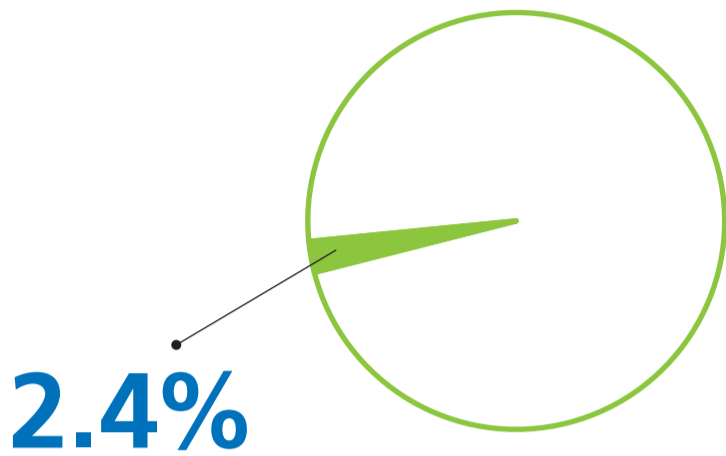


Workforce Disability Equality (WDES)

Metrics 2020-21



Walsall Healthcare
NHS Trust



Percentage of disabled 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 overall workforce



Non disabled staff are







1.06 times MORE

likely to be appointed from shortlisting compared to disabled staff.

-2%

The percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:

- By voting membership of the Board.
- By Executive membership of the Board

| | Disabled staff | Non-disabled staff |
|--|--|--|
|  <p>The percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <ul style="list-style-type: none"> i. Patients/Service users, their relatives or other members of the public ii. Managers iii. Other colleagues | <ul style="list-style-type: none"> i. 35.3% ii. 23.8% iii. 28% | <ul style="list-style-type: none"> i. 26.4% ii. 15.6% iii. 21.3% |
| <p>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.</p> | 51.6% | 49.5% |
|  <p>The percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.</p> | 71.8% | 76.5% |
|  <p>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.</p> | 35.2% | 25.0% |
|  <p>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.</p> | 32.5% | 44.1% |
|  <p>The percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.</p> | 73.4% | 75.5% |
|  <p>The staff engagement score for Disabled staff, compared to non-disabled.</p> | 6.2 | 6.8 |

Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? **Yes**

Caring for Walsall together

