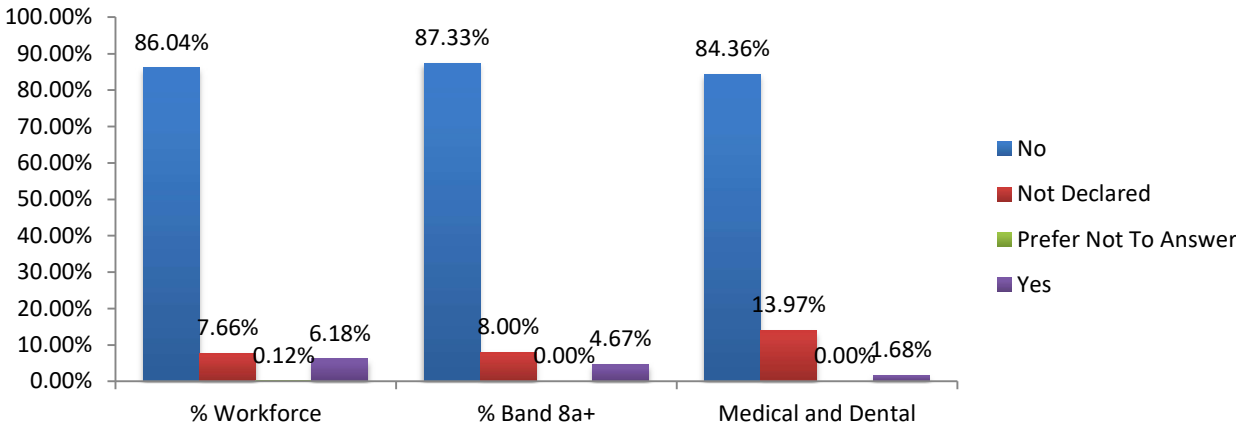

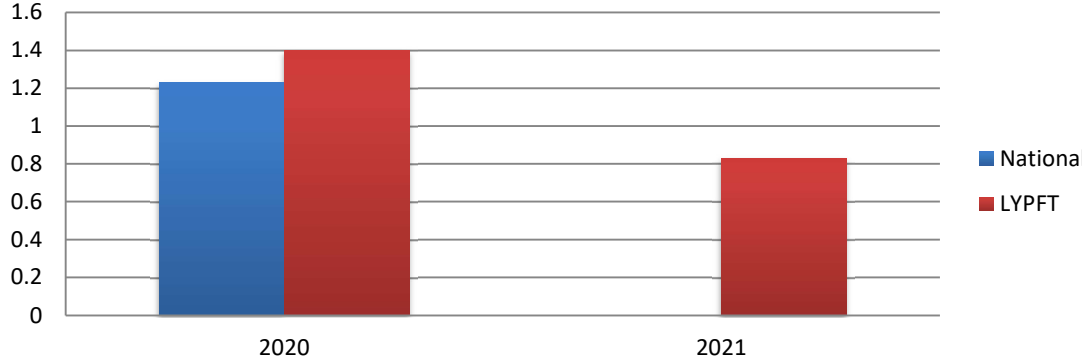

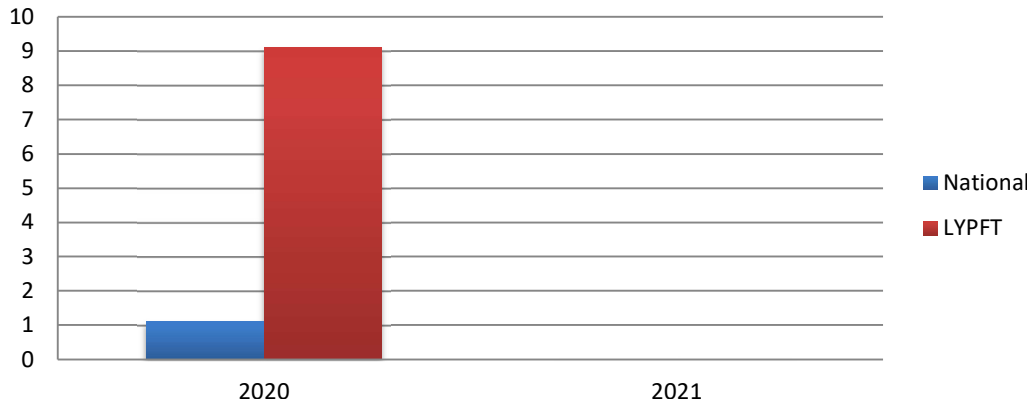

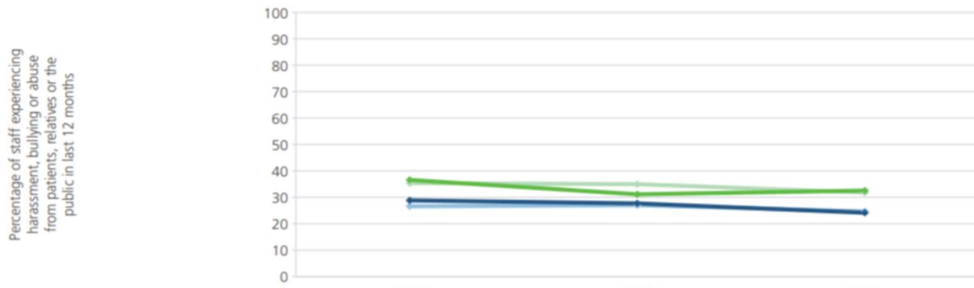



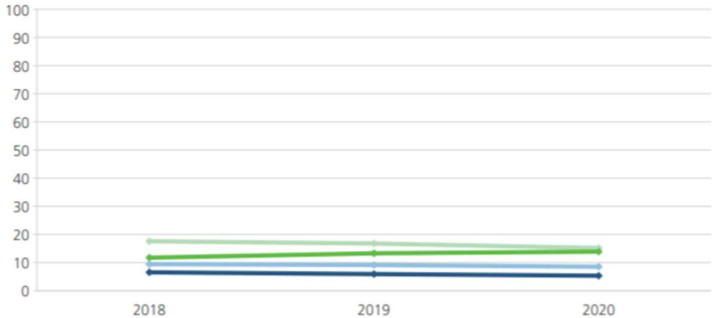

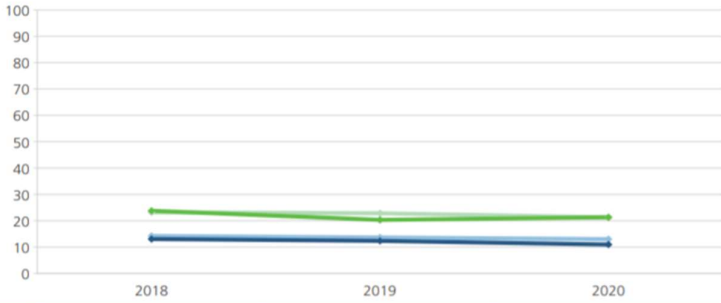
Workforce
Disability
Equality
Report


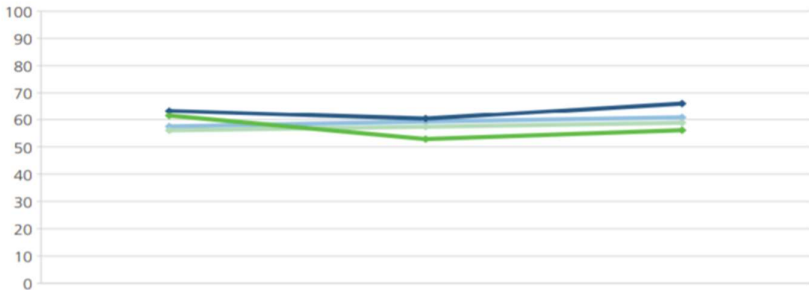

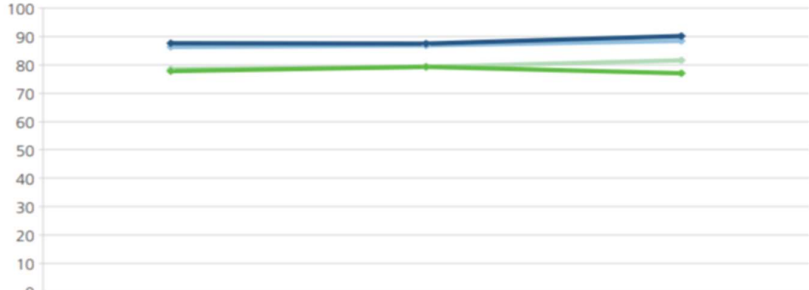
July 29


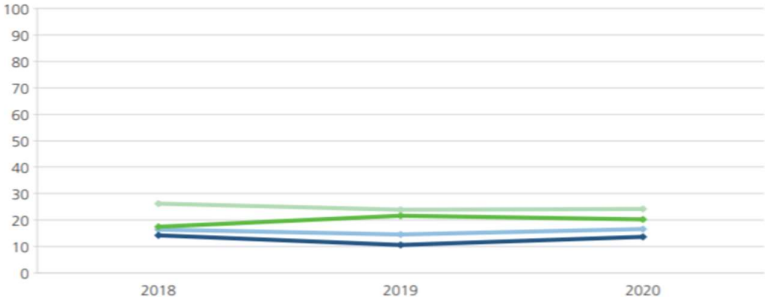

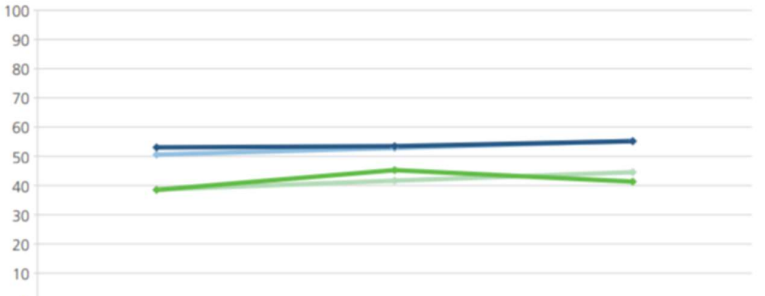
2021





WDES Indicator	Summary Data	Key Findings																				
<div>1 Representation across the organisation</div>	<div>Workforce by disability March 2021</div>  <table><thead><tr><th>Category</th><th>No</th><th>Not Declared</th><th>Prefer Not To Answer</th><th>Yes</th></tr></thead><tbody><tr><td>% Workforce</td><td>86.04%</td><td>7.66%</td><td>0.12%</td><td>6.18%</td></tr><tr><td>% Band 8a+</td><td>87.33%</td><td>8.00%</td><td>0.00%</td><td>4.67%</td></tr><tr><td>Medical and Dental</td><td>84.36%</td><td>13.97%</td><td>0.00%</td><td>1.68%</td></tr></tbody></table> <td><div>Workforce Representation</div><div>Not declared remains significant. However there has been an increase in the % of the workforce with information recorded in ESR in respect of disability compared to last year.</div></td>	Category	No	Not Declared	Prefer Not To Answer	Yes	% Workforce	86.04%	7.66%	0.12%	6.18%	% Band 8a+	87.33%	8.00%	0.00%	4.67%	Medical and Dental	84.36%	13.97%	0.00%	1.68%	<div>Workforce Representation</div> <div>Not declared remains significant. However there has been an increase in the % of the workforce with information recorded in ESR in respect of disability compared to last year.</div>
Category	No	Not Declared	Prefer Not To Answer	Yes																		
% Workforce	86.04%	7.66%	0.12%	6.18%																		
% Band 8a+	87.33%	8.00%	0.00%	4.67%																		
Medical and Dental	84.36%	13.97%	0.00%	1.68%																		
<div>2 Likelihood of staff being appointed from shortlisted</div> <div></div>	<div>Likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting .</div>  <table><thead><tr><th>Year</th><th>National</th><th>LYPFT</th></tr></thead><tbody><tr><td>2020</td><td>1.22</td><td>1.40</td></tr><tr><td>2021</td><td></td><td>0.83</td></tr></tbody></table> <td><div>The likelihood of non-disabled staff being appointed from shortlisting has reduced to 0.83, evidencing increased equity.</div></td>	Year	National	LYPFT	2020	1.22	1.40	2021		0.83	<div>The likelihood of non-disabled staff being appointed from shortlisting has reduced to 0.83, evidencing increased equity.</div>											
Year	National	LYPFT																				
2020	1.22	1.40																				
2021		0.83																				

WDES Indicator	Summary Data	Key Findings																
<div>3</div> <div>Likelihood of staff entering formal Capability process</div> <div></div>	<div>Likelihood of disabled staff entering the formal capability process compared to non-disabled staff</div> <div></div>	<div>In 2021 no disabled colleagues entered the formal capability process and therefore a ratio figure is not displayed.</div> <div>It should be noted that actual numbers entering the process are very small at fewer than five cases.</div>																
<div>4a</div> <div>Percentage of staff experiencing harassment, bullying/abuse from patients, relatives/public</div> <div></div>	<div></div> <table><tr><td>Staff with a LTC or illness: Your org</td><td>36.6%</td><td>31.1%</td><td>32.6%</td></tr><tr><td>Staff without a LTC or illness: Your org</td><td>28.8%</td><td>27.7%</td><td>24.2%</td></tr><tr><td>Staff with a LTC or illness: Average</td><td>35.4%</td><td>35.0%</td><td>31.8%</td></tr><tr><td>Staff without a LTC or illness: Average</td><td>26.6%</td><td>27.0%</td><td>24.7%</td></tr></table> <div>Staff with a LTC or illness: Responses287318298</div> <div>Staff without a LTC or illness: Responses1,0921,054981</div> <div>Average calculated as the median for the benchmark group</div>	Staff with a LTC or illness: Your org	36.6%	31.1%	32.6%	Staff without a LTC or illness: Your org	28.8%	27.7%	24.2%	Staff with a LTC or illness: Average	35.4%	35.0%	31.8%	Staff without a LTC or illness: Average	26.6%	27.0%	24.7%	<div>Bullying and harassment from patients has slightly increased for disabled colleagues from 31.1% to 32.6%. This is slightly above the national average for disabled staff (at 31.8%).</div>
Staff with a LTC or illness: Your org	36.6%	31.1%	32.6%															
Staff without a LTC or illness: Your org	28.8%	27.7%	24.2%															
Staff with a LTC or illness: Average	35.4%	35.0%	31.8%															
Staff without a LTC or illness: Average	26.6%	27.0%	24.7%															

WDES Indicator	Summary Data	Key Findings																								
<div>4a Percentage of staff experiencing harassment, bullying/abuse from Managers</div> <div></div>	<div><div>Percentage of staff experiencing harassment, bullying or abuse from manager in last 12 months</div><table><tr><td>Staff with a LTC or illness: Your org</td><td>11.7%</td><td>13.3%</td><td>13.9%</td></tr><tr><td>Staff without a LTC or illness: Your org</td><td>6.5%</td><td>5.9%</td><td>5.3%</td></tr><tr><td>Staff with a LTC or illness: Average</td><td>17.6%</td><td>16.8%</td><td>15.2%</td></tr><tr><td>Staff without a LTC or illness: Average</td><td>9.4%</td><td>9.1%</td><td>8.5%</td></tr><tr><td>Staff with a LTC or illness: Responses</td><td>281</td><td>316</td><td>295</td></tr><tr><td>Staff without a LTC or illness: Responses</td><td>1,085</td><td>1,048</td><td>975</td></tr></table><div>Average calculated as the median for the benchmark group</div></div>	Staff with a LTC or illness: Your org	11.7%	13.3%	13.9%	Staff without a LTC or illness: Your org	6.5%	5.9%	5.3%	Staff with a LTC or illness: Average	17.6%	16.8%	15.2%	Staff without a LTC or illness: Average	9.4%	9.1%	8.5%	Staff with a LTC or illness: Responses	281	316	295	Staff without a LTC or illness: Responses	1,085	1,048	975	<div>Bullying, harassment and abuse from both managers and colleagues has slightly increased for disabled staff but by less than 1%..</div> <div>There is a gap in experience between disabled and non-disabled staff for both questions. The gap has not significantly changed and is similar to the gap in other MH Trusts.</div>
Staff with a LTC or illness: Your org	11.7%	13.3%	13.9%																							
Staff without a LTC or illness: Your org	6.5%	5.9%	5.3%																							
Staff with a LTC or illness: Average	17.6%	16.8%	15.2%																							
Staff without a LTC or illness: Average	9.4%	9.1%	8.5%																							
Staff with a LTC or illness: Responses	281	316	295																							
Staff without a LTC or illness: Responses	1,085	1,048	975																							
<div>4a Percentage of staff experiencing harassment, bullying/abuse from Colleagues</div> <div></div>	<div><div>Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months</div><table><tr><td>Staff with a LTC or illness: Your org</td><td>23.8%</td><td>20.3%</td><td>21.3%</td></tr><tr><td>Staff without a LTC or illness: Your org</td><td>13.0%</td><td>12.4%</td><td>11.0%</td></tr><tr><td>Staff with a LTC or illness: Average</td><td>23.2%</td><td>22.8%</td><td>21.3%</td></tr><tr><td>Staff without a LTC or illness: Average</td><td>14.2%</td><td>13.7%</td><td>13.0%</td></tr><tr><td>Staff with a LTC or illness: Responses</td><td>286</td><td>315</td><td>296</td></tr><tr><td>Staff without a LTC or illness: Responses</td><td>1,073</td><td>1,036</td><td>976</td></tr></table><div>Average calculated as the median for the benchmark group</div></div>	Staff with a LTC or illness: Your org	23.8%	20.3%	21.3%	Staff without a LTC or illness: Your org	13.0%	12.4%	11.0%	Staff with a LTC or illness: Average	23.2%	22.8%	21.3%	Staff without a LTC or illness: Average	14.2%	13.7%	13.0%	Staff with a LTC or illness: Responses	286	315	296	Staff without a LTC or illness: Responses	1,073	1,036	976	
Staff with a LTC or illness: Your org	23.8%	20.3%	21.3%																							
Staff without a LTC or illness: Your org	13.0%	12.4%	11.0%																							
Staff with a LTC or illness: Average	23.2%	22.8%	21.3%																							
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WDES Indicator	Summary Data	Key Findings																												
<div>4b Reporting harassment, bullying or abuse</div> <div></div>	<div><div><div>Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it</div></div><table><thead><tr><th></th><th>2018</th><th>2019</th><th>2020</th></tr></thead><tbody><tr><td>Staff with a LTC or illness: Your org</td><td>61.5%</td><td>52.8%</td><td>56.1%</td></tr><tr><td>Staff without a LTC or illness: Your org</td><td>63.3%</td><td>60.4%</td><td>66.1%</td></tr><tr><td>Staff with a LTC or illness: Average</td><td>56.1%</td><td>57.4%</td><td>58.8%</td></tr><tr><td>Staff without a LTC or illness: Average</td><td>57.5%</td><td>59.3%</td><td>60.8%</td></tr><tr><td>Staff with a LTC or illness: Responses</td><td>122</td><td>123</td><td>123</td></tr><tr><td>Staff without a LTC or illness: Responses</td><td>327</td><td>338</td><td>286</td></tr></tbody></table><div>Average calculated as the median for the benchmark group</div></div>		2018	2019	2020	Staff with a LTC or illness: Your org	61.5%	52.8%	56.1%	Staff without a LTC or illness: Your org	63.3%	60.4%	66.1%	Staff with a LTC or illness: Average	56.1%	57.4%	58.8%	Staff without a LTC or illness: Average	57.5%	59.3%	60.8%	Staff with a LTC or illness: Responses	122	123	123	Staff without a LTC or illness: Responses	327	338	286	<div>Both the % of disabled and non-disabled staff who said they reported incidents when they experienced bullying and harassment has increased.</div>
	2018	2019	2020																											
Staff with a LTC or illness: Your org	61.5%	52.8%	56.1%																											
Staff without a LTC or illness: Your org	63.3%	60.4%	66.1%																											
Staff with a LTC or illness: Average	56.1%	57.4%	58.8%																											
Staff without a LTC or illness: Average	57.5%	59.3%	60.8%																											
Staff with a LTC or illness: Responses	122	123	123																											
Staff without a LTC or illness: Responses	327	338	286																											
<div>5 Percentage of staff believing Trust provides equal opportunities for career progression or promotion</div> <div></div>	<div><div><div>Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion</div></div><table><thead><tr><th></th><th>2018</th><th>2019</th><th>2020</th></tr></thead><tbody><tr><td>Staff with a LTC or illness: Your org</td><td>77.8%</td><td>79.3%</td><td>77.1%</td></tr><tr><td>Staff without a LTC or illness: Your org</td><td>87.7%</td><td>87.5%</td><td>90.2%</td></tr><tr><td>Staff with a LTC or illness: Average</td><td>78.5%</td><td>79.3%</td><td>81.6%</td></tr><tr><td>Staff without a LTC or illness: Average</td><td>86.4%</td><td>86.9%</td><td>88.5%</td></tr><tr><td>Staff with a LTC or illness: Responses</td><td>194</td><td>213</td><td>192</td></tr><tr><td>Staff without a LTC or illness: Responses</td><td>737</td><td>737</td><td>662</td></tr></tbody></table><div>Average calculated as the median for the benchmark group</div></div>		2018	2019	2020	Staff with a LTC or illness: Your org	77.8%	79.3%	77.1%	Staff without a LTC or illness: Your org	87.7%	87.5%	90.2%	Staff with a LTC or illness: Average	78.5%	79.3%	81.6%	Staff without a LTC or illness: Average	86.4%	86.9%	88.5%	Staff with a LTC or illness: Responses	194	213	192	Staff without a LTC or illness: Responses	737	737	662	<div>The % of disabled staff reporting that the trust provides equal opportunities for career progression has reduced from 79.3% to 77.1%. There is an increasing gap in experience between disabled and non-disabled colleagues.</div>
	2018	2019	2020																											
Staff with a LTC or illness: Your org	77.8%	79.3%	77.1%																											
Staff without a LTC or illness: Your org	87.7%	87.5%	90.2%																											
Staff with a LTC or illness: Average	78.5%	79.3%	81.6%																											
Staff without a LTC or illness: Average	86.4%	86.9%	88.5%																											
Staff with a LTC or illness: Responses	194	213	192																											
Staff without a LTC or illness: Responses	737	737	662																											

WDES Indicator	Summary Data	Key Findings																								
<div>6 Percentage of staff who have felt pressure to come to work, despite not feeling well enough to perform their duties</div> <div></div>	<div><div><div>Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties</div></div><table><tr><td>Staff with a LTC or illness: Your org</td><td>17.4%</td><td>21.6%</td><td>20.2%</td></tr><tr><td>Staff without a LTC or illness: Your org</td><td>14.2%</td><td>10.6%</td><td>13.6%</td></tr><tr><td>Staff with a LTC or illness: Average</td><td>26.2%</td><td>23.9%</td><td>24.1%</td></tr><tr><td>Staff without a LTC or illness: Average</td><td>16.4%</td><td>14.5%</td><td>16.6%</td></tr><tr><td>Staff with a LTC or illness: Responses</td><td>195</td><td>213</td><td>183</td></tr><tr><td>Staff without a LTC or illness: Responses</td><td>493</td><td>482</td><td>352</td></tr></table><div>Average calculated as the median for the benchmark group</div></div>	Staff with a LTC or illness: Your org	17.4%	21.6%	20.2%	Staff without a LTC or illness: Your org	14.2%	10.6%	13.6%	Staff with a LTC or illness: Average	26.2%	23.9%	24.1%	Staff without a LTC or illness: Average	16.4%	14.5%	16.6%	Staff with a LTC or illness: Responses	195	213	183	Staff without a LTC or illness: Responses	493	482	352	<div>There has been a positive 1.4% decrease in the % of disabled staff reporting that they have felt pressure to come to work despite not feeling well enough.</div>
Staff with a LTC or illness: Your org	17.4%	21.6%	20.2%																							
Staff without a LTC or illness: Your org	14.2%	10.6%	13.6%																							
Staff with a LTC or illness: Average	26.2%	23.9%	24.1%																							
Staff without a LTC or illness: Average	16.4%	14.5%	16.6%																							
Staff with a LTC or illness: Responses	195	213	183																							
Staff without a LTC or illness: Responses	493	482	352																							
<div>7 Percentage of staff satisfied with the extent to which the Trust values their work</div> <div></div>	<div><div><div>Percentage of staff satisfied with the extent to which their organisation values their work</div></div><table><tr><td>Staff with a LTC or illness: Your org</td><td>38.5%</td><td>45.3%</td><td>41.3%</td></tr><tr><td>Staff without a LTC or illness: Your org</td><td>53.1%</td><td>53.5%</td><td>55.2%</td></tr><tr><td>Staff with a LTC or illness: Average</td><td>38.6%</td><td>41.7%</td><td>44.6%</td></tr><tr><td>Staff without a LTC or illness: Average</td><td>50.6%</td><td>52.9%</td><td>55.2%</td></tr><tr><td>Staff with a LTC or illness: Responses</td><td>283</td><td>318</td><td>300</td></tr><tr><td>Staff without a LTC or illness: Responses</td><td>1,080</td><td>1,051</td><td>986</td></tr></table><div>Average calculated as the median for the benchmark group</div></div>	Staff with a LTC or illness: Your org	38.5%	45.3%	41.3%	Staff without a LTC or illness: Your org	53.1%	53.5%	55.2%	Staff with a LTC or illness: Average	38.6%	41.7%	44.6%	Staff without a LTC or illness: Average	50.6%	52.9%	55.2%	Staff with a LTC or illness: Responses	283	318	300	Staff without a LTC or illness: Responses	1,080	1,051	986	<div>There has been a 4% decrease in the % of disabled staff who report they are satisfied with extent to which the trust values their work. This is below the national average for mental health trusts.</div>
Staff with a LTC or illness: Your org	38.5%	45.3%	41.3%																							
Staff without a LTC or illness: Your org	53.1%	53.5%	55.2%																							
Staff with a LTC or illness: Average	38.6%	41.7%	44.6%																							
Staff without a LTC or illness: Average	50.6%	52.9%	55.2%																							
Staff with a LTC or illness: Responses	283	318	300																							
Staff without a LTC or illness: Responses	1,080	1,051	986																							

WDES Indicator	Summary Data	Key Findings																																
<div>8</div> <div>Percentage of disabled staff saying that their employer has made adjustments to enable them to carry out their work</div> <div></div>	<div><div><div>Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work</div></div><table><tr><td>Staff with a LTC or illness: Your org</td><td>77.3%</td><td>77.1%</td><td>81.5%</td></tr><tr><td>Staff with a LTC or illness: Average</td><td>77.3%</td><td>76.9%</td><td>81.4%</td></tr><tr><td>Staff with a LTC or illness: Responses</td><td>172</td><td>210</td><td>189</td></tr></table><div>Average calculated as the median for the benchmark group</div></div>	Staff with a LTC or illness: Your org	77.3%	77.1%	81.5%	Staff with a LTC or illness: Average	77.3%	76.9%	81.4%	Staff with a LTC or illness: Responses	172	210	189	<div>There has been a positive 4.4% increase in the % of disabled staff who report that the trust has made adequate adjustments to enable them to carry out their work.</div>																				
Staff with a LTC or illness: Your org	77.3%	77.1%	81.5%																															
Staff with a LTC or illness: Average	77.3%	76.9%	81.4%																															
Staff with a LTC or illness: Responses	172	210	189																															
<div>9</div> <div>Staff Engagement</div> <div></div>	<div><div><div>Staff engagement score (0-10)</div></div><table><tr><td>Organisation average</td><td>7.1</td><td>7.1</td><td>7.2</td></tr><tr><td>Staff with a LTC or illness: Your org</td><td>6.7</td><td>6.8</td><td>6.7</td></tr><tr><td>Staff without a LTC or illness: Your org</td><td>7.2</td><td>7.3</td><td>7.4</td></tr><tr><td>Staff with a LTC or illness: Average</td><td>6.7</td><td>6.8</td><td>6.8</td></tr><tr><td>Staff without a LTC or illness: Average</td><td>7.1</td><td>7.2</td><td>7.3</td></tr><tr><td>Organisation Responses</td><td>1,416</td><td>1,408</td><td>1,307</td></tr><tr><td>Staff with a LTC or illness: Responses</td><td>287</td><td>320</td><td>301</td></tr><tr><td>Staff without a LTC or illness: Responses</td><td>1,096</td><td>1,063</td><td>988</td></tr></table><div>Average calculated as the median for the benchmark group</div></div>	Organisation average	7.1	7.1	7.2	Staff with a LTC or illness: Your org	6.7	6.8	6.7	Staff without a LTC or illness: Your org	7.2	7.3	7.4	Staff with a LTC or illness: Average	6.7	6.8	6.8	Staff without a LTC or illness: Average	7.1	7.2	7.3	Organisation Responses	1,416	1,408	1,307	Staff with a LTC or illness: Responses	287	320	301	Staff without a LTC or illness: Responses	1,096	1,063	988	<div>There has been a slight reduction in the staff engagement score for disabled colleagues from 6.8 to 6.7. This is below our trust average staff engagement score at 7.2.</div>
Organisation average	7.1	7.1	7.2																															
Staff with a LTC or illness: Your org	6.7	6.8	6.7																															
Staff without a LTC or illness: Your org	7.2	7.3	7.4																															
Staff with a LTC or illness: Average	6.7	6.8	6.8																															
Staff without a LTC or illness: Average	7.1	7.2	7.3																															
Organisation Responses	1,416	1,408	1,307																															
Staff with a LTC or illness: Responses	287	320	301																															
Staff without a LTC or illness: Responses	1,096	1,063	988																															