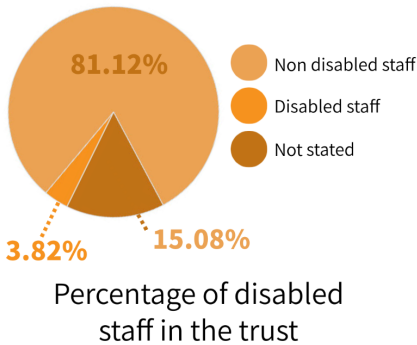


# Workforce Disability Equality Standard (WDES) 2020/21

## Metric 1

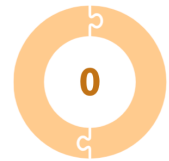


## Metric 2



Relative likelihood of non disabled staff compared to disabled staff being appointed from shortlisting across all posts

## Metric 3



Relative likelihood of disabled staff compared to non disabled staff entering the formal capability process

## Metric 4



Percentage of disabled staff compared to non disabled staff experiencing harassment, bullying or abuse in the last 12 months

### Disabled staff



- Public - 32.4%
- Managers - 20.1%
- Colleagues - 31.3%

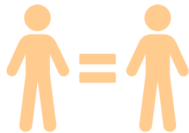
### Non-Disabled staff



- Public - 25.6%
- Managers - 7.7%
- Colleagues - 15.7%

## Metric 5

79.4% disabled  
86.1% non disabled



Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion

## Metric 6

37.7% Disabled  
21.7% Non disabled



Percentage of staff experienced discrimination at work from a manager / team leader or other colleagues in the last 12 months

## Metric 7

42.3% Disabled

56% Non Disabled

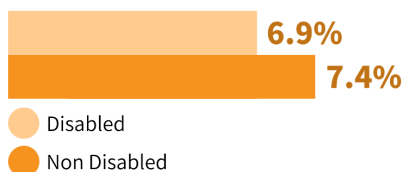
Percentage of staff saying they are satisfied with the extent to which their organisation values their work

## Metric 8

76% disabled  
75.5% non disabled

Percentage of staff saying their employer has made adequate adjustments to enable them to carry out their work

## Metric 9



The staff engagement score for disabled staff compared to non disabled staff

## Metric 10

-15% disabled

7% non disabled

Percentage difference between an organisation's Board voting membership and its overall workforce