

RBD Dorset County Hospital NHS Fc

METRIC	INDICATOR
1	<p>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</p>

2	<p>Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts.</p> <p>Note:</p> <p>i) This refers to both external and internal posts.</p> <p>ii) If your organisation implements a guaranteed interview scheme, the data may not be comparable with organisations that do not operate such a scheme.</p> <p>This information will be collected on the WDES online reporting form to ensure comparability between organisations.</p>
3	<p>Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.</p> <p>Note:</p> <p>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).</p> <p>ii) This Metric is voluntary in year one.</p>
4	<p>a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:</p> <p>i. Patients/service users, their relatives or other members of the public</p> <p>ii. Managers</p> <p>iii. Other colleagues</p> <p>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</p>
5	<p>Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion.</p>
6	<p>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.</p>

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.
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
9a	a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.
9b	<p>b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)</p> <p>Note: For your Trust's response to b)</p> <p>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.</p>
10	<p>Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:</p> <ul style="list-style-type: none"> • By Voting membership of the Board <p>The data for this metric should be a snapshot as of 31st March 2019</p>

Foundation Trust

DATA ITEM	
	1a) Non Clinical Staff
1	Bands 1
2	Bands 2
3	Bands 3
4	Bands 4
5	Bands 5
6	Bands 6
7	Bands 7
8	Bands 8a
9	Bands 8b
10	Bands 8c
11	Bands 8d
12	Bands 9
13	VSM
14	Other
15	Cluster 1 (Bands 1 - 4)
16	Cluster 2 (Band 5 - 7)
17	Cluster 3 (Bands 8a - 8b)
18	Cluster 4 (Bands 8c - 9 & VSM)
	1b) Clinical Staff
19	Bands 1
20	Bands 2
21	Bands 3
22	Bands 4
23	Bands 5
24	Bands 6
25	Bands 7
26	Bands 8a
27	Bands 8b
28	Bands 8c
29	Bands 8d
30	Bands 9
31	VSM
32	Medical & Dental Staff, Consultants
33	Medical & Dental Staff, Non-Consultants career grade
34	Medical & Dental Staff, Medical and dental trainee grades
35	Other
36	Cluster 1 (Bands 1 - 4)
37	Cluster 2 (Band 5 - 7)
38	Cluster 3 (Bands 8a - 8b)
39	Cluster 4 (Bands 8c - 9 & VSM)
40	Cluster 5 (Medical & Dental Staff, Consultants)

41	Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)
42	Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)
43	Number of shortlisted applicants
44	Number appointed from shortlisting
45	Relative likelihood of shortlisting/appointed
46	Relative likelihood of Disabled staff being appointed from shortlisting compared to Non-Disabled staff
47	Number of staff in workforce
48	Number of staff entering the formal capability process
49	Likelihood of staff entering the formal capability process
50	Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff
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
52	% of staff experiencing harassment, bullying or abuse from managers in the last 12 months
53	% of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months
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
55	% of staff believing that the Trust provides equal opportunities for career progression or promotion.
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.

57	% staff saying that they are satisfied with the extent to which their organisation values their work.
58	% of disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.
59	The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation.
60	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)
61	Total Board members
62	<i>of which: Voting Board members</i>
63	<i>: Non Voting Board members</i>
64	Total Board members
65	<i>of which: Exec Board members</i>
66	<i>: Non Executive Board members</i>
67	Number of staff in overall workforce
68	Total Board members - % by Disability
69	Voting Board Member - % by Disability
70	Non Voting Board Member - % by Disability
71	Executive Board Member - % by Disability
72	Non Executive Board Member - % by Disability
73	Overall workforce - % by Disability
74	Difference (Total Board - Overall workforce)
75	Difference (Voting membership - Overall Workforce)
76	Difference (Executive membership - Overall Workforce)

v2.0

DISABLED						
		Total Disabled		% Disabled / ratio		Total Not
MEASURE	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated	
Headcount	1	1	1%	1%	73	
Headcount	3	9	4%	4%	53	
Headcount	2	6	2%	3%	92	
Headcount	4	4	4%	3%	70	
Headcount	0	0	0%	0%	34	
Headcount	2	2	5%	5%	29	
Headcount	1	1	3%	3%	22	
Headcount	0	0	0%	0%	20	
Headcount	1	1	7%	7%	9	
Headcount	0	0	0%	0%	2	
Headcount	0	0	0%	0%	6	
Headcount	0	0	0%	0%	1	
Headcount	0	0	0%	0%	4	
Headcount	0	0	0%	0%	0	
Total	10	20	2%	3%	288	
Total	3	3	3%	2%	85	
Total	1	1	3%	3%	29	
Total	0	0	0%	0%	13	
Headcount	0	0	0%	0%	1	
Headcount	14	9	3%	3%	391	
Headcount	7	3	4%	2%	147	
Headcount	1	1	2%	3%	46	
Headcount	16	16	4%	4%	359	
Headcount	14	15	4%	4%	259	
Headcount	4	4	2%	2%	152	
Headcount	0	0	0%	0%	40	
Headcount	0	0	0%	0%	12	
Headcount	0	0	0%	0%	4	
Headcount	0	0	0%	0%	0	
Headcount	0	0	0%	0%	1	
Headcount	0	0	0%	0%	6	
Headcount	1	1	1%	1%	91	
Headcount	2	2	4%	5%	31	
Headcount	4	3	3%	2%	101	
Headcount	0	0	0%	0%	11	
Total	22	13	3%	2%	585	
Total	34	35	3%	3%	770	
Total	0	0	0%	0%	52	
Total	0	0	0%	0%	11	
Total	1	1	1%	1%	91	

Total	2	2	4%	5%	31
Total	4	3	3%	2%	101
Headcount		74			
Headcount		18			
Auto-Populated		0.24			
Auto-Populated				1.08	
Headcount		78			
Headcount		3			
Auto-Populated		0.04			
Auto-Populated				0.49	
Number of Respondents/%	261	70	26.8%	27.0%	1034
Number of Respondents/%	258	51	19.4%	20.0%	1032
Number of Respondents/%	258	63	24.0%	24.0%	1031
Number of Respondents/%	109	59	37.6%	46.0%	313
Number of Respondents/%	174	156	89.1%	89.0%	720
Number of Respondents/%	185	57	30.8%	31.0%	492

Number of Respondents/%	262	89	33.6%	34.0%	1035
Number of Respondents/%	145	114	77.9%	78.0%	
Number of Respondents/Score	263	263	6.7	6.7	1041
(yes) or (no)		Yes			
Headcount		0			
Headcount		0			
Auto-Populated		0			
Auto-Populated		0			
Headcount		0			
Auto-Populated		0			
Headcount		78			
Auto-Populated		0%			
Auto-Populated		0%			
Auto-Populated		0%			
Auto-Populated		0%			
Auto-Populated		3%			
Auto-Populated		-3%			
Auto-Populated		-3%			
Auto-Populated		-3%			

31st MARCH 2019					
NON-DISABLED			DISABILITY UNKNOWN OR NULL		
Disabled	% Not Disabled / ratio		Total Unknown or Null		% Unknown
Verified data	Pre-Populated	Verified data	Pre-Populated	Verified data	Pre-Populated
73	70%	68%	31	33	30%
160	73%	72%	17	52	23%
125	71%	69%	36	49	28%
82	71%	70%	25	31	25%
38	74%	72%	12	15	26%
30	71%	71%	10	10	24%
22	71%	71%	8	8	26%
20	91%	91%	2	2	9%
9	64%	64%	4	4	29%
2	100%	67%	0	1	0%
6	100%	100%	0	0	0%
1	100%	100%	0	0	0%
8	80%	89%	1	1	20%
3	0%	43%	0	4	0%
440	71%	70%	109	165	27%
90	72%	71%	30	33	25%
29	81%	81%	6	6	17%
17	93%	89%	1	2	7%
0	100%	0%	0	0	0%
291	79%	82%	87	55	18%
114	74%	75%	46	34	23%
34	79%	85%	11	5	19%
366	81%	81%	70	70	16%
265	69%	69%	100	103	27%
156	67%	67%	72	74	32%
41	78%	75%	11	14	22%
12	86%	86%	2	2	14%
4	80%	100%	1	0	20%
0	0%	0%	0	0	0%
1	100%	100%	0	0	0%
1	60%	100%	4	0	40%
93	60%	60%	60	60	39%
26	60%	60%	19	15	37%
100	65%	64%	50	54	32%
15	92%	83%	1	3	8%
439	78%	80%	144	94	19%
787	74%	74%	242	247	23%
53	80%	77%	13	16	20%
6	69%	100%	5	0	31%
93	60%	60%	60	60	39%

26	60%	60%	19	15	37%
100	65%	64%	50	54	32%
1521					
399					
0.26					
2098					
165					
0.08					
241	23.3%	23.0%			
85	8.2%	8.0%			
176	17.1%	17.0%			
214	52.4%	57.0%			
660	91.7%	92.0%			
105	21.1%	21.0%			

515	49.8%	50.0%			
1041	7.3	7.3			
14				0	
7				0	
7				0	
14				0	
6				0	
8				0	
2098				699	
100%				0%	
100%				0%	
100%				0%	
100%				0%	
100%				0%	
73%				24%	
27%				-24%	
27%				-24%	
27%				-24%	

LL	OVERALL STAFF	
or Null / ratio	Total	
Verified data	Pre-Populated	Verified data
31%	105	107
24%	73	221
27%	130	180
26%	99	117
28%	46	53
24%	41	42
26%	31	31
9%	22	22
29%	14	14
33%	2	3
0%	6	6
0%	1	1
11%	5	9
57%	0	7
26%	407	625
26%	118	126
17%	36	36
11%	14	19
0%	1	0
15%	492	355
23%	200	151
13%	58	40
15%	445	452
27%	373	383
32%	228	234
25%	51	55
14%	14	14
0%	5	4
0%	0	0
0%	1	1
0%	10	1
39%	152	154
35%	52	43
34%	155	157
17%	12	18
17%	751	546
23%	1046	1069
23%	65	69
0%	16	6
39%	152	154

