## **RWE** University Hospitals of Leicester NHS Trust

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|        |  |          |  |                                    | DISABLED  |               |           | NON-DISABLED   |             | DISABILITY UNKNOWN OR NULL |             |               | OVERALL STAFF |               | <u> </u>   |                 |              |               |   |
|--------|--|----------|--|------------------------------------|-----------|---------------|-----------|--|-------------|----------------------------|-------------|---------------|---------------|---------------|------------|-----------------|--------------|---------------|---|
|        |  |          |  |                                    | Total D   | Disabled      | % Disabl  | led / ratio  | Total No    | t Disabled                 | % Not Dis   | abled / ratio | Total Unk     | own or Null   | % Unknown  | or Null / ratio |              | otal          |   |
| METRIC | INDICATOR  | DATA     |  | MEASURE                            | Pre-      | Verified data | Pre-      | Verified data  | Pre-        | Verified data              | Pre-        | Verified data | Pre-          | Verified data | Pre-       | Verified data   | Pre-         | Verified data | Notes   |
|        |  | ITEM     | 1a) Non Clinical Staff   |                                    | Populated | To dota       | Populated | A STATE OF THE STA | Populated   | - Co data                  | Populated   | - Co colta    | Populated     | o data        | Populated  |                 | Populated    |               | - No.03   |
|        |  | - 1      | Bands 1  | Headcount                          | 81        | 62            | 6%        | 5%   | 1247        | 1107                       | 90%         | 90%           | 55            | 55            | 4%         | 4%              | 1383         | 1224          |   |
|        |  | 3        | Bands 2<br>Bands 3   | Headcount<br>Headcount             | 88<br>30  | 33<br>18      | 8%<br>6%  | 8%<br>7%   | 911<br>457  | 368<br>221                 | 79%<br>85%  | 86%<br>87%    | 150<br>49     | 26<br>14      | 13%<br>9%  | 6%<br>6%        | 1149<br>536  | 427<br>253    |   |
|        |  | 4        | Bands 4  | Headcount                          | 21        | 9             | 4%        | 6%   | 495         | 138                        | 83%         | 85%           | 78            | 15            | 13%        | 9%              | 594          | 162           |   |
|        |  | 5<br>6   | Bands 5<br>Bands 6   | Headcount<br>Headcount             | 9<br>12   | 7<br>11       | 3%<br>7%  | 4%<br>8%   | 232<br>140  | 169<br>108                 | 88%<br>81%  | 88%<br>79%    | 22            | 16<br>18      | 12%        | 8%<br>13%       | 263<br>172   | 192<br>137    |   |
|        |  | 7        | Bands 7  | Headcount                          | 11        | 5             | 5%        | 3%   | 176         | 132                        | 87%         | 89%           | 15            | 12            | 7%         | 8%              | 202          | 149           |   |
|        |  | 9        | Bands 8a<br>Bands 8b   | Headcount<br>Headcount             | 3         | 3             | 6%<br>4%  | 4%<br>4%   | 103<br>56   | 52                         | 84%<br>75%  | 85%<br>74%    | 13            | 15            | 11%<br>21% | 11%<br>21%      | 123<br>75    | 106<br>70     |   |
|        |  | 10       | Bands 8c   | Headcount                          | 1         | 1             | 4%        | 4%   | 20          | 19                         | 80%         | 79%           | 4             | 4             | 16%        | 17%             | 25           | 24            |   |
|        |  |          | Bands 8d<br>Bands 9  | Headcount<br>Headcount             | 0         | 0             | 0%        | 0%   | 6           | 5                          | 100%        | 100%          | 0             | 0             | 0%         | 0%              | 6            | 21<br>5       |   |
|        |  | 13<br>14 | VSM<br>Other   | Headcount<br>Headcount             | 0         | 0             | 0%<br>9%  | 0%<br>7%   | 6           | 11                         | 100%<br>91% | 100%          | 0             | 0             | 0%         | 0%              | 6<br>11      | 11<br>182     |   |
|        |  | 15       | Cluster 1 (Bands 1 - 4)  | Total                              | 220       | 122           | 6%        | 6%   | 3110        | 1834                       | 85%         | 89%           | 332           | 110           | 9%         | 5%              | 3662         | 2066          |   |
|        |  | 16<br>17 | Cluster 2 (Band 5 - 7)   | Total<br>Total                     | 32<br>10  | 23            | 5%<br>5%  | 5%<br>4%   | 548<br>159  | 409<br>142                 | 86%<br>80%  | 86%           | 57<br>29      | 46<br>27      | 9%<br>15%  | 10%<br>15%      | 637<br>198   | 478<br>176    |   |
|        |  | 18       | Cluster 4 (Bands 8c - 9 & VSM)  1b) Clinical Staff   | Total                              | 1         | 1             | 2%        | 2%   | 52          | 55                         | 90%         | 90%           | 5             | 5             | 9%         | 8%              | 58           | 61            |   |
|        |  | 19       | 1b) Clinical Staff Bands 1   | Headcount                          | 8         | 7             | 9%        | 13%  | 73          | 42                         | 85%         | 78%           | 5             | 5             | 6%         | 9%              | 86           | 54            |   |
|        | Percentage of staff in AfC paybands or medical and dental subgroups and  | 20       | Bands 2  | Headcount                          | 105       | 154           | 6%        | 6%   | 1462        | 2034                       | 78%         | 77%           | 313           | 451           | 6%<br>17%  | 17%             | 1880         | 2639          |   |
| 1      | very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this   | 21       | Bands 3<br>Bands 4   | Headcount<br>Headcount             | 48<br>5   | 55<br>16      | 6%<br>2%  | 5%<br>2%   | 563<br>231  | 798<br>591                 | 76%<br>80%  | 78%<br>82%    | 132<br>54     | 172<br>118    | 18%<br>19% | 17%<br>16%      | 743<br>290   | 1025<br>725   |   |
|        | Metric should be a snapshot as at 31 March 2019  | 23       | Bands 5  | Headcount                          | 125       | 113           | 5%<br>4%  | 4%<br>4%   | 2168        | 2227                       | 82%<br>77%  | 82%<br>77%    | 366           | 386           | 14%        | 14%<br>19%      | 2659<br>1968 | 2726          |   |
|        |  | 25       | Bands 6<br>Bands 7   | Headcount<br>Headcount             | 81<br>26  | 78<br>25      | 4%<br>3%  | 4%<br>2%   | 1521<br>763 | 1583<br>814                | 78%         | 77%           | 366<br>190    | 382<br>199    | 19%<br>19% | 19%             | 1968<br>979  | 2043<br>1038  |   |
|        |  | 26       | Bands 8a   | Headcount                          | 8         | 7             | 3%        | 2%   | 239         | 256                        | 80%         | 80%           | 50            | 56            | 17%        | 18%             | 297          | 319<br>67     |   |
|        |  | 28       | Bands 8b<br>Bands 8c   | Headcount<br>Headcount             | 1         | 1             | 3%        | 4%<br>3%   | 45<br>23    | 24                         | 78%<br>74%  | 78%<br>75%    | 7             | 7             | 19%<br>23% | 18%<br>22%      | 58<br>31     | 32            |   |
|        |  | 29       | Bands 8d<br>Bands 9  | Headcount<br>Headcount             | 0         | 0             | 0%<br>0%  | 0%<br>0%   | 5           | 5                          | 83%<br>67%  | 83%<br>71%    | 1 2           | 1 2           | 17%<br>33% | 17%<br>29%      | 6            | 6 7           |   |
|        |  |          |  | Headcount                          | 0         | 0             | 0%        | 0%   | 1           | 1                          | 100%        | 100%          | 0             | 0             | 0%         | 0%              | 1            | 1             |   |
|        |  | 32       | Medical & Dental Staff, Consultants  Medical & Dental Staff, Non-Consultants career grade  | Headcount<br>Headcount             | 8 4       | 6             | 1%<br>1%  | 1%<br>1%   | 561<br>304  | 613                        | 77%<br>90%  | 75%<br>77%    | 163<br>29     | 194<br>26     | 22%<br>9%  | 24%<br>22%      | 732<br>337   | 813<br>116    |   |
|        |  | 34       | Medical & Dental Staff, Medical and dental trainee grades  | Headcount                          | 34        | 37            | 4%        | 3%   | 784         | 1148                       | 94%         | 93%           | 15            | 50            | 2%         | 4%              | 833          | 1235          |   |
|        |  | 35<br>36 | Other  | Headcount<br>Total                 | 0<br>166  | 232           | 0%<br>6%  | 5%<br>5%   | 13<br>2329  | 60<br>3465                 | 76%<br>78%  | 94%<br>78%    | 4<br>504      | 1<br>746      | 24%<br>17% | 2%<br>17%       | 17<br>2999   | 64<br>4443    |   |
|        |  | 37       | Cluster 2 (Band 5 - 7)   | Total                              | 232       | 216           | 4%        | 4%   | 4452        | 4624                       | 79%         | 80%           | 922           | 967           | 16%        | 17%             | 5606         | 5807          |   |
|        |  | 38       | Cluster 3 (Bands 8a - 8b)<br>Cluster 4 (Bands 8c - 9 & VSM)  | Total<br>Total                     | 10        | 10            | 3%<br>2%  | 3%<br>2%   | 284<br>33   | 308<br>35                  | 80%<br>75%  | 80%<br>76%    | 61<br>10      | 68<br>10      | 17%<br>23% | 18%<br>22%      | 355<br>44    | 386<br>46     |   |
|        |  | 40       | Cluster 5 (Medical & Dental Staff, Consultants)  Cluster 6 (Medical & Dental Staff, Non-Consultants career   | Total                              | 8         | 6             | 1%        | 1%   | 561         | 613                        | 77%         | 75%           | 163           | 194           | 22%        | 24%             | 732          | 813           |   |
|        |  | 41       | grade) (Medical & Denial Staff, Non-Consultants career grade)  | Total                              | 4         | 1             | 1%        | 1%   | 304         | 89                         | 90%         | 77%           | 29            | 26            | 9%         | 22%             | 337          | 116           |   |
|        |  | 42       | grade).  Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)   | Total                              | 34        | 37            | 4%        | 3%   | 784         | 1148                       | 94%         | 93%           | 15            | 50            | 2%         | 4%              | 833          | 1235          |   |
|        | Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.   | 43       | Number of shortlisted applicants   | Headcount                          |           | 439           |           |  |             | 7589                       |             |               |               |               |            |                 |              |               |   |
|        | Note: i) This refers to both external and internal posts.  | 44       | Number appointed from shortlisting   | Headcount                          |           | 62            |           |  |             | 1471                       |             |               |               |               |            |                 |              |               |   |
| 2      | ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme.  | 45       | Relative likelihood of shortlisting/appointed  | Auto-Populated                     |           | 0.14          |           |  |             | 0.19                       |             |               |               |               |            |                 |              |               |   |
|        | This information will be collected on the WDES online reporting form to ensure comparability between organisations.  | 46       | Relative likelihood of Disabled staff being appointed from<br>shortlisting compared to Non-Disabled staff  | Auto-Populated                     |           |               |           | 1.37   |             |                            |             |               |               |               |            |                 |              |               | A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.      |
|        |  |          | shortisting compared to Non-Disabled stall   |                                    |           |               |           |  |             |                            |             |               |               |               |            |                 |              |               | man non-bisabled staff to be appointed from shortisting.  |
|        | Relative likelihood of Disabled staff compared to non-disabled staff<br>entering the formal capability process, as measured by entry into the<br>formal capability procedure.  | 47       | Number of staff in workforce   | Headcount                          |           | 672           |           |  |             | 12945                      |             |               |               |               |            |                 |              |               |   |
| 3      | termat capability procedure.  Note:  1) 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).  1) This Metric is voluntarry in vess or the procedure of the current year and the previous year (2017/18 and 2018/19).   | 48       | Number of staff entering the formal capability process   | Headcount                          |           | 2             |           |  |             | 13                         |             |               |               |               |            |                 |              |               |   |
|        |  | 49       | Likelihood of staff entering the formal capability process   | Auto-Populated                     |           | 0.00          |           |  |             | 0.00                       |             |               |               |               |            |                 |              |               |   |
|        | The state of the s | 50       | Relative likelihood of Disabled staff entering the formal<br>capability process compared to Non-Disabled staff  % of staff experiencing harassment, bullving or abuse from | Auto-Populated                     |           |               |           | 2.96   |             |                            |             |               |               |               |            |                 |              |               | A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process. |
|        | a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:     . Patients/service users, their relatives or other members of the public   | 51       | patients/service users, their relatives or other members of the<br>public in the last 12 months  | Number of<br>Respondents/%         | 793       | 793           | 34.3%     | 34.3%  | 4230        | 4230                       | 24.1%       | 21.1%         |               |               |            |                 |              |               |   |
| 4      | Patients/service users, their relatives or other members of the public     Managers     Other colleagues   | 52       | % of staff experiencing harassment, bullying or abuse from<br>managers in the last 12 months   | Number of<br>Respondents/%         | 775       | 775           | 21.2%     | 21.2%  | 4135        | 4135                       | 12.1%       | 21.1%         |               |               |            |                 |              |               |   |
|        | b) Percentage of Disabled staff compared to non-disabled staff saying<br>that the last time they experienced harassment, bullying or abuse at work,<br>they or a colleague reported it. The data for this Metric should be a<br>snapshot as at 31 March 2019   | 53       | % of staff experiencing harassment, bullying or abuse from<br>other colleagues in the last 12 months   | Number of<br>Respondents/%         | 780       | 780           | 30.9%     | 30.9%  | 4131        | 3131                       | 20.1%       | 20.1%         |               |               |            |                 |              |               |   |
|        |  | 54       | % of staff saying that the last time they experienced<br>harassment, bullying or abuse at work, they or a colleague<br>reported it in the last 12 months                   | Number of<br>Respondents/%         | 395       | 395           | 49.1%     | 49.1%  | 1414        | 1414                       | 42.9%       | 42.9%         |               |               |            |                 |              |               |   |
| 5      | Percentage of Disabled staff compared to non-disabled staff believing<br>that the Trust provides equal opportunities for career progression or<br>promotion.   | 55       | % of staff believing that the Trust provides equal opportunities<br>for career progression or promotion.   | Number of<br>Respondents/%         | 541       | 541           | 75.4%     | 75.4%  | 2894        | 2894                       | 82.3%       | 82.3%         |               |               |            |                 |              |               |   |
| 6      | Percentage of Disabled staff compared to non-disabled staff saying that<br>they have felt pressure from their manager to come to work, despite not<br>feeling well enough to perform their duties.   | 56       | % of staff saying that they have felt pressure from their<br>manager to come to work, despite not feeling well enough to<br>perform their duties.                          | Number of<br>Respondents/%         | 598       | 598           | 37.3%     | 37.3%  | 2161        | 2161                       | 25.8%       | 25.8%         |               |               |            |                 |              |               |   |
| 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.  | 57       | % staff saying that they are satisfied with the extent to which their organisation values their work.  | Number of<br>Respondents/%         | 796       | 796           | 35.4%     | 35.4%  | 4221        | 4221                       | 47.2%       | 47.2%         |               |               |            |                 |              |               |   |
| 8      | Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.  | 58       | % of disabled staff saying that their employer has made<br>adequate adjustment(s) to enable them to carry out their work.  | Number of<br>Respondents/%         | 447       | 447           | 70.0%     | 70.0%  |             |                            |             |               |               |               |            |                 |              |               |   |
| 9a     | The staff engagement score for Disabled staff, compared to non-<br>disabled staff and the overall engagement score for the organisation.   | 59       | The staff engagement score for Disabled staff, compared to<br>non-disabled staff and the overall engagement score for the<br>organisation.                                 | Number of<br>Respondents/Sco<br>re | 798       | 798           | 6.5       | 6.5  | 4256        | 42.56                      | 7           | 7             |               |               |            |                 | 6.9          | 6.9           |   |
| 9b     | 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)   | 60       | Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)   | (yes) or (no)                      |           | Yes           |           |  |             |                            |             |               |               |               |            |                 |              |               |   |
|        | If yes, please provide at least one practical example of current action being take<br>in the relevant section of your WDES annual report. If no, please include what<br>action is planned to address this gap in your WDES annual report. Examples are<br>issed in the WDES technical guidance.  |          |  |                                    |           |               |           |  |             |                            |             |               |               |               |            |                 |              |               |   |
|        |  | 61       | Total Board members  | Headcount                          |           | 1             |           |  |             | 16                         |             |               |               | 1             |            |                 | 18           |               | 1   |