0	0%	0%	9	9
29	Bands 8d	Headcount	0	0	0%	0%	0	0	0%	0%	1	1	100%	100%	1	1
30	Bands 9	Headcount	0	0	0%	0%	0	0	0%	0%	0	0	0%	0%	0	0
31	VSM	Headcount	1	1	13%	100%	4	0	50%	0%	3	0	38%	0%	8	1
32	Medical & Dental Staff, Consultants	Headcount	0	0	0%	0%	26	23	81%	79%	6	6	19%	21%	32	29
33	Medical & Dental Staff, Non-Consultants career grade	Headcount	1	1	5%	5%	12	12	60%	60%	7	7	35%	35%	20	20

34	Medical & Dental Staff, Medical and dental trainee grades	Headcount	0	0	0%	0%	0	0	0%	0%	5	5	100%	100%	5	5
35	Other	Headcount	0	0	0%	0%	2	0	100%	0%	0	0	0%	0%	2	0
36	Cluster 1 (Bands 1 - 4)	Total	20	20	4%	4%	412	417	82%	81%	71	77	14%	15%	503	514
37	Cluster 2 (Band 5 - 7)	Total	66	67	4%	4%	1307	1329	86%	86%	151	151	10%	10%	1524	1547
38	Cluster 3 (Bands 8a - 8b)	Total	4	4	4%	4%	100	101	90%	92%	7	5	6%	5%	111	110
39	Cluster 4 (Bands 8c - 9 & VSM)	Total	1	1	6%	9%	13	9	72%	82%	4	1	22%	9%	18	11
40	Cluster 5 (Medical & Dental Staff, Consultants)	Total	0	0	0%	0%	26	23	81%	79%	6	6	19%	21%	32	29
41	Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	Total	1	1	5%	5%	12	12	60%	60%	7	7	35%	35%	20	20
42	Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	Total	0	0	0%	0%	0	0	0%	0%	5	5	100%	100%	5	5
43	Number of shortlisted applicants	Headcount		149				2552								
44	Number appointed from shortlisting	Headcount		19				469								
45	Relative likelihood of shortlisting/appointed	Auto-Populated		0.13				0.18								
46	Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff	Auto-Populated				1.44										
47	Number of staff in workforce	Headcount		138				2540								
48	Number of staff entering the formal capability process	Headcount		2				9								

49	Likelihood of staff entering the formal capability process	Auto-Populated		0.01				0.00								
50	Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	Auto-Populated				4.09										
51	% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	Number of Respondents/%	275	275	34.2%	34.2%	903	903	22.3%	22.3%						
52	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Number of Respondents/%	273	273	11.0%	11.0%	897	897	6.7%	6.7%						
53	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Number of Respondents/%	270	270	21.1%	21.1%	894	894	10.6%	10.6%						
54	% 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	Number of Respondents/%	116	116	56.0%	56.0%	232	232	56.0%	56.0%						
55	% of staff believing that the Trust provides equal opportunities for career progression or promotion.	Number of Respondents/%	193	193	83.9%	83.9%	643	643	91.1%	91.1%						

56	% of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	Number of Respondents/%	195	195	29.7%	29.7%	452	452	20.4%	20.4%						
57	% staff saying that they are satisfied with the extent to which their organisation values their work.	Number of Respondents/%	277	277	43.7%	43.7%	901	901	51.3%	51.3%						
58	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Number of Respondents/%	172	172	82.6%	82.6%										
59	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Number of Respondents/Score	277	277	6.8	6.8	907	907	7.2	7.2					7.1	7.1
60	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)	(yes) or (no)		Yes												
61	Total Board members	Headcount		0				13				0			13	
62	<i>of which: Voting Board members</i>	Headcount		0				11				0			11	
63	<i>: Non Voting Board members</i>	Auto-Populated		0				2				0			2	
64	Total Board members	Auto-Populated		0				13				0			13	
65	<i>of which: Exec</i>	Headcount		0				5				0			5	

	Board members															
66	: Non Executive Board members	Auto-Populated		0				8				0			8	
67	Number of staff in overall workforce	Headcount		138				2573				320			3031	
68	Total Board members - % by Disability	Auto-Populated		0%				100%				0%				
69	Voting Board Member - % by Disability	Auto-Populated		0%				100%				0%				
70	Non Voting Board Member - % by Disability	Auto-Populated		0%				100%				0%				
71	Executive Board Member - % by Disability	Auto-Populated		0%				100%				0%				
72	Non Executive Board Member - % by Disability	Auto-Populated		0%				100%				0%				
73	Overall workforce - % by Disability	Auto-Populated		5%				85%				11%				
74	Difference (Total Board - Overall workforce )	Auto-Populated		-5%				15%				-11%				
75	Difference (Voting membership - Overall Workforce)	Auto-Populated		-5%				15%				-11%				
76	Difference (Executive membership - Overall Workforce)	Auto-Populated		-5%				15%				-11%				