RNA The Dudley Group NHS Foundation Trust

v2.0

					31st MARCH 2019													
					DISABLED				NON-DISABLED				DISABILITY UNKNOWN OR NULL				OVERALL STAFF	
					Total Disabled		% Disabled / ratio		Total Not Disabled		% Not Disabled / ratio		Total Unknown or Null		% Unknown or Null / ratio		Total	
METRIC	INDICATOR	DATA ITEM		MEASURE	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Notes
1	**Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2019**		**1a) Non Clinical Staff**																
		1	Bands 1	Headcount	1	0	2%	0%	24	0	55%	0%	19	0	43%	0%	44	0	
		2	Bands 2	Headcount	3	5	1%	2%	111	138	45%	44%	134	171	54%	54%	248	314	
		3	Bands 3	Headcount	6	6	4%	4%	69	71	43%	43%	87	89	54%	54%	162	166	
		4	Bands 4	Headcount	1	1	0%	0%	119	120	47%	47%	131	132	52%	52%	251	253	
		5	Bands 5	Headcount	2	2	3%	3%	32	30	44%	42%	39	39	53%	55%	73	71	
		6	Bands 6	Headcount	3	3	6%	5%	29	35	58%	58%	18	22	36%	37%	50	60	
		7	Bands 7	Headcount	2	2	4%	5%	29	29	60%	67%	17	12	35%	28%	48	43	
		8	Bands 8a	Headcount	0	0	0%	0%	20	18	71%	58%	8	13	29%	42%	28	31	
		9	Bands 8b	Headcount	0	0	0%	0%	7	5	44%	50%	9	5	56%	50%	16	10	
		10	Bands 8c	Headcount	0	0	0%	0%	2	4	20%	33%	8	8	80%	67%	10	12	
		11	Bands 8d	Headcount	0	0	0%	0%	3	3	50%	60%	3	2	50%	40%	6	5	
		12	Bands 9	Headcount	0	0	0%	0%	2	0	67%	0%	1	0	33%	0%	3	0	
		13	VSM	Headcount	0	0	0%	0%	2	2	22%	22%	7	7	78%	78%	9	9	
		14	Other	Headcount	0	1	0%	2%	0	24	0%	53%	0	20	0%	44%	0	45	
		15	Cluster 1 (Bands 1 - 4)	Total	11	12	2%	2%	323	329	46%	45%	371	392	53%	53%	705	733	
		16	Cluster 2 (Band 5 - 7)	Total	7	7	4%	4%	90	94	53%	54%	74	73	43%	42%	171	174	
		17	Cluster 3 (Bands 8a - 8b)	Total	0	0	0%	0%	27	23	61%	56%	17	18	39%	44%	44	41	
		18	Cluster 4 (Bands 8c - 9 & VSM)	Total	0	0	0%	0%	9	9	32%	35%	19	17	68%	65%	28	26	
			1b) Clinical Staff																
		19	Bands 1	Headcount	0	0	0%	0%	28	0	90%	0%	3	0	10%	0%	31	0	
		20	Bands 2	Headcount	13	12	1%	1%	320	288	36%	35%	564	525	63%	64%	897	825	
		21	Bands 3	Headcount	2	2	1%	1%	38	42	28%	28%	97	104	71%	70%	137	148	
		22	Bands 4	Headcount	1	1	1%	1%	53	52	46%	47%	60	57	53%	52%	114	110	
		23	Bands 5	Headcount	24	23	3%	3%	377	371	41%	41%	519	522	56%	57%	920	916	
		24	Bands 6	Headcount	14	14	2%	2%	290	295	34%	34%	547	547	64%	64%	851	856	
		25	Bands 7	Headcount	9	8	2%	2%	135	131	35%	34%	245	246	63%	64%	389	385	
		26	Bands 8a	Headcount	2	2	3%	3%	33	32	42%	42%	43	43	55%	56%	78	77	
		27	Bands 8b	Headcount	0	0	0%	0%	8	9	31%	31%	18	20	69%	69%	26	29	
		28	Bands 8c	Headcount	0	0	0%	0%	2	3	33%	50%	4	3	67%	50%	6	6	
		29	Bands 8d	Headcount	0	0	0%	0%	6	5	55%	56%	5	4	45%	44%	11	9	
		30	Bands 9	Headcount	0	0	0%	0%	0	0	0%	0%	0	0	0%	0%	0	0	
		31	VSM	Headcount	0	0	0%	0%	0	0	0%	0%	1	0	100%	0%	1	0	
		32	Medical & Dental Staff, Consultants	Headcount	0	0	0%	0%	44	46	21%	21%	170	169	79%	79%	214	215	
		33	Medical & Dental Staff, Non-Consultants career grade	Headcount	0	0	0%	0%	47	31	47%	41%	54	45	53%	59%	101	76	
		34	Medical & Dental Staff, Medical and dental trainee grades	Headcount	4	2	2%	1%	146	158	82%	81%	27	33	15%	17%	177	195	
		35	Other	Headcount	0	0	0%	0%	2	28	22%	93%	7	2	78%	7%	9	30	
		36	Cluster 1 (Bands 1 - 4)	Total	16	15	1%	1%	439	382	37%	35%	724	686	61%	63%	1179	1083	
		37	Cluster 2 (Band 5 - 7)	Total	47	45	2%	2%	802	797	37%	37%	1311	1315	61%	61%	2160	2157	
		38	Cluster 3 (Bands 8a - 8b)	Total	2	2	2%	2%	41	41	39%	39%	61	63	59%	59%	104	106	
		39	Cluster 4 (Bands 8c - 9 & VSM)	Total	0	0	0%	0%	8	8	44%	53%	10	7	56%	47%	18	15	
		40	Cluster 5 (Medical & Dental Staff, Consultants)	Total	0	0	0%	0%	44	46	21%	21%	170	169	79%	79%	214	215	
		41	Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	Total	0	0	0%	0%	47	31	47%	41%	54	45	53%	59%	101	76	
		42	Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	Total	4	4	2%	2%	146	158	82%	81%	27	33	15%	17%	177	195	
2	**Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.** Note: i) This refers to both external and internal posts. ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the WDES online reporting form to ensure comparability between organisations.	43	Number of shortlisted applicants	Headcount		149				3692									
		44	Number appointed from shortlisting	Headcount		20				612									
		45	Relative likelihood of shortlisting/appointed	Auto-Populated		0.13				0.17									
		46	Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff	Auto-Populated				1.23											A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.
3	**Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.** Note: i) This Metric will be based on data from a two-year rolling average of the current year and the previous year (2017/18 and 2018/19). ii) This Metric is voluntary in year one.	47	Number of staff in workforce	Headcount		87				1976									
		48	Number of staff entering the formal capability process	Headcount		1				33									
		49	Likelihood of staff entering the formal capability process	Auto-Populated		0.01				0.02									
		50	Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	Auto-Populated				0.69											A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.
4	**a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:** i. Patients/service users, their relatives or other members of the public ii. Managers iii. Other colleagues **b) Percentage of Disabled staff compared to non-disabled staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it. The data for this Metric should be a snapshot as at 31 March 2019**	51	% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	Number of Respondents/%	295	295	37.6%	37.6%	1329	1329	26.7%	26.7%							
		52	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Number of Respondents/%	292	292	21.2%	21.2%	1326	1326	12.7%	12.7%							
		53	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Number of Respondents/%	295	295	27.8%	27.8%	1325	1325	18.0%	18.0%							
		54	% of 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	Number of Respondents/%	150	150	44.7%	44.7%	447	447	45.9%	45.9%							
5	**Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.**	55	% of staff believing that the Trust provides equal opportunities for career progression or promotion.	Number of Respondents/%	186	186	76.3%	76.3%	888	888	84.2%	84.2%							
6	**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.**	56	% of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.	Number of Respondents/%	194	194	39.7%	39.7%	652	652	22.4%	22.4%							
7	**Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.**	57	% staff saying that they are satisfied with the extent to which their organisation values their work.	Number of Respondents/%	296	296	27.7%	27.7%	1329	1329	37.5%	37.5%							
8	**Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.**	58	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Number of Respondents/%	155	155	69.7%	69.7%											
9a	**a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.**	59	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Number of Respondents/Score	297	297	6.2	6.2	1334	1334	6.8	6.8					6.7	6.7	
9b	**b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)** Note: For your Trust's response to b) If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples are listed in the WDES technical guidance.	60	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)	(yes) or (no)		Yes													
10	**Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:** • By Voting membership of the Board **The data for this metric should be a snapshot as of 31st March 2019**	61	Total Board members	Headcount		1				11				3			15		
		62	*of which: Voting Board members*	Headcount		1				9				3			13		
		63	*Non Voting Board members*	Auto-Populated		0				2				0			2		
		64	Total Board members	Auto-Populated		1				11				3			15		
		65	*of which: Exec Board members*	Headcount		1				5				2			8		
		66	*Non Executive Board members*	Auto-Populated		0				6				1			7		
		67	Number of staff in overall workforce	Headcount		86				1970				2840			4896		
		68	Total Board members - % by Disability	Auto-Populated		7%				73%				20%					
		69	Voting Board Member - % by Disability	Auto-Populated		8%				69%				23%					
		70	Non Voting Board Member - % by Disability	Auto-Populated		0%				100%				0%					
		71	Executive Board Member - % by Disability	Auto-Populated		13%				63%				25%					
		72	Non Executive Board Member - % by Disability	Auto-Populated		0%				86%				14%					
		73	Overall workforce - % by Disability	Auto-Populated		2%				40%				58%					
		74	Difference (Total Board - Overall workforce)	Auto-Populated		5%				33%				-38%					
		75	Difference (Voting membership - Overall Workforce)	Auto-Populated		6%				29%				-35%					
		76	Difference (Executive membership - Overall Workforce)	Auto-Populated		11%				22%				-33%					