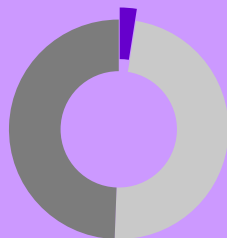


# WDES 2021/22 Summary



**2.5%** of the workforce is disabled. 48.1% are non-disabled and 49.4% are unknown.



**5.9%** of the overall board has a disability; **20%** of the executive directors have a disability.

Of the member of the board that are eligible to vote have a disability.

**8.3%**



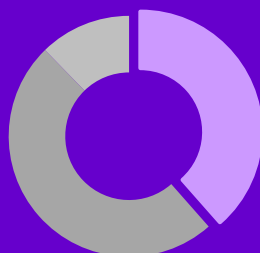
Non-disabled applicants are **0.84** times likely to be appointed from shortlisting compared to disabled applicants. (1.02 in 20/21).

Staff experiencing harassment, abuse, or bullying, from:

	Disabled	Non-disabled
...patients	33.4%	27.4%
...managers	22.7%	13.8%
...other colleagues	27.7%	19.9%

**44.7%**

of disabled staff reported harassment, bullying, or abuse; 48.6% of non-disabled staff reported this behaviour.



**38.5%** of disabled staff believe the Trust provides equal opportunities for progression/promotion. 49.2% of non-disabled staff reported experiencing this

Disabled staff are **2.44** times more likely to enter **formal capability processes** compared to non-disabled staff. (0.00 in 20/21).



**28.5%** of disabled staff reported feeling pressure from their manager to attend work despite being unwell.. 22.0% of non-disabled staff reported experiencing this.



**33.8%** of disabled staff feel that the Trust values their work. 46.5% of non-disabled staff reported experiencing this.

**62.3%**

of disabled staff feel they **have adequate, reasonable adjustments** to enable them to carry out their role.