*LCH Workforce Disability Equality Standard (WDES) Performance*

**WDES 1**

**Clinical staff**

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|  |  | Disabled | Non-Disabled  | Unknown |
| Cluster 1 | Bands 1-4 | 4.37% | 83.22% | 12.41% |
| Cluster 2 | Bands 5-7 | 5.13% | 82.18% | 12.68% |
| Cluster 3 | Bands 8a-8b | 3.60% | 82.73% | 13.67% |
| Cluster 4 | Bands 8c - VSM | 0% | 84.62% | 15.38% |
| Cluster 5  | Medical & Dental Staff - consultants | 0% | 66.67% | 33.33% |
| Cluster 6 | Medical & Dental Staff - non consultants career grade | 6.67% | 66.67% | 26.67% |
| Cluster 7  | Medical & Dental staff - Medical and dental trainee grades | 0% | 0% | 100% |

**Non-Clinical staff**

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|   |   | Disabled | Non-Disabled | Unknown |
| Cluster 1 | Bands 1-4 | 5.6% | 85.2% | 9.2% |
| Cluster 2 | Bands 5-7 | 4.7% | 89.3% | 6.0% |
| Cluster 3 | Bands 8a-8b | 2.9% | 86.8% | 10.3% |
| Cluster 4 | Bands 8c - VSM | 0.0% | 60.0% | 40.0% |

**WDES 2**

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|  | **2019** | **2020** | **2021** |
| Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff | 1.9 | 2.5 | 1.2 |

**WDES 3**

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|  | **2019** | **2020** | **2021** |
| Relative likelihood of Disabled staff entering formal capability process compared to non-disabled staff | 2 | 0 | 0 |

**WDES 4**

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| 4a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives, or other members of the public in the last 12 months. |

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|  | **2019** | **2020** | **2021** |
| Disabled  | 34% | 31% | 34% |
| Non-disabled  | 22% | 24% | 22% |

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| 4b) Staff experiencing harassment, bullying or abuse from managers in the last 12 months |

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|  | **2019** | **2020** | **2021** |
| Disabled  | 11% | 11.7% | 14.8% |
| Non-disabled  | 6.7% | 5.2% | 6.9% |

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| 4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 month |

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|  | **2019** | **2020** | **2021** |
| Disabled  | 21% | 19% | 20% |
| Non-disabled  | 11% | 12% | 11% |

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| 4c) Staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months |

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|  | **2019** | **2020** | **2021** |
| Disabled  | 21.1% | 18.7% | 20.0% |
| Non-disabled  | 10.6% | 11.8% | 11.0% |

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| 4d) 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 |

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|  | **2019** | **2020** | **2021** |
| Disabled  | 56% | 55% | 60% |
| Non-disabled  | 56% | 57% | 60% |

**WDES 5**

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| Percentage of Disabled staff compared to non-disabled staff believing that the trust provides equal opportunities for career progression or promotion. |

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|  | **2019** | **2020** | **2021** |
| Disabled  | 84% | 81% | 82% |
| Non-disabled  | 91% | 90% | 92% |

**WDES 6**

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| 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. |

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|  | **2019** | **2020** | **2021** |
| Disabled  | 30% | 22% | 29% |
| Non-disabled  | 20% | 15% | 17% |

**WDES 7**

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| Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work. |

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|  | **2019** | **2020** | **2021** |
| Disabled  | 44% | 49% | 50% |
| Non-disabled | 52% | 60% | 57% |

**WDES 8**

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|  | **2019** | **2020** | **2021** |
| Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. | 82.6% | 78.9% | 78.9% |

**WDES 9**

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| The staff engagement score for Disabled staff compared to non- disabled staff |

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|  | **2019** | **2020** | **2021** |
| Disabled | 6.6 | 6.8 | 6.8 |
| Non-disabled | 7.2 | 7.4 | 7.3 |

**WDES 10**

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| Trust Board members |

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|  | **2019** | **2020** | **2021** |
| Disabled, Executive Board Members | 0 | 0 | 0 |
| Non-disabled, Executive Board Members | 100% | 0 | 17% |
| Unknown status, Executive Board Members | 0 | 70% | 83% |
| Disabled, Non-Executive Board Members | 0 | 9% | 0 |
| Non-disabled, Non-Executive Board Members | 100% | 0 | 0 |
| Unknown status, Non-Executive Board Members  | 0 | 81% | 100% |
| Disabled, Voting member | 0 | 9% | 0 |
| Disabled, Non-voting member | 0 | 0 | 0 |
| Unknown, Voting member | 0 | 64% | 78% |
| Non-disabled, Voting member | 0 | 27% | 22% |
| Non-disabled, Non-voting member | 0 | 0 | 0 |
| Unknown, Non-voting member  | 0 | 0 | 100% |

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| **2019** |

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| % points difference (+/-) between Disabled Board members and Disabled staff in overall workforce | Total Board = 13 | **Overall workforce = 3031** | Difference = -5 % |

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| **2020** |

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| % points difference (+/-) between Disabled Board members and Disabled staff in overall workforce | Total Board = 11 | **Overall workforce = 3175**  | Difference = +4 % |

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| **2021** |

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| % points difference (+/-) between Disabled Board members and Disabled staff in overall workforce | Total Board = 12 | **Overall workforce = 3349**  | Difference = -5 % |