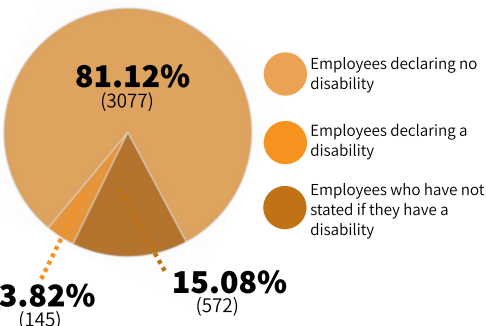


Workforce Disability Equality Standard (WDES) 2020/21

Metric 1

% of Employees Declaring a Disability



3.8% of the Trust's substantive workforce have declared that they have a disability

Metric 2

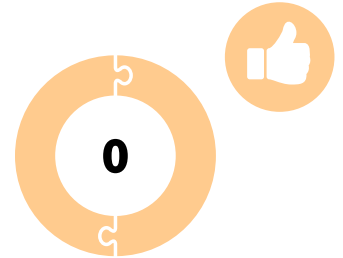
Likelihood of Disabled Candidates being Shortlisted



Disabled candidates applying for a job at the Trust are more likely to be shortlisted than non-disabled candidates

Metric 3

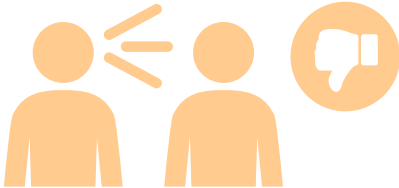
Performance Management and Capability



No disabled employees entered the formal capability process during the last 12 months

Metric 4

% of Employees Facing Harassment, Bullying or Abuse in the Last 12 Months



In the last 12 months a higher percentage of disabled employees faced harassment, bullying or abuse from service users, colleagues and managers than employees without a disability

Disabled staff



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

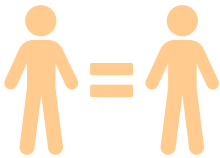
Non-Disabled staff



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

Metric 5

Equal Opportunities



79.4% disabled
86.1% non disabled

Disabled employees are less likely to believe that the Trust offers them equal opportunity for career progression or promotion than employees without a disability

Metric 6

Discrimination at Work

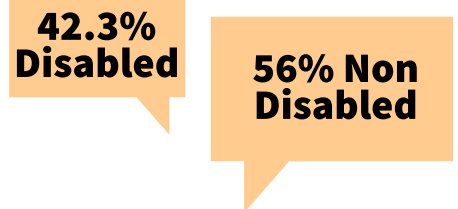


37.7% Disabled
21.7% Non disabled

In the last 12 months, a higher percentage of disabled employees faced discrimination from a manager, team leader or colleague than employees without a disability

Metric 7

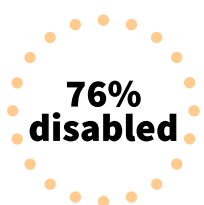
Feeling Valued at Work



Disabled employees are less likely to feel that the Trust values their work than employees without a disability

Metric 8

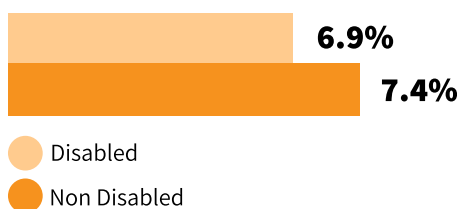
Reasonable Adjustments



The majority of disabled employees feel that the Trust has made reasonable adjustments to allow them to carry out their work

Metric 9

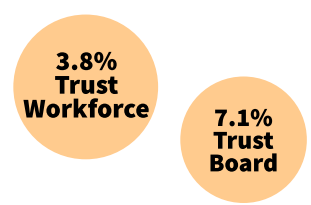
Feeling Engaged at Work



Employees with a disability are slightly less likely to feel engaged at work than employees with a disability

Metric 10

Board Representation



7.1% off voting members on the Trust's Board have declared a disability (1 out of 14). This means that the Trust's Board has a higher level of representation of disabled employees than the Trust overall (3.8%)