

Workforce Disability Equality Standard (WDES) Data

North Bristol NHS Trust 2019/20

Metric 1

A summary comparison of the percentage of staff with disabilities within each grade compared to staff that do not have disabilities as well as those staff choosing not to identify is given in the table below, for 2018/19 and 2019/20.

1a) Non Clinical Staff	2018/19						2019/20					
	Disability		No Disability		Not stated		Disability		No Disability		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Band 1	5	5%	63	66%	27	28%	0	0%	1	100%	0	0%
Band 2	17	2%	645	63%	341	34%	21	2%	739	67%	351	32%
Band 3	9	2%	302	77%	84	21%	13	3%	358	76%	100	21%
Band 4	12	3%	315	73%	108	25%	16	4%	333	73%	108	24%
Band 5	4	3%	122	77%	32	20%	4	2%	130	77%	34	20%
Band 6	3	3%	76	76%	21	21%	3	3%	86	81%	17	16%
Band 7	1	1%	94	77%	27	22%	1	1%	101	76%	31	23%
Band 8a	1	2%	36	73%	12	24%	1	2%	48	77%	13	21%
Band 8b	0	0%	39	83%	9	19%	1	2%	47	81%	10	17%
Band 8c	0	0%	14	76%	4	22%	0	0%	18	78%	5	22%
Band 8d	0	0%	10	85%	2	17%	0	0%	12	86%	2	14%
Band 9	1	11%	7	63%	1	11%	2	13%	10	63%	4	25%

	2018/19						2019/20					
VSM	0	0%	9	83%	3	25%	0	0%	5	71%	2	29%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

1b) Clinical Staff	2018/19						2019/20					
	Disability		No Disability		Not stated		Disability		No Disability		Not stated	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Band 1	0	0%	0	0	0%	0	0	0	0	0	0	0
Band 2	10	1%	582	10	1%	582	9	1%	601	81%	128	17%
Band 3	7	1%	420	7	1%	420	12	2%	476	75%	150	24%
Band 4	1	0%	195	1	0%	195	4	1%	200	64%	109	35%
Band 5	8	1%	1159	8	1%	1159	18	1%	1194	77%	335	22%
Band 6	11	1%	788	11	1%	788	15	1%	863	72%	316	26%
Band 7	2	0%	391	2	0%	391	4	1%	433	65%	234	35%
Band 8a	1	1%	75	1	1%	75	2	1%	82	54%	68	45%
Band 8b	0	0%	13	0	0%	13	0	0%	22	67%	11	33%
Band 8c	0	0%	13	0	0%	13	0	0%	10	59%	7	41%
Band 8d	0	0%	5	0	0%	5	0	0%	5	71%	2	29%
Band 9	0	0%	2	0	0%	2	0	0%	4	80%	1	20%
VSM	0	0%	1	0	0%	1	0	0%	0	0%	1	100%
Medical & Dental Staff, Consultants	0	0%	229	0	0%	229	0	0%	270	57%	203	43%
Medical & Dental Staff, Non-Consultants career grade	1	2%	30	1	2%	30	1	2%	27	52%	24	46%
Medical & Dental Staff, Medical and dental trainee grades	0	0%	422	0	0%	422	1	0%	288	80%	72	20%
Other	0	0%	3	0	0%	3	0	0%	132	82%	29	18%

Overall there has been limited change in the proportions of disabled staff except for small increases in Non-clinical Bands 3 and 9, and Clinical Bands 3 and 5. There are no disabled staff above Clinical band 8a and only 2 disabled staff in our whole Medical and Dental workforce.

Metric 2

Metric 2 reports the relative likelihood of disabled staff compared to non-disabled staff being appointed from shortlisting across all posts. NBT non-disabled staff were 1.33 times more likely to be appointed from shortlisting compared to disabled staff, a very slight reduction from 1.34 last year.

Metric 3

Metric 3 reports the relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure. This is based on a two-year rolling average from this year and the previous year. Disabled staff are 5.64 times more likely than non-disabled staff to enter the formal capability process.

Metric 4

Metric 4 a) reports the percentage of disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from different places, and whether they reported it. This is summarised in the table below, comparing last year's data to this year's.

Metric	2018/19	2018/19	2019/20	2019/21
	Disabled	Non disabled	Disabled	Non disabled
In the last 12 months have you personally experienced harassment, bullying or abuse at work from...Patients / service users, their relatives or other members of the public?	33%	25%	32%	26%
In the last 12 months have you personally experienced harassment, bullying or abuse at work from...Managers?	20%	10%	17%	9%
In the last 12 months have you personally experienced harassment, bullying or abuse at work from...Other colleagues?	30%	17%	28%	17%
The last time you experienced harassment, bullying or abuse at work, did you or a colleague report it?	43%	43%	46%	45%

Overall disabled staff have said they are experiencing slightly less bullying and harassment than last year, and are more likely to report it. However their experience

of bullying and harassment is significantly worse than non-disabled staff, particularly in relation to bullying from managers and colleagues (almost twice as much as non-disabled colleagues).

Metric 5

Metric 5 reports the percentage of disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion. Although fewer disabled staff believe the Trust acts fairly, the gap between their views and those of non-disabled staff has closed significantly as shown in the table below.

Metric	2018/19	2018/19	2019/20	2019/21
	Disabled	Non disabled	Disabled	Non disabled
Does your organisation act fairly with regard to career progression / promotion, regardless of ethnic background, gender, religion, sexual orientation, disability or age?	76%	85%	82%	86%

Metric 6

Metric 6 reports the 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. Whilst there has been an improvement since last year, disabled staff report this in a significantly higher proportion than their non-disabled colleagues.

Metric	2018/19	2018/19	2019/20	2019/21
	Disabled	Non disabled	Disabled	Non disabled
Have you felt pressure from your manager to come to work?	34%	25%	30%	19%

Metric 7

Metric 7 reports the percentage of disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work. Again whilst there has been a significant improvement since last year, disabled staff report significantly lower satisfaction than non-disabled staff.

Metric	2018/19	2018/19	2019/20	2019/21
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	Disabled	Non disabled	Disabled	Non disabled
I am satisfied with the extent to which my organisation values my work.	31%	44%	39%	49%

Metric 8

Metric 8 reports the percentage of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work. 76% of disabled staff at NBT state that adequate adjustments have been made this year, an improvement from last year’s figure of 70%.

Metric 9a

Metric 9a reports the staff engagement score for disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

Metric	2018/19	2018/19	2018/19	2019/20	2019/20	2019/20
	Disabled	Non disabled	Overall NBT	Disabled	Non disabled	Overall NBT
Staff engagement score	6.4	7	6.9	6.8	7.2	7.1

Metric 9b

Metric 9b reports action taken to facilitate the voices of disabled staff in your organisation to be heard. At NBT disabled staff have a staff network that has been in place for some time but is being relaunched and re-energised with the intention of empowering the voice of staff with disabilities. Having also launched an Adjustment Passport to support staff with disabilities last year, this has been embedded and is proving successful in raising the profile of colleagues with disabilities and encouraging positive conversations. In the light of Covid-19, shielding, and the need to undertake staff risk assessments; many staff who have chronic long term conditions and disabilities have identified themselves, creating the opportunity for managers to have supportive conversations about their health and identifying suitable adjustments.

Metric 10

Metric 10 reports the percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated.

	Disabled	Non-disabled	Unknown
Number of staff in overall workforce	128	6495	2367
Total Board members - % by Disability	7%	60%	33%
Voting Board Member - % by Disability	8%	58%	33%
Non Voting Board Member - % by Disability	0%	67%	33%
Executive Board Member - % by Disability	0%	56%	44%
Non Executive Board Member - % by Disability	17%	67%	17%
Overall workforce - % by Disability	1%	72%	26%
Difference (Total Board - Overall workforce)	5%	-12%	7%
Difference (Voting membership - Overall Workforce)	7%	-14%	7%
Difference (Executive membership - Overall Workforce)	-1%	-17%	18%