# Appendix 2

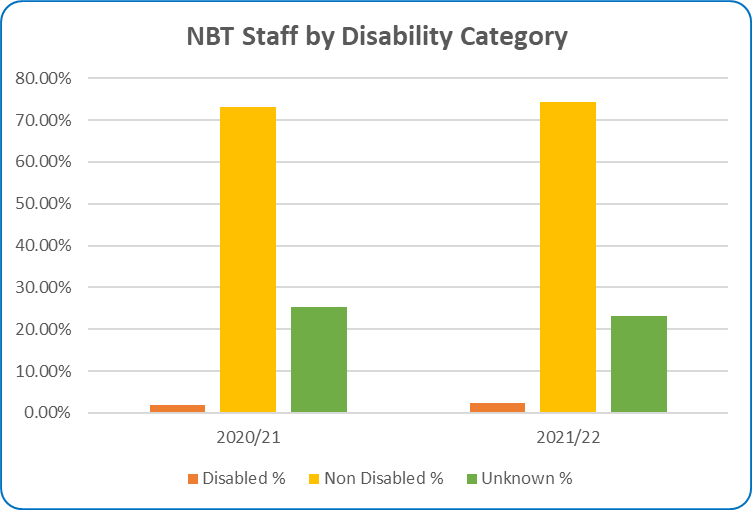
# NBT WDES DATA 2021/22

All NBT workforce data is the trust position as at 31 March 2022.

## NBT Profile

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Financial Year** | **Disabled Head Count** | **Disabled %** | **Non Disabled Head Count** | **Non Disabled %** | **Unknown Head Count** | **Unknown %** | **Head Count Total** |
| 2020/21 | 171 | 1.79% | 6995 | 73.02% | 2413 | 25.19% | 9579 |
| 2021/22 | 233 | 2.44% | 7097 | 74.37% | 2213 | 23.19% | 9543 |

*Table: All NBT staff by disability category 2020/21 & 2021/22*



*Chart: All NBT staff by disability category 2020/21 & 2021/22*

## Metric 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.

There was an increase between 2020/21 and 2021/22 in staff at some grades identifying as having a disability, including bands 2,3,5,6,7,8b, all medical grades (except senior medical managers) and non-executive director level.

### NBT Trust Wide

| AFC 2020/21 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 2.01% | 72.89% | 25.11% |
| Band 3 | 2.16% | 77.10% | 20.74% |
| Band 4 | 4.73% | 68.63% | 26.64% |
| Band 5 | 1.57% | 78.04% | 20.40% |
| Band 6 | 1.45% | 75.60% | 22.95% |
| Band 7 | 0.69% | 69.53% | 29.78% |
| Band 8a | 1.28% | 63.25% | 35.47% |
| Band 8b | 1.06% | 80.85% | 18.09% |
| Band 8c | 0.00% | 61.90% | 38.10% |
| Band 8d | 4.00% | 84.00% | 12.00% |
| Band 9 | 6.25% | 62.50% | 31.25% |

*Table: All NBT staff by disability category and job grade*

|  |  |  |  |
| --- | --- | --- | --- |
| Medical & Dental 2020/21 |  |  |  |
| Consultant | 0.00% | 59.42% | 40.58% |
| Consultant - of Which SMM | 0.00% | 0.00% | 100.00% |
| Non-Consultant Career Grade | 1.79% | 55.36% | 42.86% |
| Trainee Grades | 0.27% | 65.15% | 34.58% |

*Table: All NBT staff by disability category and job grade*

|  |  |  |  |
| --- | --- | --- | --- |
| Exec 2020/21 |  |  |  |
| VSM | 11.11% | 66.67% | 22.22% |
| Other | 0.60% | 85.03% | 14.37% |
| Total | **1.79%** | **73.02%** | **25.19%** |

*Table: All NBT staff by disability category and job grade*

| AFC 2021/22 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 3.20% | 73.77% | 23.03% |
| Band 3 | 2.81% | 76.65% | 20.54% |
| Band 4 | 2.64% | 73.49% | 23.87% |
| Band 5 | 1.74% | 77.04% | 21.21% |
| Band 6 | 1.94% | 77.33% | 20.73% |
| Band 7 | 1.93% | 71.14% | 26.93% |
| Band 8a | 1.17% | 64.84% | 33.98% |
| Band 8b | 3.92% | 78.43% | 17.65% |
| Band 8c | 0.00% | 76.00% | 24.00% |
| Band 8d | 0.00% | 85.19% | 14.81% |
| Band 9 | 5.88% | 64.71% | 29.41% |

*Table: All NBT staff by disability category and job grade*

|  |  |  |  |
| --- | --- | --- | --- |
| Medical & Dental 2021/22 |  |  |  |
| Consultant | 0.80% | 61.52% | 37.68% |
| Consultant - of which SMM | 0.00% | 50.00% | 50.00% |
| Non Consultant Career Grade | 5.45% | 56.36% | 38.18% |
| Trainee Grades | 5.16% | 78.45% | 16.39% |

*Table: All NBT staff by disability category and job grade*

|  |  |  |  |
| --- | --- | --- | --- |
| Exec 2021/22 |  |  |  |
| VSM | 0.00% | 88.89% | 11.11% |
| Non-Exec Director | 10.00% | 50.00% | 40.00% |
| Total | **2.44%** | **74.37%** | **23.19%** |

*Table: All NBT staff by disability category and job grade*

## Metric 2 Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts.

The relative likelihood of non-disabled staff being appointed after shortlisting compared to Disabled staff across all posts in 2021/22 was **1.18** this was a slight improvement from the 2020/21 figure of **1.38**

|  |  |  |  |
| --- | --- | --- | --- |
| **Disability Status** | **Shortlisted** | **Appointed** | **% Appointed** |
| No | 5293 | 1363 | 25.8% |
| Unknown/Not Stated | 135 | 55 | 40.7% |
| Yes | 496 | 108 | 21.8% |
| **Total** | **5924** | **1526** | **25.8%** |

*Table: Number and Percentage of Staff appointed after shortlisting by disability status – 2021/22*

|  |  |  |  |
| --- | --- | --- | --- |
| **Disability Status** | **Shortlisted** | **Appointed** | **% Appointed** |
| No | 5344 | 1240 | 23.2% |
| Unknown/Not Stated | 255 | 165 | 64.7% |
| Yes | 346 | 58 | 16.8% |

*Table: Number and Percentage of Staff appointed after shortlisting by disability status – 2020/21*

## Metric 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.

The Relative likelihood of Disabled staff entering the formal capability process compared to non-disabled staff, as measured by entry into the formal capability procedure for 2021/22 is **5.08**, this is an improvement from 2020/21 when the figure was **7.09.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Financial Year** | **Disabled** | **Non Disabled** | **Unknown / Not Stated** | **Grand Total** |
| Employees Entering Performance Assessment | 18 | 2 | 3 | 23 |
| NBT Staff Total | 233 | 7097 | 2213 | 9543 |
| Percentage of Staff Total in Performance Assessment | 7.73% | 0.03% | 0.14% | 0.24% |

*Table: Number and Percentage of Staff in formal capability process after shortlisting by disability status – 2021/22*

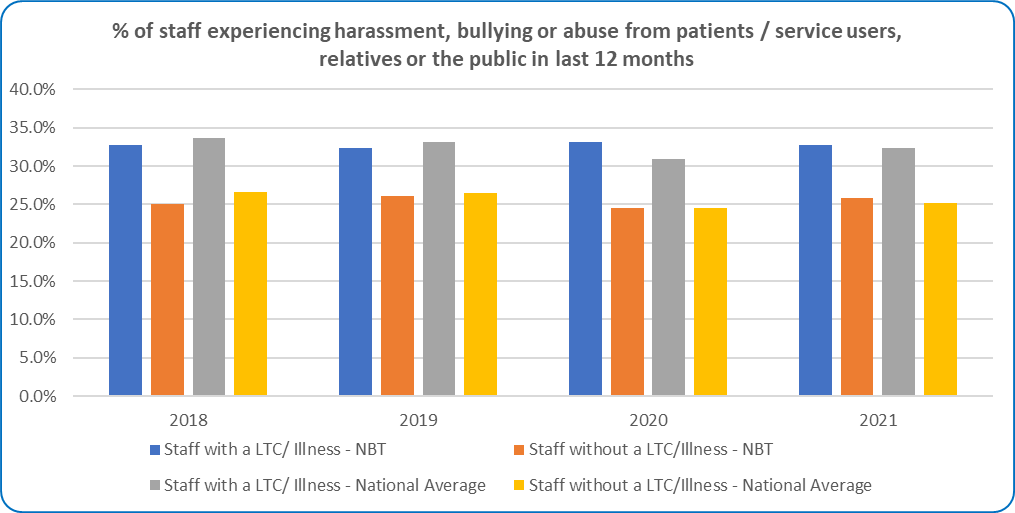
## Metric 4 - Harassment

### 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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability Category** | **2018** | **2019** | **2020** | **2021** |
| Staff with a LTC/ Illness - NBT | 32.7% | 32.4% | 33.2% | 32.7% |
| Staff without a LTC/Illness - NBT | 25.1% | 26.1% | 24.5% | 25.8% |
| Staff with a LTC/ Illness - National Average | 33.6% | 33.2% | 30.9% | 32.4% |
| Staff without a LTC/Illness - National Average | 26.6% | 26.5% | 24.5% | 25.2% |

*Table: staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public.*

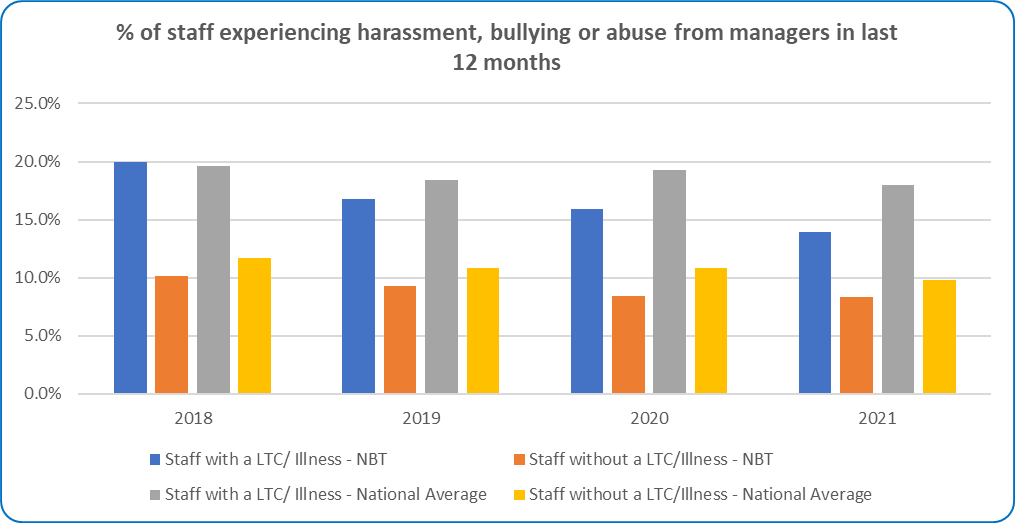


*Chart: staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public.*

### ii. Managers

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability Category** | **2018** | **2019** | **2020** | **2021** |
| Staff with a LTC/ Illness - NBT | 20.0% | 16.8% | 15.9% | 13.9% |
| Staff without a LTC/Illness - NBT | 10.1% | 9.3% | 8.4% | 8.3% |
| Staff with a LTC/ Illness - National Average | 19.6% | 18.4% | 19.3% | 18.0% |
| Staff without a LTC/Illness - National Average | 11.7% | 10.8% | 10.8% | 9.8% |

*Table: staff experiencing harassment, bullying or abuse from Managers.*

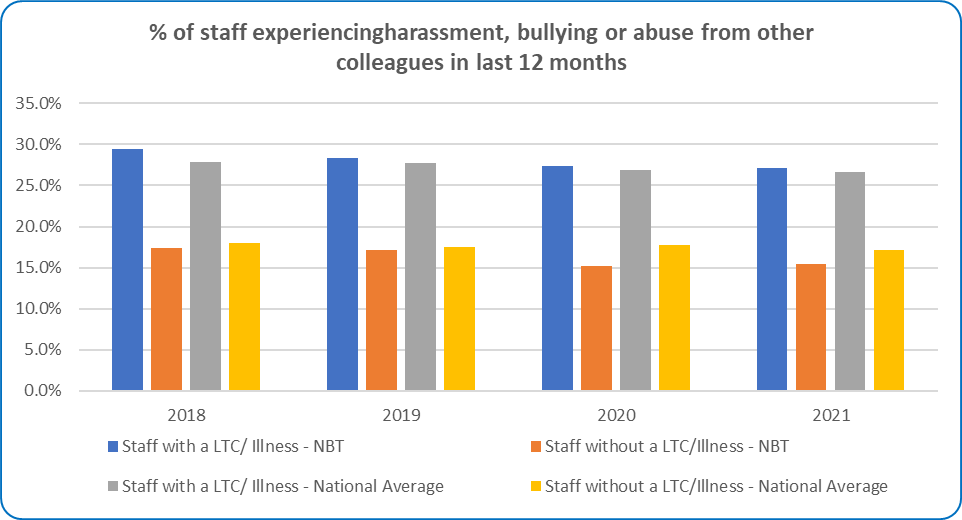


*Chart: staff experiencing harassment, bullying or abuse from Managers.*

### iii. Other colleagues

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability Category** | **2018** | **2019** | **2020** | **2021** |
| Staff with a LTC/ Illness - NBT | 29.4% | 28.3% | 27.4% | 27.1% |
| Staff without a LTC/Illness - NBT | 17.4% | 17.1% | 15.2% | 15.4% |
| Staff with a LTC/ Illness - National Average | 27.8% | 27.7% | 26.9% | 26.6% |
| Staff without a LTC/Illness - National Average | 18.0% | 17.5% | 17.8% | 17.1% |

*Table: staff experiencing harassment, bullying or abuse from other colleagues.*

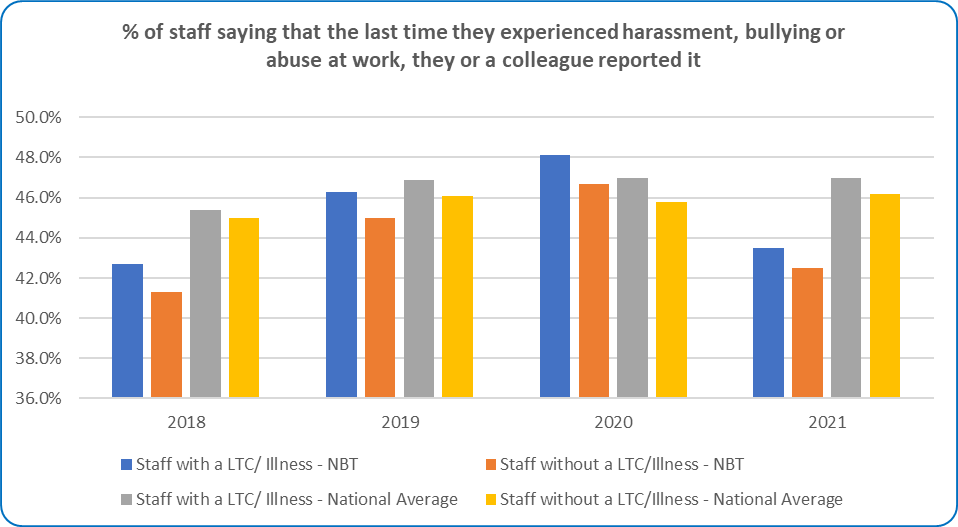


*Chart: staff experiencing harassment, bullying or abuse from other colleagues.*

### 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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability Category** | **2018** | **2019** | **2020** | **2021** |
| Staff with a LTC/ Illness - NBT | 42.7% | 46.3% | 48.1% | 43.5% |
| Staff without a LTC/Illness - NBT | 41.3% | 45.0% | 46.7% | 42.5% |
| Staff with a LTC/ Illness - National Average | 45.4% | 46.9% | 47.0% | 47.0% |
| Staff without a LTC/Illness - National Average | 45.0% | 46.1% | 45.8% | 46.2% |

*Table: staff who experienced harassment, bullying or abuse from other colleagues and reported it.*

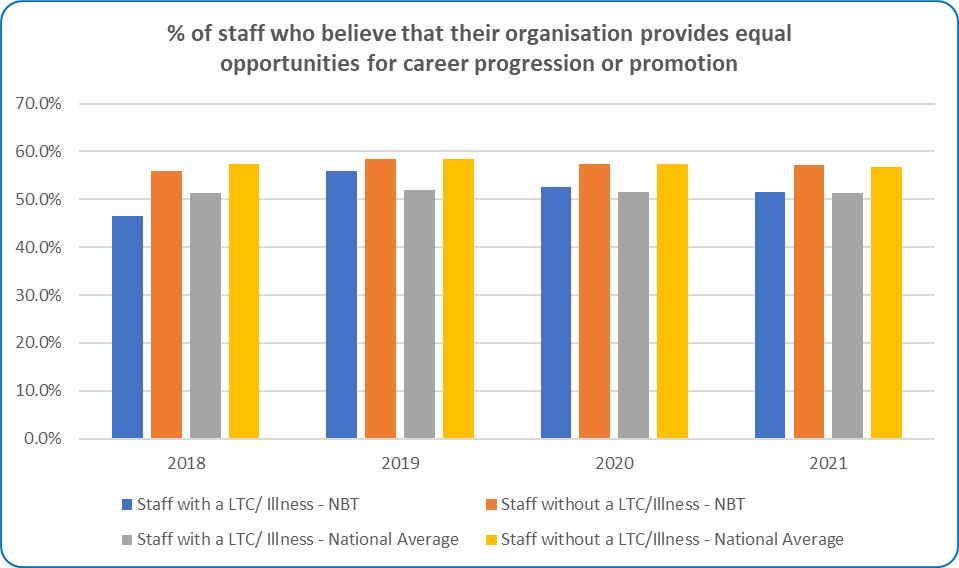


*Chart: staff who experienced harassment, bullying or abuse from other colleagues and reported it.*

## Metric 5 - Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability Category** | **2018** | **2019** | **2020** | **2021** |
| Staff with a LTC/ Illness - NBT | 46.5% | 56.0% | 52.6% | 51.6% |
| Staff without a LTC/Illness - NBT | 56.0% | 58.4% | 57.3% | 57.1% |
| Staff with a LTC/ Illness - National Average | 51.3% | 51.9% | 51.6% | 51.4% |
| Staff without a LTC/Illness - National Average | 57.4% | 58.4% | 57.4% | 56.8% |

*Table: Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion*

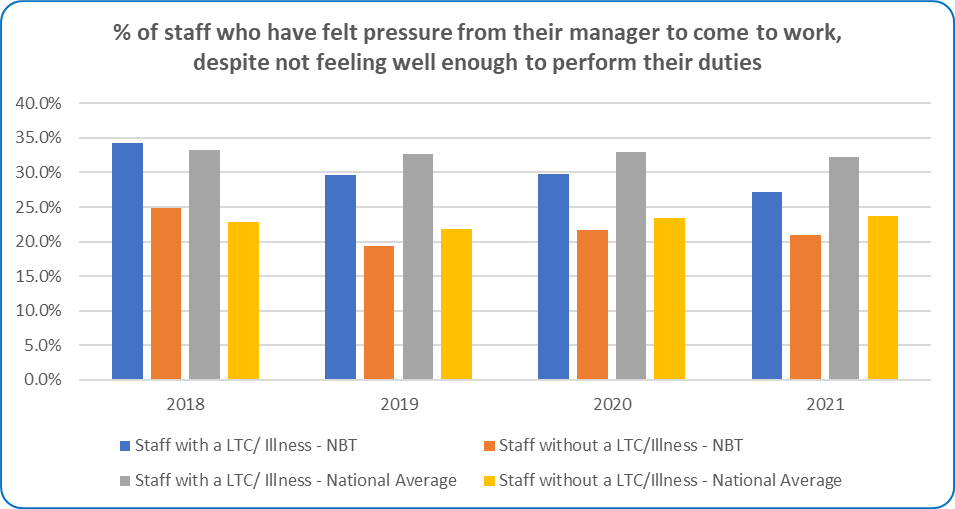
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*Chart: Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion*

## Metric 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.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability Category** | **2018** | **2019** | **2020** | **2021** |
| Staff with a LTC/ Illness - NBT | 34.3% | 29.6% | 29.8% | 27.2% |
| Staff without a LTC/Illness - NBT | 24.8% | 19.3% | 21.7% | 21.0% |
| Staff with a LTC/ Illness - National Average | 33.3% | 32.7% | 33.0% | 32.2% |
| Staff without a LTC/Illness - National Average | 22.8% | 21.8% | 23.4% | 23.7% |

*Table: Metric 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*

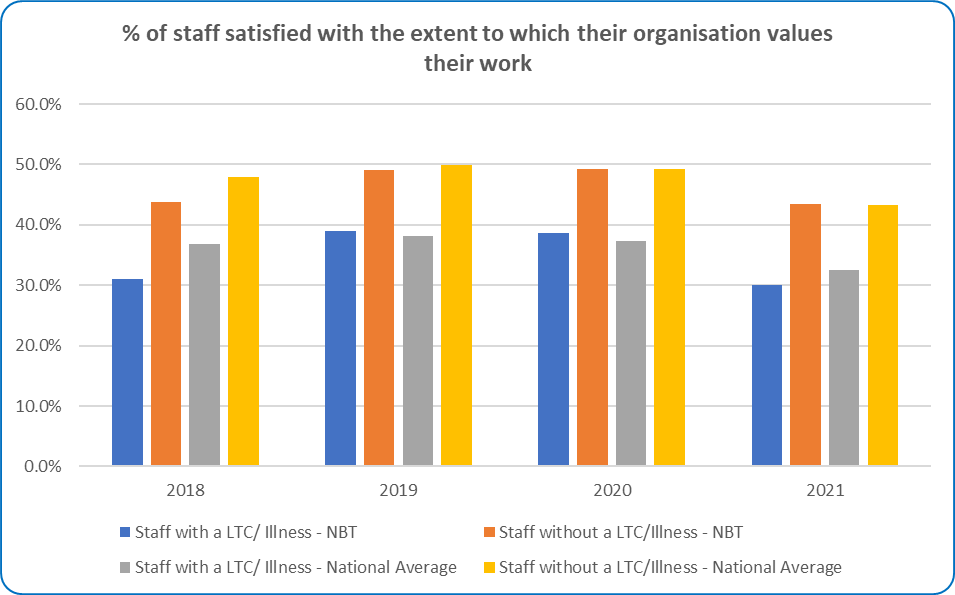


*Chart: Metric 6 Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties*

## Metric 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.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability Category** | **2018** | **2019** | **2020** | **2021** |
| Staff with a LTC/ Illness - NBT | 31.1% | 39.0% | 38.6% | 30.0% |
| Staff without a LTC/Illness - NBT | 43.7% | 49.1% | 49.2% | 43.4% |
| Staff with a LTC/ Illness - National Average | 36.8% | 38.1% | 37.4% | 32.6% |
| Staff without a LTC/Illness - National Average | 47.9% | 49.9% | 49.3% | 43.3% |

*Table: Metric 7 Satisfaction with* the extent to which their organisation values their work

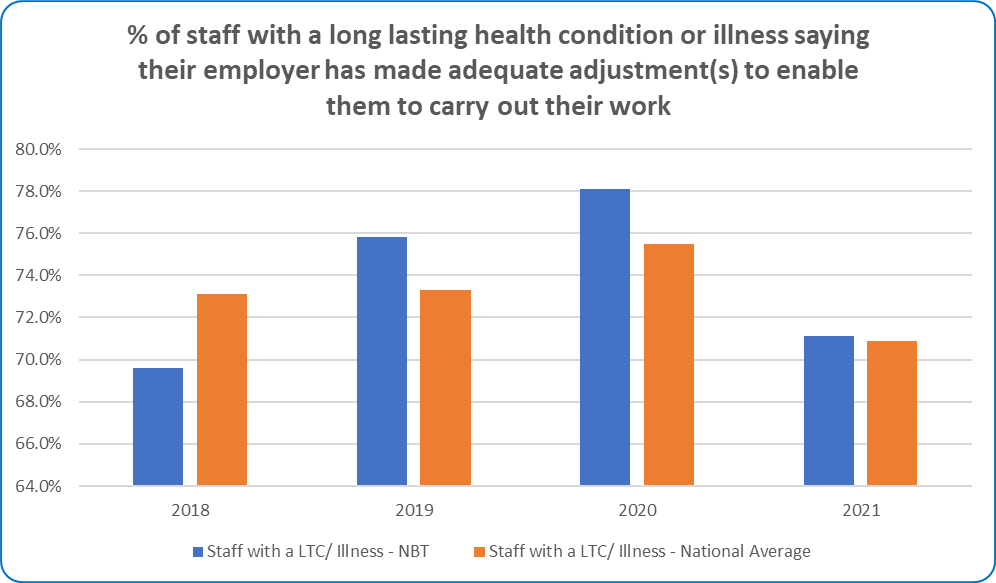


*Chart: Metric 7 Satisfaction with* the extent to which their organisation values their work

## Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability Category** | **2018** | **2019** | **2020** | **2021** |
| Staff with a LTC/ Illness - NBT | 69.6% | 75.8% | 78.1% | 71.1% |
| Staff with a LTC/ Illness - National Average | 73.1% | 73.3% | 75.5% | 70.9% |

*Table: Metric 8 Adequate Adjustments for disabled staff NBT & National*



*Chart: Metric 8 Adequate Adjustments for disabled staff NBT & National*

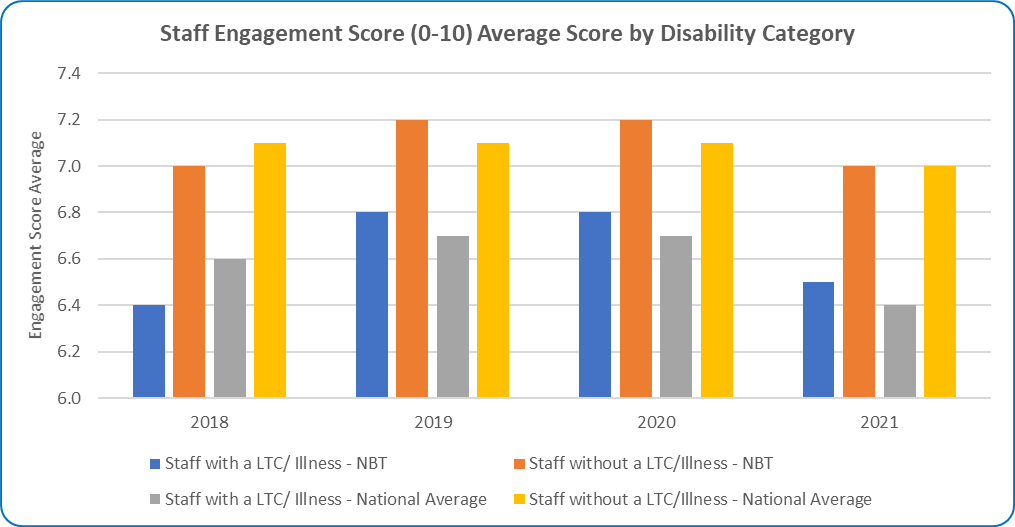
## Metric 9 – Engagement

### a) The staff engagement score for Disabled staff, compared to non-disabled staff.

**Staff engagement score (0-10)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability Category** | **2018** | **2019** | **2020** | **2021** |
| Staff with a LTC/ Illness - NBT | 6.4 | 6.8 | 6.8 | 6.5 |
| Staff without a LTC/Illness - NBT | 7.0 | 7.2 | 7.2 | 7.0 |
| Staff with a LTC/ Illness - National Average | 6.6 | 6.7 | 6.7 | 6.4 |
| Staff without a LTC/Illness - National Average | 7.1 | 7.1 | 7.1 | 7.0 |

*Table: Staff Engagement Score (0-10) Average Score by Disability Category*



*Chart: Staff Engagement Score (0-10) Average Score by Disability Category*

### b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?

### Yes

Disabled/Neurodiverse staff have their own WhatsApp Groups to share information in addition to direct emails. Disabled/Neurodiverse staff contributed to the development of various initiatives including the development of the MY Appraisal framework, where direct feedback from consultation at a staff network meeting was used to amend the draft template and to provide guidance and signposting to reasonable adjustment passports. Disabled/Neurodiverse staff have been invited to be involved in helping a range of activities, with a small number of volunteers helping to organise activities for events such as

a.           International Autism Awareness Week

b.           Mental Health Awareness Week Theme: Kindness?

c.           NHS Equality and Human Rights Week

d.           World Mental Health Day

e.           Disability History Month Starts

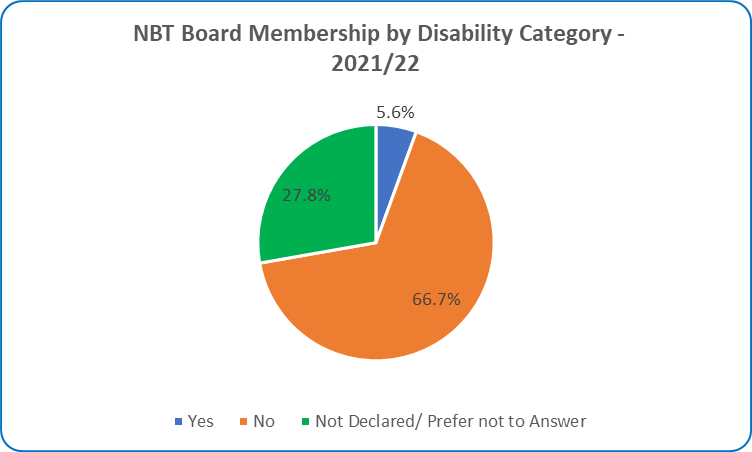
f.            World AIDS Day

g.           International Day for Disabled People

## Metric 10 - Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated:

|  |  |  |  |
| --- | --- | --- | --- |
| Disability Category | Non-voting | Voting | **Board Total** |
| Yes |  | 1 | 1 |
| No | 3 | 9 | 12 |
| Not Declared/ Prefer not to Answer | 2 | 3 | 5 |
| **Grand Total** | **5** | **13** | **18** |

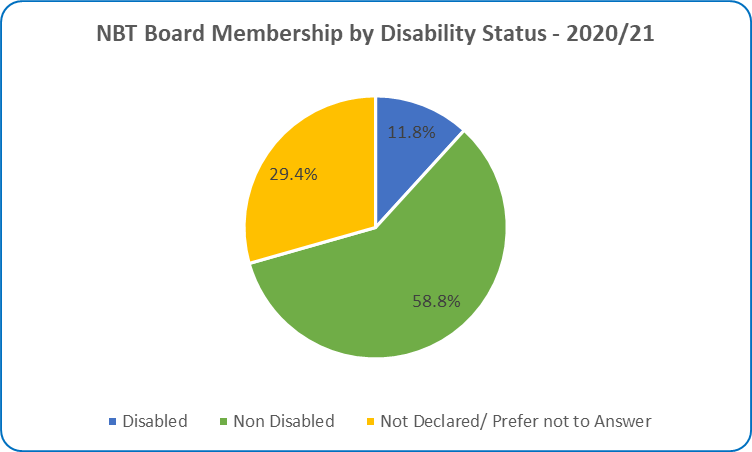
*Table: NBT Board Members by disability category and voting rights – 2021/22*



*Chart: NBT Board Members by disability category– 2021/22*

|  |  |  |  |
| --- | --- | --- | --- |
| Disability Category | Non-voting | Voting | **Board Total** |
| Disabled | 0 | 2 | 2 |
| Non Disabled | 3 | 7 | 10 |
| Not Declared/ Prefer not to Answer | 2 | 3 | 5 |
| **Grand Total** | **5** | **12** | **17** |

*Table: NBT Board Members by disability category and voting rights – 2020/21*



*Chart: NBT Board Members by disability category– 2020/21*

## NBT Staff Disability Category and Group

There was an increase in staff identifying as having a disability between 2020/21 and 2021/22 across the majority of staff groups.

| 2020/21 |  |  |  |
| --- | --- | --- | --- |
| Staff Group | Disabled | Non Disabled | Unknown |
| Add Prof Scientific and Technic | 1.00% | 78.26% | 20.74% |
| Additional Clinical Services | 1.98% | 77.56% | 20.46% |
| Administrative and Clerical | 2.89% | 76.64% | 20.46% |
| Allied Health Professionals | 3.61% | 70.59% | 25.81% |
| Estates and Ancillary | 1.40% | 64.53% | 34.07% |
| Healthcare Scientists | 0.24% | 67.48% | 32.28% |
| Medical and Dental | 0.28% | 64.91% | 34.81% |
| Nursing and Midwifery Registered | 0.82% | 75.07% | 24.11% |
| Students | 28.57% | 37.14% | 34.29% |
| Total | **1.79%** | **73.02%** | **25.19%** |

*Table: All NBT staff by disability category and Staff Group – 2020/21 & 2021/22*

| 2021/22 |  |  |  |
| --- | --- | --- | --- |
| Staff Group | Disabled | Non Disabled | Unknown |
| Add Prof Scientific and Technic | 2.40% | 76.00% | 21.60% |
| Additional Clinical Services | 1.75% | 79.64% | 18.61% |
| Administrative and Clerical | 4.43% | 76.55% | 19.01% |
| Allied Health Professionals | 4.08% | 72.62% | 23.30% |
| Estates and Ancillary | 2.06% | 65.86% | 32.08% |
| Healthcare Scientists | 1.79% | 69.35% | 28.86% |
| Medical and Dental | 3.18% | 69.57% | 27.25% |
| Nursing and Midwifery Registered | 0.97% | 74.90% | 24.13% |
| Students | 0.00% | 90.91% | 9.09% |
| Total | **2.44%** | **74.37%** | **23.19%** |

*Table: All NBT staff by disability category and Staff Group – 2020/21 & 2021/22*

## Division Views

### Anaesthesia, Surgery, Critical & Renal Division

| 2020/21 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 3.72% | 75.81% | 20.47% |
| Band 3 | 2.25% | 76.58% | 21.17% |
| Band 4 | 1.73% | 73.41% | 24.86% |
| Band 5 | 1.31% | 74.39% | 24.31% |
| Band 6 | 1.10% | 75.46% | 23.44% |
| Band 7 | 0.00% | 77.19% | 22.81% |
| Band 8a | 0.00% | 68.75% | 31.25% |
| Band 8b | 0.00% | 75.00% | 25.00% |
| Band 8c | 0.00% | 0.00% | 100.00% |
| Band 8d | 0.00% | 100.00% | 0.00% |
| Band 9 | 0.00% | 100.00% | 0.00% |
| Consultant | 0.00% | 51.67% | 48.33% |
| Consultant - of which SMM | 0.00% | 0.00% | 100.00% |
| Non-Consultant Career Grade | 3.70% | 59.26% | 37.04% |
| Other | 0.00% | 100.00% | 0.00% |
| Trainee Grades | 0.00% | 71.54% | 28.46% |
| Total | **1.38%** | **73.16%** | **25.46%** |

*Table: Anaesthesia, Surgery, Critical & Renal Division staff by disability category and job grade*

| 2021/22 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 6.38% | 74.47% | 19.15% |
| Band 3 | 3.54% | 76.11% | 20.35% |
| Band 4 | 2.40% | 79.04% | 18.56% |
| Band 5 | 0.82% | 72.62% | 26.56% |
| Band 6 | 1.86% | 72.12% | 26.02% |
| Band 7 | 1.43% | 75.00% | 23.57% |
| Band 8a | 0.00% | 77.27% | 22.73% |
| Band 8b | 0.00% | 80.00% | 20.00% |
| Band 8c | 0.00% | 0.00% | 100.00% |
| Band 8d | 0.00% | 100.00% | 0.00% |
| Band 9 | 0.00% | 100.00% | 0.00% |
| Consultant | 0.52% | 56.48% | 43.01% |
| Consultant - of which SMM | 0.00% | 0.00% | 100.00% |
| Non Consultant Career Grade | 4.55% | 63.64% | 31.82% |
| Trainee Grades | 1.60% | 87.77% | 10.64% |
| Total | **2.01%** | **73.61%** | **24.37%** |

*Table: Anaesthesia, Surgery, Critical & Renal Division staff by disability category and job grade*

### Core Clinical Services

| 2020/21 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 6.06% | 75.42% | 18.52% |
| Band 3 | 2.53% | 76.17% | 21.30% |
| Band 4 | 1.36% | 73.47% | 25.17% |
| Band 5 | 2.36% | 80.31% | 17.32% |
| Band 6 | 2.08% | 73.44% | 24.48% |
| Band 7 | 0.44% | 59.11% | 40.44% |
| Band 8a | 0.00% | 48.00% | 52.00% |
| Band 8b | 0.00% | 69.23% | 30.77% |
| Band 8c | 0.00% | 50.00% | 50.00% |
| Band 8d | 0.00% | 60.00% | 40.00% |
| Band 9 | 33.33% | 66.67% | 0.00% |
| Consultant | 0.00% | 67.12% | 32.88% |
| Non-Consultant Career Grade | 0.00% | 100.00% | 0.00% |
| Other | 0.00% | 100.00% | 0.00% |
| Trainee Grades | 0.00% | 56.52% | 43.48% |
| Total | **2.37%** | **71.65%** | **25.98%** |

*Table: Core Clinical Services Division staff by disability category and job grade*

| 2021/22 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 6.09% | 78.85% | 15.05% |
| Band 3 | 2.32% | 76.45% | 21.24% |
| Band 4 | 1.99% | 71.52% | 26.49% |
| Band 5 | 2.53% | 82.28% | 15.19% |
| Band 6 | 2.75% | 75.75% | 21.50% |
| Band 7 | 2.16% | 58.62% | 39.22% |
| Band 8a | 1.22% | 51.22% | 47.56% |
| Band 8b | 0.00% | 65.52% | 34.48% |
| Band 8c | 0.00% | 63.16% | 36.84% |
| Band 8d | 0.00% | 75.00% | 25.00% |
| Band 9 | 33.33% | 33.33% | 33.33% |
| Consultant | 0.00% | 70.27% | 29.73% |
| Non Consultant Career Grade | 0.00% | 100.00% | 0.00% |
| Trainee Grades | 0.00% | 66.67% | 33.33% |
| Total | **2.78%** | **72.79%** | **24.43%** |

*Table: Core Clinical Services Division staff by disability category and job grade*

### Medicine Division

| 2020/21 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 0.78% | 78.13% | 21.09% |
| Band 3 | 0.58% | 79.07% | 20.35% |
| Band 4 | 7.33% | 64.67% | 28.00% |
| Band 5 | 0.22% | 78.79% | 21.00% |
| Band 6 | 1.18% | 73.96% | 24.85% |
| Band 7 | 0.00% | 74.34% | 25.66% |
| Band 8a | 4.76% | 71.43% | 23.81% |
| Band 8b | 0.00% | 85.71% | 14.29% |
| Band 8c | 0.00% | 50.00% | 50.00% |
| Band 8d | 0.00% | 100.00% | 0.00% |
| Band 9 | 0.00% | 100.00% | 0.00% |
| Consultant | 0.00% | 78.43% | 21.57% |
| Consultant - of which SMM | 0.00% | 0.00% | 100.00% |
| Non-Consultant Career Grade | 0.00% | 50.00% | 50.00% |
| Other | 0.00% | 82.76% | 17.24% |
| Trainee Grades | 0.00% | 53.85% | 46.15% |
| Total | **1.06%** | **75.07%** | **23.87%** |

*Table: Medicine Division staff by disability category and job grade*

| 2021/22 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 2.31% | 77.23% | 20.46% |
| Band 3 | 1.15% | 80.46% | 18.39% |
| Band 4 | 1.85% | 68.52% | 29.63% |
| Band 5 | 0.66% | 76.64% | 22.71% |
| Band 6 | 0.94% | 77.46% | 21.60% |
| Band 7 | 1.25% | 78.75% | 20.00% |
| Band 8a | 0.00% | 80.00% | 20.00% |
| Band 8b | 0.00% | 85.71% | 14.29% |
| Band 8c | 0.00% | 66.67% | 33.33% |
| Band 8d | 0.00% | 0.00% | 100.00% |
| Band 9 | 0.00% | 100.00% | 0.00% |
| Consultant | 0.95% | 74.29% | 24.76% |
| Consultant - of which SMM | 0.00% | 0.00% | 100.00% |
| Non Consultant Career Grade | 9.52% | 52.38% | 38.10% |
| Trainee Grades | 0.66% | 83.55% | 15.79% |
| Total | **1.30%** | **77.08%** | **21.63%** |

*Table: Medicine Division staff by disability category and job grade*

### Neurosciences & Musculoskeletal Division

| 2020/21 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 0.00% | 80.00% | 20.00% |
| Band 3 | 4.82% | 71.69% | 23.49% |
| Band 4 | 8.72% | 62.42% | 28.86% |
| Band 5 | 2.04% | 78.57% | 19.39% |
| Band 6 | 2.13% | 73.40% | 24.47% |
| Band 7 | 1.60% | 66.40% | 32.00% |
| Band 8a | 3.45% | 62.07% | 34.48% |
| Band 8b | 0.00% | 90.00% | 10.00% |
| Band 8c | 0.00% | 60.00% | 40.00% |
| Band 8d | 0.00% | 100.00% | 0.00% |
| Band 9 | 0.00% | 50.00% | 50.00% |
| Consultant | 0.00% | 49.45% | 50.55% |
| Non-Consultant Career Grade | 0.00% | 60.00% | 40.00% |
| Other | 2.70% | 75.68% | 21.62% |
| Trainee Grades | 1.41% | 64.79% | 33.80% |
| Total | **2.79%** | **70.23%** | **26.98%** |

*Table: Neurosciences & Musculoskeletal Division staff by disability category and job grade*

| 2021/22 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 2.38% | 80.95% | 16.67% |
| Band 3 | 4.49% | 71.15% | 24.36% |
| Band 4 | 2.29% | 71.76% | 25.95% |
| Band 5 | 2.62% | 76.96% | 20.42% |
| Band 6 | 4.35% | 72.83% | 22.83% |
| Band 7 | 3.03% | 66.67% | 30.30% |
| Band 8a | 0.00% | 57.69% | 42.31% |
| Band 8b | 8.33% | 91.67% | 0.00% |
| Band 8c | 0.00% | 75.00% | 25.00% |
| Band 8d | 0.00% | 100.00% | 0.00% |
| Band 9 | 0.00% | 0.00% | 100.00% |
| Consultant | 2.25% | 50.56% | 47.19% |
| Non-Consultant Career Grade | 0.00% | 60.00% | 40.00% |
| Trainee Grades | 10.42% | 69.79% | 19.79% |
| Total | **3.61%** | **71.42%** | **24.98%** |

*Table: Neurosciences & Musculoskeletal Division staff by disability category and job grade*

### Women’s and Children’s Health

| 2020/21 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 0.00% | 75.34% | 24.66% |
| Band 3 | 0.00% | 76.19% | 23.81% |
| Band 4 | 10.26% | 64.10% | 25.64% |
| Band 5 | 3.08% | 80.77% | 16.15% |
| Band 6 | 0.41% | 78.86% | 20.73% |
| Band 7 | 0.00% | 65.88% | 34.12% |
| Band 8a | 0.00% | 60.00% | 40.00% |
| Band 8b | 0.00% | 60.00% | 40.00% |
|  |  |  |  |
|  |  |  |  |
| Band 9 | 0.00% | 0.00% | 100.00% |
| Consultant | 0.00% | 55.88% | 44.12% |
| Non-Consultant Career Grade | 0.00% | 25.00% | 75.00% |
| Other | 0.00% | 75.00% | 25.00% |
| Trainee Grades | 0.00% | 73.17% | 26.83% |
| Total | **1.11%** | **74.13%** | **24.75%** |

*Table: Women’s and Children’s Health Division staff by disability category and job grade*

| 2021/22 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 0.00% | 79.10% | 20.90% |
| Band 3 | 0.00% | 78.74% | 21.26% |
| Band 4 | 0.00% | 70.97% | 29.03% |
| Band 5 | 3.08% | 83.85% | 13.08% |
| Band 6 | 1.26% | 81.93% | 16.81% |
| Band 7 | 0.00% | 70.11% | 29.89% |
| Band 8a | 0.00% | 65.00% | 35.00% |
| Band 8b | 0.00% | 80.00% | 20.00% |
| Band 8c | 0.00% | 0.00% | 100.00% |
| Band 8d | 0.00% | 100.00% | 0.00% |
| Band 9 | 0.00% | 100.00% | 0.00% |
| Consultant | 0.00% | 60.00% | 40.00% |
| Non Consultant Career Grade | 0.00% | 20.00% | 80.00% |
| Trainee Grades | 22.22% | 60.00% | 17.78% |
| Total | **2.14%** | **76.67%** | **21.19%** |

*Table: Women’s and Children’s Health Division staff by disability category and job grade*

### Facilities

| 2020/21 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 1.20% | 65.57% | 33.23% |
| Band 3 | 3.37% | 69.66% | 26.97% |
| Band 4 | 1.72% | 62.07% | 36.21% |
| Band 5 | 4.55% | 63.64% | 31.82% |
| Band 6 | 0.00% | 66.67% | 33.33% |
| Band 7 | 0.00% | 71.43% | 28.57% |
| Band 8a | 0.00% | 50.00% | 50.00% |
| Band 8b | 0.00% | 100.00% | 0.00% |
| Band 8c | 0.00% | 75.00% | 25.00% |
| Band 8d | 0.00% | 100.00% | 0.00% |
| Band 9 | 0.00% | 0.00% | 100.00% |
| Total | **1.47%** | **65.91%** | **32.62%** |

*Table: Facilities Division staff by disability category and job grade*

| 2021/22 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 1.83% | 67.38% | 30.79% |
| Band 3 | 4.49% | 73.03% | 22.47% |
| Band 4 | 3.39% | 59.32% | 37.29% |
| Band 5 | 4.35% | 65.22% | 30.43% |
| Band 6 | 0.00% | 78.57% | 21.43% |
| Band 7 | 0.00% | 72.22% | 27.78% |
| Band 8a | 0.00% | 50.00% | 50.00% |
| Band 8b | 0.00% | 100.00% | 0.00% |
| Band 8c | 0.00% | 75.00% | 25.00% |
| Band 8d | 0.00% | 100.00% | 0.00% |
| Total | **2.18%** | **67.66%** | **30.16%** |

*Table: Facilities Division staff by disability category and job grade*

### Corporate Divisions

| 2020/21 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 0.00% | 78.05% | 21.95% |
| Band 3 | 1.53% | 85.71% | 12.76% |
| Band 4 | 5.15% | 74.26% | 20.59% |
| Band 5 | 2.53% | 86.08% | 11.39% |
| Band 6 | 1.64% | 80.87% | 17.49% |
| Band 7 | 2.19% | 78.83% | 18.98% |
| Band 8a | 1.79% | 80.36% | 17.86% |
| Band 8b | 3.23% | 87.10% | 9.68% |
| Band 8c | 0.00% | 84.62% | 15.38% |
| Band 8d | 9.09% | 90.91% | 0.00% |
| Band 9 | 0.00% | 75.00% | 25.00% |
| Consultant | 0.00% | 0.00% | 100.00% |
| Trainee Grades | 0.00% | 50.00% | 50.00% |
| VSM | 0.00% | 100.00% | 0.00% |
| Other | 0.00% | 37.50% | 62.50% |
| Total | **2.35%** | **81.21%** | **16.45%** |

*Table: NBT Corporate Division staff by disability category and job grade*

| 2021/22 |  |  |  |
| --- | --- | --- | --- |
| Grade | Disabled % | Non Disabled % | Unknown % |
| Band 2 | 6.67% | 71.11% | 22.22% |
| Band 3 | 3.87% | 79.01% | 17.13% |
| Band 4 | 4.70% | 80.54% | 14.77% |
| Band 5 | 4.32% | 82.70% | 12.97% |
| Band 6 | 1.36% | 83.26% | 15.38% |
| Band 7 | 3.07% | 82.21% | 14.72% |
| Band 8a | 2.50% | 75.00% | 22.50% |
| Band 8b | 8.11% | 81.08% | 10.81% |
| Band 8c | 0.00% | 100.00% | 0.00% |
| Band 8d | 0.00% | 85.71% | 14.29% |
| Band 9 | 0.00% | 77.78% | 22.22% |
| Consultant | 0.00% | 66.67% | 33.33% |
| Consultant - of which SMM | 0.00% | 100.00% | 0.00% |
| Trainee Grades | 12.50% | 62.50% | 25.00% |
| VSM | 0.00% | 88.89% | 11.11% |
| Non-Exec Director | 10.00% | 50.00% | 40.00% |
| Total | **3.71%** | **80.31%** | **15.98%** |

*Table: NBT Corporate Division staff by disability category and job grade*