RXX Surrey and Borders Partnership NHS Foundation Trust v2.0

					31st MARCH 2019													
					DISABLED				NON-DISABLED				DISABILITY UNKNOWN OR NULL				OVERALL STAFF	
					Total Disabled		% Disabled / ratio		Total Not Disabled		% Not Disabled / ratio		Total Unknown or Null		% Unknown or Null / ratio		Total	
METRIC	INDICATOR	DATA ITEM		MEASURE	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	Notes
1	Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2019		**1a) Non Clinical Staff**																
		1	Bands 1	Headcount	1	1	100%	100%	0	0	0%	0%	0	0	0%	0%	1	1	
		2	Bands 2	Headcount	3	3	6%	6%	45	45	87%	87%	4	4	8%	8%	52	52	
		3	Bands 3	Headcount	7	7	5%	5%	125	123	94%	94%	1	1	1%	1%	133	131	
		4	Bands 4	Headcount	6	6	4%	4%	125	126	93%	92%	4	5	3%	4%	135	137	
		5	Bands 5	Headcount	8	8	11%	11%	65	64	89%	89%	0	0	0%	0%	73	72	
		6	Bands 6	Headcount	1	1	2%	2%	47	47	96%	96%	1	1	2%	2%	49	49	
		7	Bands 7	Headcount	3	3	6%	6%	41	41	85%	85%	4	4	8%	8%	48	48	
		8	Bands 8a	Headcount	1	1	2%	2%	47	47	98%	98%	0	0	0%	0%	48	48	
		9	Bands 8b	Headcount	0	0	0%	0%	10	11	100%	100%	0	0	0%	0%	10	11	
		10	Bands 8c	Headcount	0	0	0%	0%	14	16	100%	100%	0	0	0%	0%	14	16	
		11	Bands 8d	Headcount	0	0	0%	0%	4	7	80%	88%	1	1	20%	13%	5	8	
		12	Bands 9	Headcount	0	0	0%	0%	4	10	100%	100%	0	0	0%	0%	4	10	
		13	VSM	Headcount	0	0	0%	0%	12	6	100%	100%	0	0	0%	0%	12	6	
		14	Other	Headcount	1	0	13%	0%	7	0	88%	0%	0	0	0%	0%	8	0	
		15	Cluster 1 (Bands 1 - 4)	Total	17	17	5%	5%	295	294	92%	92%	9	10	3%	3%	321	321	
		16	Cluster 2 (Band 5 - 7)	Total	12	12	7%	7%	153	152	90%	90%	5	5	3%	3%	170	169	
		17	Cluster 3 (Bands 8a - 8b)	Total	1	1	2%	2%	57	58	98%	98%	0	0	0%	0%	58	59	
		18	Cluster 4 (Bands 8c - 9 & VSM)	Total	0	0	0%	0%	34	39	97%	98%	1	1	3%	3%	35	40	
			1b) Clinical Staff																
		19	Bands 1	Headcount	0	0	0%	0%	0	0	0%	0%	0	0	0%	0%	0	0	
		20	Bands 2	Headcount	13	12	5%	5%	214	213	89%	89%	13	13	5%	5%	240	238	
		21	Bands 3	Headcount	9	10	5%	5%	181	180	91%	90%	9	9	5%	5%	199	199	
		22	Bands 4	Headcount	6	6	7%	7%	84	83	91%	91%	2	2	2%	2%	92	91	
		23	Bands 5	Headcount	12	12	9%	9%	111	111	85%	85%	8	8	6%	6%	131	131	
		24	Bands 6	Headcount	39	24	6%	6%	545	366	90%	90%	20	16	3%	4%	604	406	
		25	Bands 7	Headcount	10	9	4%	3%	258	259	94%	94%	7	7	3%	3%	275	275	
		26	Bands 8a	Headcount	6	7	5%	5%	120	119	92%	91%	5	5	4%	4%	131	131	
		27	Bands 8b	Headcount	0	0	0%	0%	37	37	95%	95%	2	2	5%	5%	39	39	
		28	Bands 8c	Headcount	1	1	4%	4%	25	25	96%	96%	0	0	0%	0%	26	26	
		29	Bands 8d	Headcount	1	1	20%	20%	4	4	80%	80%	0	0	0%	0%	5	5	
		30	Bands 9	Headcount	0	0	0%	0%	0	0	0%	0%	0	0	0%	0%	0	0	
		31	VSM	Headcount	0	0	0%	0%	9	2	100%	100%	0	0	0%	0%	9	2	
		32	Medical & Dental Staff, Consultants	Headcount	4	4	4%	4%	86	87	89%	89%	7	7	7%	7%	97	98	
		33	Medical & Dental Staff, Non-Consultants career orade	Headcount	2	2	5%	4%	33	41	87%	89%	3	3	8%	7%	38	46	
		34	Medical & Dental Staff, Medical and dental trainee grades	Headcount	1	1	3%	4%	30	22	97%	96%	0	0	0%	0%	31	23	
		35	Other	Headcount	0	0	0%	0%	0	0	0%	0%	0	0	0%	0%	0	0	
		36	Cluster 1 (Bands 1 - 4)	Total	28	28	5%	5%	479	476	90%	90%	24	24	5%	5%	531	528	
		37	Cluster 2 (Band 5 - 7)	Total	61	45	6%	6%	914	736	90%	91%	35	31	3%	4%	1010	812	
		38	Cluster 3 (Bands 8a - 8b)	Total	6	7	4%	4%	157	156	92%	92%	7	7	4%	4%	170	170	
		39	Cluster 4 (Bands 8c - 9 & VSM)	Total	2	2	5%	6%	38	31	95%	94%	0	0	0%	0%	40	33	
		40	Cluster 5 (Medical & Dental Staff, Consultants)	Total	4	4	4%	4%	86	87	89%	89%	7	7	7%	7%	97	98	
		41	Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	Total	2	2	5%	4%	33	41	87%	89%	3	3	8%	7%	38	46	
		42	Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	Total	1	1	3%	4%	30	22	97%	96%	0	0	0%	0%	31	23	
2	**Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.** 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.	43	Number of shortlisted applicants	Headcount		231				3797									
		44	Number appointed from shortlisting	Headcount		59				916									
		45	Relative likelihood of shortlisting/appointed	Auto-Populated		0.26				0.24									
		46	Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff	Auto-Populated				0.94											A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.
3	**Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.** 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.	47	Number of staff in workforce	Headcount		119				2092									
		48	Number of staff entering the formal capability process	Headcount		2				4									
		49	Likelihood of staff entering the formal capability process	Auto-Populated		0.02				0.00									
		50	Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	Auto-Populated				8.79											A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.
4	**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 **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**	51	% of staff experiencing harassment, bullying or abuse from patients/service users, their relatives or other members of the public in the last 12 months	Number of Respondents/%	238	238	34.0%	34.0%	1065	1065	27.6%	27.0%							
		52	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months	Number of Respondents/%	234	234	13.7%	13.7%	1061	1061	7.5%	7.5%							
		53	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	Number of Respondents/%	235	235	21.3%	21.3%	1056	1056	11.1%	11.1%							
		54	% 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	Number of Respondents/%	97	97	68.0%	68.0%	291	291	63.6%	63.6%							
5	**Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.**	55	% of staff believing that the Trust provides equal opportunities for career progression or promotion.	Number of Respondents/%	148	148	77.0%	77.0%	698	698	89.4%	89.4%							
6	**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.**	56	% of 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/%	165	165	23.0%	23.0%	541	541	14.6%	14.6%							
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 Respondents/%	243	243	41.6%	41.6%	1064	1064	51.9%	51.9%							
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 adequate adjustment(s) to enable them to carry out their work.	Number of Respondents/%	149	149	77.9%	77.9%											
9a	**a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.**	59	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.	Number of Respondents/Score	243	243	6.7	6.7	1070	1070	7.2	7.2					7.1	7.1	
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) 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.	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													
10	**Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:** • By Voting membership of the Board **The data for this metric should be a snapshot as of 31st March 2019**	61	Total Board members	Headcount		1				13				0			14		
		62	*of which: Voting Board members*	Headcount		1				11				0			12		
		63	*Non Voting Board members*	Auto-Populated		0				2				0			2		
		64	Total Board members	Auto-Populated		1				13				0			14		
		65	*of which: Exec Board members*	Headcount		0				8				0			8		
		66	*Non Executive Board members*	Auto-Populated		1				5				0			6		
		67	Number of staff in overall workforce	Headcount		119				2092				88			2299		
		68	Total Board members - % by Disability	Auto-Populated		7%				93%				0%					
		69	Voting Board Member - % by Disability	Auto-Populated		8%				92%				0%					
		70	Non Voting Board Member - % by Disability	Auto-Populated		0%				100%				0%					
		71	Executive Board Member - % by Disability	Auto-Populated		0%				100%				0%					
		72	Non Executive Board Member - % by Disability	Auto-Populated		17%				83%				0%					
		73	Overall workforce - % by Disability	Auto-Populated		5%				91%				4%					
		74	Difference (Total Board - Overall workforce)	Auto-Populated		2%				2%				-4%					
		75	Difference (Voting membership - Overall Workforce)	Auto-Populated		3%				1%				-4%					
		76	Difference (Executive membership - Overall Workforce)	Auto-Populated		-5%				9%				-4%					