



**Frimley Health**  
NHS Foundation Trust

# **Workforce Disability Equality Standard (WDES) Report 2020**

### Workforce Disability Equality Indicators

| Indicator |  | Data for reporting year 2020   | Data for previous year 2019  | Narrative – the implications of the data and any additional background explanatory narrative   | Action taken and planned including e.g. does the indicator link to EDS2 evidence and/or a corporate Equality Objective |
|-----------|--|--|--|--|--|
| 1         | Percentage of staff in AfC pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce | <p><b>Non - Clinical:</b><br/> Cluster 1: AfC Band 1, 2, 3 and 4: 2.8%<br/> Cluster 2: AfC Band 5, 6 and 7: 2.5%<br/> Cluster 3: AfC Band 8a and 8b: 3.8%<br/> Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members): 5.7%</p> <p><b>Clinical</b><br/> Cluster 1: AfC Band 1, 2, 3 and 4: 2%<br/> Cluster 2: AfC Band 5, 6 and 7: 2.7%<br/> Cluster 3: AfC Band 8a and 8b: 1.8%<br/> Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members): 4.7%<br/> Cluster 5: Medical and Dental staff, Consultants: 2%<br/> Cluster 6: Medical and Dental staff, Non-consultant career grade: 0%<br/> Cluster 7: Medical and Dental staff, Medical</p> | <p><b>Non - Clinical:</b><br/> Cluster 1: AfC Band 1, 2, 3 and 4: 3%<br/> Cluster 2: AfC Band 5, 6 and 7: 3%<br/> Cluster 3: AfC Band 8a and 8b: 4%<br/> Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members): 5%</p> <p><b>Clinical</b><br/> Cluster 1: AfC Band 1, 2, 3 and 4: 2%<br/> Cluster 2: AfC Band 5, 6 and 7: 3%<br/> Cluster 3: AfC Band 8a and 8b: 2%<br/> Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members): 0%<br/> Cluster 5: Medical and Dental staff, Consultants: 0%<br/> Cluster 6: Medical and Dental staff, Non-consultant career grade: 0%<br/> Cluster 7: Medical and Dental staff, Medical and dental trainee grades: 1%</p> | <p>There is very little difference in the data for each cluster, when comparing 2019 and 2020. Analysis shows that during 2019/20 1.6% of the total number of promotions went to staff with a disability while 2.7% of leavers had a disability and only 2.5% of appraisals had been completed for staff with disabilities.</p> <p>There needs to be improvement in these numbers, especially as it is believed the proportion of staff with disabilities in the workplace is higher than 2.3% (around 200 staff) and is more likely to be closer to 7%.</p> |  |

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|-----------|---|--|--|---|--|
|           |   | and dental trainee grades: 0.8%                                    |  |   |  |
| 2         | Relative likelihood of disabled staff compared to non - Disabled staff being appointed from shortlisting across all posts | Disabled staff 0.92 times more likely to be appointed              | Disabled 1.03 times less likely to be appointed                | The Trust's metric has improved and it shows that recruiting managers are likely to be more aware of disability matters during recruitment and also the Trust remains an employer of choice for an increasing number of applicants with disabilities. |  |
| 3         | Likelihood of disabled staff compared to non-disabled staff entering formal capability processes                          | Disabled staff are zero times likely to enter capability processes | Disabled 7.3 times more likely to enter the capability process | The Trust shows marked improvement against this metric and this may be down to the more accurate recording of disability.   |  |
| 4         | Harassment, Bullying and Abuse from Patients and Relatives  | Disabled 37%<br>Not Disabled 29%                                   | Disabled 30%<br>Not Disabled 26%                               | More detail on next steps can be found in the WDES Action plan  |  |

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| 5 | Harassment, Bullying and Abuse from managers  | Disabled 17%<br>Not Disabled 10%             | Disabled 19.7%<br>Not Disabled 9.7%              | More detail on next steps can be found in the WDES Action plan |  |
| 6 | Harassment, Bullying and Abuse from Other Colleagues  | Disabled 23%<br>Not Disabled 16%             | Disabled 24.6%<br>Not Disabled 14.4%             | More detail on next steps can be found in the WDES Action plan |  |
| 7 | Percentage of Disabled staff and non-disabled staff reporting harassment, bullying or abuse at work | Disabled staff 45%<br>Non-Disabled staff 44% | Disabled staff 42.3%<br>Non-Disabled staff 48.7% | More detail on next steps can be found in the WDES Action plan |  |
| 8 | Equal Opportunities for Career Progression  | Disabled Staff 82%<br>Not Disabled 87%       | Disabled staff 78%<br>Non-Disabled staff 87%     | More detail on next steps can be found in the WDES Action plan |  |
| 9 | Experiencing Pressure from managers to attend work when unwell                                      | Disabled 37%<br>Not Disabled 24%             | Disabled staff 36%<br>Non-Disabled staff 25%     | More detail on next steps can be found in the WDES Action plan |  |

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| 10. | Staff Satisfaction with how their work is valued | Disabled 39%<br>Not Disabled 54%       | Disabled staff 42.5%<br>Non-Disabled staff 57.4% | More detail on next steps can be found in the WDES Action plan |
| 11. | Adequate adjustments made for staff              | Disabled Staff 73.5%                   | Disabled: 78.2%                                  | More detail on next steps can be found in the WDES Action plan |
| 12. | Staff feeling engaged (score out of 10)          | Disabled staff 6.8<br>Not Disabled 7.3 | Disabled staff 6.9%<br>Non-Disabled staff 7.5%   | More detail on next steps can be found in the WDES Action plan |