

The following is from the 2021/22 WDES Data collection:

Relative Likelihood of Appointment from Shortlisting:

2020/2021	
Disabled	Non-Disabled
7.41%	9.06%

2021/2022	
Disabled	Non-Disabled
25.00%	18.00%

Diff 21 to 22	
Disabled	Non-Disabled
17.59%	8.94%

Higher % Better

*Relative likelihood of Non-Disabled Staff being appointed from Shortlisting compared to Disabled staff:

A figure below 1 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.

Therefore a figure of "0.72" (2022 data) indicates Disabled staff more likely to be appointed from shortlisting compared to Non-Disabled Staff

1.22

0.72

-0.50

* Calc = Non-Disabled % / Disabled %

Likelihood of staff entering the formal capability process:

2020/2021	
Disabled	Non-Disabled
0.00%	0.00%

2021/2022	
Disabled	Non-Disabled
0.00%	0.00%

Diff 21 to 22	
Disabled	Non-Disabled
0.00%	0.00%

*Relative likelihood of Non-Disabled staff entering the formal disciplinary process compared to Disabled Staff:

A figure above "1" would indicate that Disabled staff members are more likely than Non-Disabled staff to enter the formal capability process.

0.00

0.00

0.00

* Calc = Disabled % / Non-Disabled %

The following is from the 2021/22 Staff Survey:

% Staff experiencing harassment, bullying or abuse from patients, relatives or public in last 12 months

2020/2021	
Disabled	Non-Disabled
10.60%	11.90%

2021/2022	
Disabled	Non-Disabled
16.00%	11.20%

Diff 21 to 22	
Disabled	Non-Disabled
5.40%	-0.70%

Lower % Better

% of staff experiencing harassment, bullying or abuse from managers in the last 12 months

2020/2021	
Disabled	Non-Disabled
18.10%	7.20%

2021/2022	
Disabled	Non-Disabled
15.00%	7.50%

Diff 21 to 22	
Disabled	Non-Disabled
-3.10%	0.30%

Lower % Better

% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months

2020/2021	
Disabled	Non-Disabled
18.70%	12.60%

2021/2022	
Disabled	Non-Disabled
21.30%	13.30%

Diff 21 to 22	
Disabled	Non-Disabled
2.60%	0.70%

Lower % Better

% 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

2020/2021	
Disabled	Non-Disabled
50.80%	48.90%

2021/2022	
Disabled	Non-Disabled
58.50%	48.80%

Diff 21 to 22	
Disabled	Non-Disabled
7.70%	-0.10%

Higher % Better

% of staff believing that their organisation provides equal opportunities for career progression or promotion.

2020/2021	
Disabled	Non-Disabled
50.80%	48.90%

2021/2022	
Disabled	Non-Disabled
58.50%	48.80%

Diff 21 to 22	
Disabled	Non-Disabled
7.70%	-0.10%

Higher % Better

% of staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

2020/2021	
Disabled	Non-Disabled
26.90%	23.50%

2021/2022	
Disabled	Non-Disabled
31.50%	23.80%

Diff 21 to 22	
Disabled	Non-Disabled
4.60%	0.30%

Lower % Better

% staff saying that they are satisfied with the extent to which their organisation values their work.

2020/2021	
Disabled	Non-Disabled
46.10%	58.70%

2021/2022	
Disabled	Non-Disabled
37.50%	55.70%

Diff 21 to 22	
Disabled	Non-Disabled
-8.60%	-3.00%

Higher % Better

% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

2020/2021	
Disabled	Non-Disabled
77.70%	

2021/2022	
Disabled	Non-Disabled
69.10%	

Diff 21 to 22	
Disabled	Non-Disabled
-8.60%	

Higher % Better

The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.

2020/2021	
Disabled	Non-Disabled
7.10	7.70

2021/2022	
Disabled	Non-Disabled
7.00	7.60

Diff 21 to 22	
Disabled	Non-Disabled
-10.00%	-10.00%

Higher is Better