



Frimley Health
NHS Foundation Trust

Workforce Disability Equality Standard (WDES) Report 2021

Indicator		Data for reporting year 2021	Data for previous year 2020	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>Non - Clinical: Cluster 1: AfC Band 1, 2, 3 and 4: 2.9% Cluster 2: AfC Band 5, 6 and 7: 3.9% Cluster 3: AfC Band 8a and 8b: 3.5% Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members): 4.2%</p> <p>Clinical Cluster 1: AfC Band 1, 2, 3 and 4: 2.4% Cluster 2: AfC Band 5, 6 and 7: 2.7% Cluster 3: AfC Band 8a and 8b: 1.6% Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members): 1.6% Cluster 5: Medical and Dental staff, Consultants: 0% Cluster 6: Medical and Dental staff, Non-consultant career grade: 0.6% Cluster 7: Medical and Dental staff, Medical and</p>	<p>Non - Clinical: Cluster 1: AfC Band 1, 2, 3 and 4: 2.8% Cluster 2: AfC Band 5, 6 and 7: 2.5% Cluster 3: AfC Band 8a and 8b: 3.8% Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members): 5.7%</p> <p>Clinical Cluster 1: AfC Band 1, 2, 3 and 4: 2% Cluster 2: AfC Band 5, 6 and 7: 2.7% Cluster 3: AfC Band 8a and 8b: 1.8% Cluster 4: AfC Band 8c, 8d, 9 and VSM (including Executive Board members): 4.7% Cluster 5: Medical and Dental staff, Consultants: 2% Cluster 6: Medical and Dental staff, Non-consultant career grade: 0% Cluster 7: Medical and Dental staff, Medical and dental trainee grades: 0.8%</p>	<p>There is some variation in the data for each cluster, when comparing 2020 and 2021. Analysis shows that during 2020/21 1.8% (1.6 in 2019/20) of the total number of promotions went to staff with a disability while 2.4% of leavers (2.7% in 2019/20) had a disability.</p> <p>It is expected that proportion of staff with a disability is higher than 2.4% and closer to 7% as this is the percentage of staff who have disclosed a disability.</p> <p>Staff with disabilities have taken part in reverse mentoring and led to members of staff successfully achieving promotions.</p>	

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		dental trainee grades: 0.5%			
2	Relative likelihood of disabled staff compared to non - Disabled staff being appointed from shortlisting across all posts	Disabled staff 0.66 times more likely to be appointed from short listing	Disabled staff 0.92 times more likely to be appointed	The Trust's metric shows further improvement and this suggests greater awareness of disability and 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 staff are zero times likely to enter capability processes	The Trust metric remains positive and unchanged.	
4	Harassment, Bullying and Abuse from Patients and Relatives		Disabled 37% Not Disabled 29%	The staff with disabilities and carers forum is playing an active role in taking forward and developing learning on tackling micro aggressions, speaking up awareness and well being.	

5	Harassment, Bullying and Abuse from managers		Disabled 17% Not Disabled 10%	The staff with disabilities and carers forum is playing an active role in taking forward and developing learning on tackling micro aggressions, speaking up awareness and well being.	
6	Harassment, Bullying and Abuse from Other Colleagues		Disabled 23% Not Disabled 16%	The staff with disabilities and carers forum is playing an active role in taking forward and developing learning on tackling micro aggressions, speaking up awareness and well being.	
7	Percentage of Disabled staff and non-disabled staff reporting harassment, bullying or abuse at work		Disabled staff 45% Non-Disabled staff 44%	The staff with disabilities and carers forum is playing an active role in taking forward and developing learning on tackling micro aggressions, speaking up awareness and well being.	
8	Equal Opportunities for Career Progression		Disabled Staff 82% Not Disabled 87%	More detail on next steps can be found in the WDES Action plan	

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9	Experiencing Pressure from managers to attend work when unwell		Disabled 37% Not Disabled 24%	More detail on next steps can be found in the WDES Action plan	
10.	Staff Satisfaction with how their work is valued		Disabled 39% Not Disabled 54%	More detail on next steps can be found in the WDES Action plan	
11.	Adequate adjustments made for staff		Disabled Staff 73.5%	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 Not Disabled 7.3	More detail on next steps can be found in the WDES Action plan	