

**Workforce Disability Equality Standard**  
**Annual Collection v2.0**  
as at March 2019

For any technical queries or additional clarification please contact: [england.dataservices@nhs.net](mailto:england.dataservices@nhs.net)

Pre-Populated
Populated by Trust (Enter a value of '0' if value is unknown or blank)
Auto-Calculated
No data required

**RN: Great Western Hospitals NHS Foundation Trust**

**v2.0**

METRIC	INDICATOR	DATA ITEM	MEASURE	31st MARCH 2019												OVERALL STAFF		Notes
				DISABLED				NON-DISABLED				DISABILITY UNKNOWN OR NULL				Total		
				Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	
	<b>1a) Non Clinical Staff</b>																	
	1 Bands 1	Headcount		3	3	3%	3%	71	70	72%	71%	25	25	25%	26%	99	98	
	2 Bands 2	Headcount		11	11	3%	3%	239	237	69%	69%	94	96	27%	28%	344	344	
	3 Bands 3	Headcount		4	4	1%	1%	221	219	73%	72%	79	80	26%	26%	304	303	
	4 Bands 4	Headcount		4	4	3%	3%	80	81	56%	56%	58	59	41%	41%	142	144	
	5 Bands 5	Headcount		3	3	4%	4%	56	56	75%	75%	16	16	21%	21%	75	75	
	6 Bands 6	Headcount		1	1	1%	1%	45	45	67%	67%	21	21	31%	31%	67	67	
	7 Bands 7	Headcount		0	0	0%	0%	30	31	77%	78%	9	9	23%	23%	39	40	
	8 Bands 8a	Headcount		0	0	0%	0%	35	35	76%	76%	11	11	24%	24%	46	46	
	9 Bands 8b	Headcount		0	0	0%	0%	14	14	82%	82%	3	3	18%	18%	17	17	
	10 Bands 8c	Headcount		0	0	0%	0%	9	9	82%	82%	2	2	18%	18%	11	11	
	11 Bands 8d	Headcount		0	0	0%	0%	6	6	67%	75%	3	2	33%	25%	9	8	
	12 Bands 9	Headcount		0	0	0%	0%	2	3	87%	80%	1	2	33%	40%	3	5	
	13 VSM	Headcount		0	0	0%	0%	5	4	83%	80%	1	1	17%	20%	6	5	
	14 Other	Headcount		1	1	3%	3%	26	26	79%	79%	6	6	18%	18%	33	33	
	15 Cluster 1 (Bands 1 - 4)	Total		22	22	2%	2%	611	607	69%	68%	256	260	29%	29%	889	889	
	16 Cluster 2 (Bands 5 - 7)	Total		4	4	2%	2%	131	132	72%	73%	46	46	25%	25%	181	182	
	17 Cluster 3 (Bands 8a - 8b)	Total		0	0	0%	0%	49	49	78%	78%	14	14	22%	22%	63	63	
	18 Cluster 4 (Bands 8c - 9 & VSM)	Total		0	0	0%	0%	22	22	76%	76%	7	7	24%	24%	29	29	
	<b>1b) Clinical Staff</b>																	
	19 Bands 1	Headcount		0	0	0%	0%	2	2	100%	100%	0	0	0%	0%	2	2	
	20 Bands 2	Headcount		6	5	1%	1%	376	371	71%	71%	144	148	27%	28%	526	524	
	21 Bands 3	Headcount		4	4	2%	2%	186	177	73%	71%	66	69	26%	28%	256	250	
	22 Bands 4	Headcount		2	2	1%	1%	110	105	63%	61%	63	64	36%	37%	175	171	
	23 Bands 5	Headcount		9	9	1%	1%	504	520	65%	64%	265	279	34%	35%	778	808	
	24 Bands 6	Headcount		10	10	1%	1%	513	491	65%	65%	267	259	34%	34%	790	760	
	25 Bands 7	Headcount		1	1	0%	0%	216	214	64%	64%	118	119	35%	36%	335	334	
	26 Bands 8a	Headcount		0	0	0%	0%	48	48	87%	87%	24	24	33%	33%	72	72	
	27 Bands 8b	Headcount		0	0	0%	0%	8	8	44%	44%	10	10	56%	56%	18	18	
	28 Bands 8c	Headcount		0	0	0%	0%	8	8	80%	80%	2	2	20%	20%	10	10	
	29 Bands 8d	Headcount		0	0	0%	0%	2	2	100%	100%	0	0	0%	0%	2	2	
	30 Bands 9	Headcount		0	0	0%	0%	1	1	100%	100%	0	0	0%	0%	1	1	
	31 VSM	Headcount		0	0	0%	0%	6	1	87%	100%	3	0	33%	0%	9	1	
	32 Medical & Dental Staff, Consultants	Headcount		2	2	0%	0%	165	12	77%	71%	46	5	22%	23%	213	17	
	33 Medical & Dental Staff, Non-Consultants career grade	Headcount		1	1	1%	1%	58	57	76%	72%	17	21	27%	27%	76	79	
	34 Medical & Dental Staff, Medical and dental trainee grades	Headcount		6	4	2%	1%	229	260	92%	90%	14	26	6%	9%	249	290	
	35 Other	Headcount		0	0	0%	0%	1	13	17%	65%	5	7	83%	35%	6	20	
	36 Cluster 1 (Bands 1 - 4)	Total		12	11	1%	1%	674	656	70%	69%	273	281	30%	30%	959	947	
	37 Cluster 2 (Bands 5 - 7)	Total		20	20	1%	1%	1233	1226	65%	64%	650	657	34%	35%	1903	1902	
	38 Cluster 3 (Bands 8a - 8b)	Total		0	0	0%	0%	56	56	62%	62%	34	34	38%	38%	90	90	
	39 Cluster 4 (Bands 8c - 9 & VSM)	Total		0	0	0%	0%	17	12	77%	86%	5	2	23%	14%	22	14	
	40 Cluster 5 (Medical & Dental Staff, Consultants)	Total		2	0	1%	0%	165	12	77%	71%	46	5	22%	29%	213	17	
	41 Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	Total		1	1	1%	1%	58	57	76%	72%	17	21	22%	27%	76	79	
	42 Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	Total		6	4	2%	1%	229	260	92%	90%	14	26	6%	9%	249	290	
	43 Number of shortlisted applicants	Headcount			158				4979									
	44 Number appointed from shortlisting	Headcount			12				636									
	45 Relative likelihood of shortlisting/appointed	Auto-Populated			0.08				0.13									
	Note: i) This refers to both external and internal posts. ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme. This information will be collected on the WDES online reporting form to ensure comparability between organisations.																	A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.
	46 Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff	Auto-Populated					1.66											
	47 Number of staff in workforce	Headcount			64				3298									
	48 Number of staff entering the formal capability process	Headcount			19				374									
	49 Likelihood of staff entering the formal capability process	Auto-Populated			0.30				0.11									
	Note: i) This Metric will be based on data from a two-year rolling average of the current year and the previous year (2017/18 and 2018/19). ii) This Metric is voluntary in year one.																	A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.
	50 Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	Auto-Populated					2.62											
	51 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 ii. Managers iii. Other colleagues	Number of Respondents/%		80		32.5%		414		24.9%								
	52 % of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Number of Respondents/%		79		22.8%		410		9.5%								
	53 % of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Number of Respondents/%		78		33.3%		412		17.0%								
	54 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. The data for this Metric should be a snapshot as at 31 March 2019	Number of Respondents/%		43		39.5%		139		45.3%								
	55 Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.	Number of Respondents/%		46		78.3%		279		81.7%								
	56 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.	Number of Respondents/%		58		37.9%		237		23.2%								
	57 Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	Number of Respondents/%		80		28.8%		415		44.8%								
	58 Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	Number of Respondents/%		52		75.0%												
	59 a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Number of Respondents/Score		80		6.4		417		7						6.9		
	60 b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no) Note: For your Trust's response to b) If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples are listed in the WDES technical guidance.	(yes) or (no)																
	61 Total Board members	Headcount			0				10				2			12		
	62 of which: Voting Board members	Headcount			0				3				1			4		
	63 of which: Non Voting Board members	Auto-Populated			0				7				1			8		
	64 Total Board members	Auto-Populated			0				10				2			12		
	65 of which: Exec Board members	Headcount			0				5				0			5		
	66 of which: Non Executive Board members	Auto-Populated			0				5				2			7		
	67 Number of staff in overall workforce	Headcount			63				3126				1366			4555		
	68 Total Board members - % by Disability	Auto-Populated			0%				83%				17%					
	69 Voting Board Member - % by Disability	Auto-Populated			0%				75%				25%					
	70 Non Voting Board Member - % by Disability	Auto-Populated			0%				88%				13%					
	71 Executive Board Member - % by Disability	Auto-Populated			0%				100%				0%					
	72 Non Executive Board Member - % by Disability	Auto-Populated			0%				71%				29%					
	73 Overall workforce - % by Disability	Auto-Populated			1%				69%				30%					
	74 Difference (Total Board - Overall workforce)	Auto-Populated			-1%				15%				-13%					
	75 Difference (Voting membership - Overall Workforce)	Auto-Populated			-1%				6%				-5%					
	76 Difference (Executive membership - Overall Workforce)	Auto-Populated			-1%				31%				-30%					