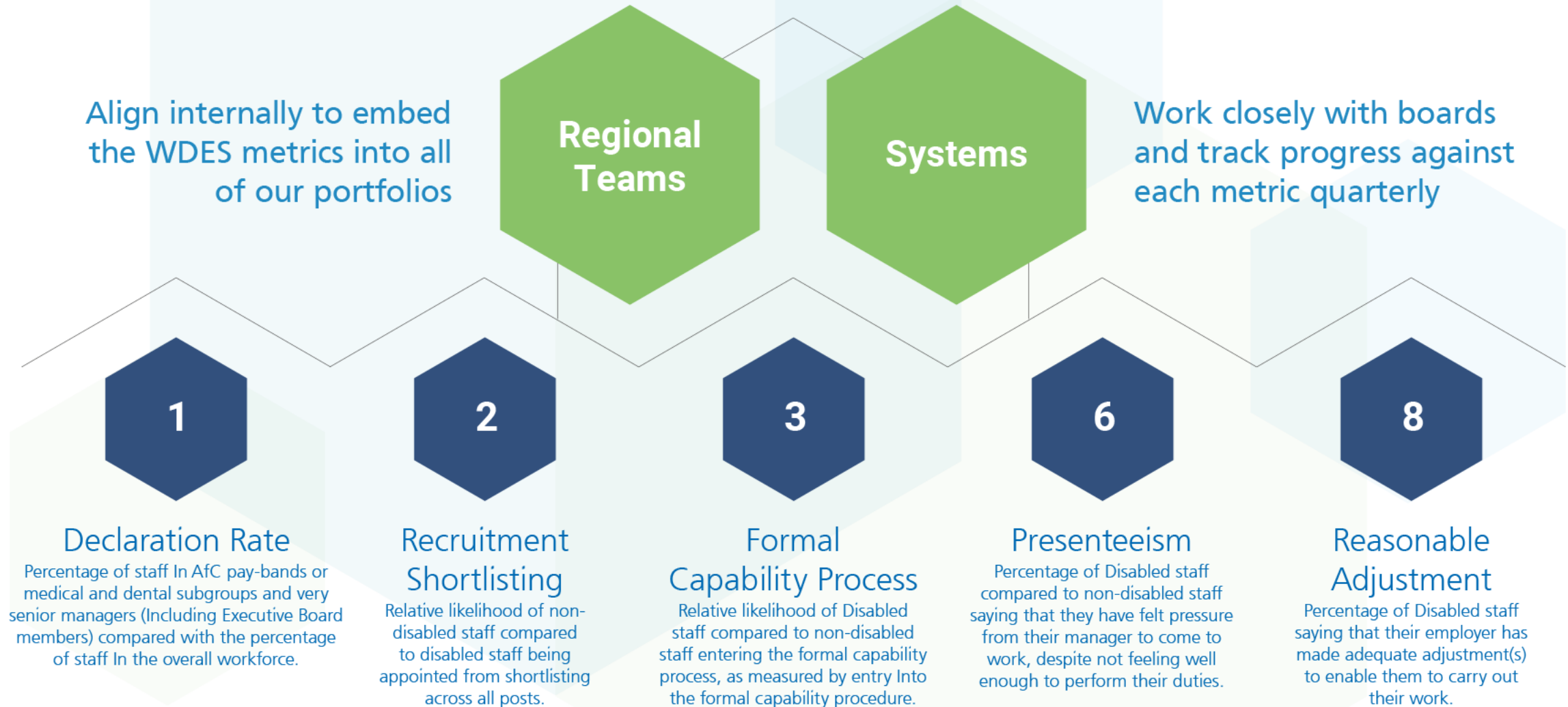


Workforce Disability Equality Standard (WDES) - South East Metrics 2021

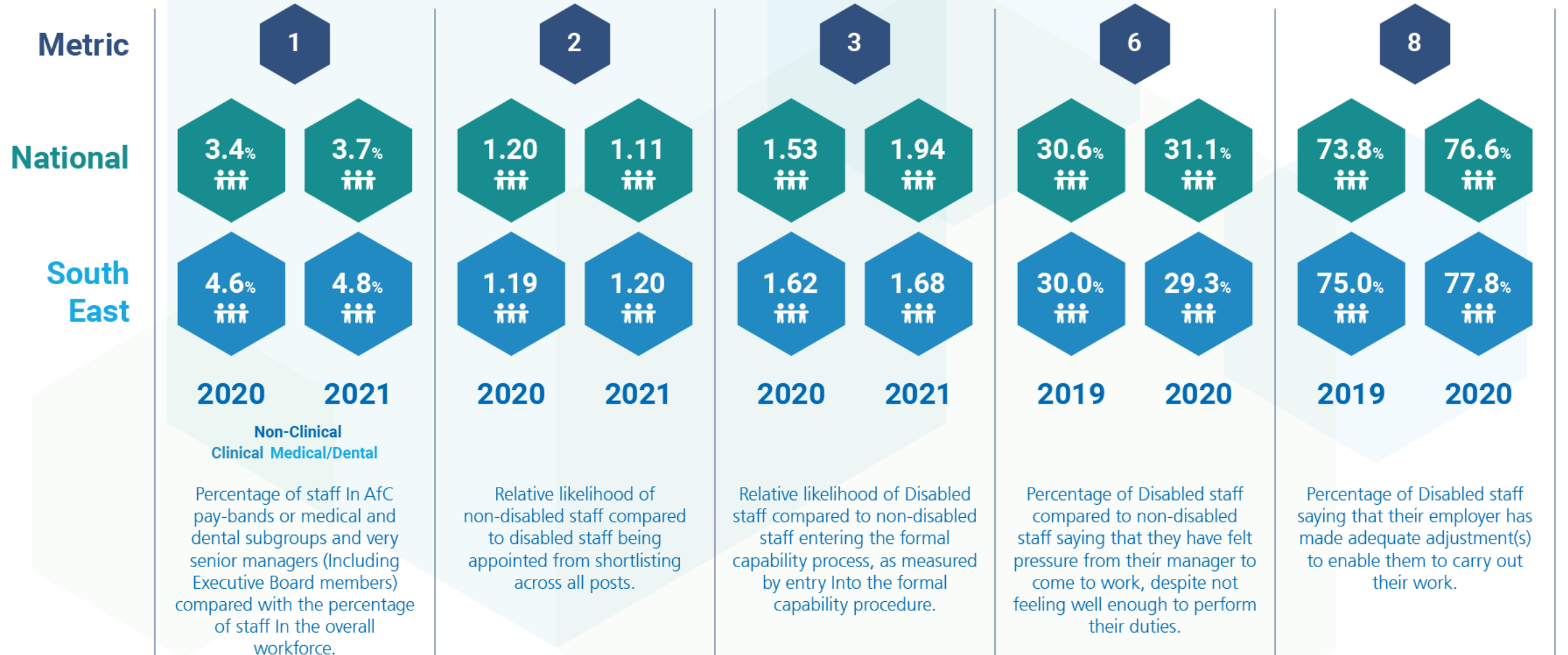
NHS England and NHS Improvement - South East



What are our priority areas?



WDES Metric Summary



WDES Metrics

ICS breakdown



BOB

	2020	2021		2020	2021		2020	2021		2019	2020		2019	2020	
Oxford Health NHS Foundation Trust	3.9	4.3	▲	1.06	1.08		3.15	2.73	▲	23.9	26.7		75.9	80.4	▲
Berkshire Healthcare NHS Foundation Trust	4.8	5.0	▲	1.22	1.13	▲	9.61	4.30	▲	22.7	24.3		74.6	77.0	▲
South Central Ambulance Service NHS Foundation Trust	4.6	5.4	▲	1.13	0.95	▲	1.99	0.58	▲	34.0	34.9		69.1	70.4	▲
Royal Berkshire NHS Foundation Trust	2.5	2.6	▲	1.48	1.41	▲	-	-		35.2	35.5		76.2	78.2	▲
Oxford University Hospitals NHS Foundation Trust	3.0	3.4	▲	1.13	1.43		2.80	2.24	▲	29.0	26.8	▲	74.3	81.5	▲
Buckinghamshire Healthcare NHS Trust	2.9	2.9		1.06	1.27		-	-		26.2	26.4		75.2	77.0	▲

▲ = Improvement

Percentage %

Target 1.0

Target 1.0

Percentage %

Percentage %

Metric 1 - Percentage of staff In AfC pay-bands or medical and dental subgroups and very senior managers (Including Executive Board members) compared with the percentage of staff In the overall workforce.

Metric 2 - Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts.

Metric 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.

Metric 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.

Metric 8 - Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.

WDES Metrics

ICS breakdown



Frimley

Frimley Health NHS Foundation Trust

	2020	2021	2020	2021	2020	2021	2019	2020	2019	2020
Metric 1	2.4	2.3	1.09	0.96	-	-	37.2	36.8	73.4	75.8
	Percentage %		Target 1.0		Target 1.0		Percentage %		Percentage %	

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WDES Metrics

ICS breakdown



HIOW

	2020	2021	2020	2021	2020	2021	2019	2020	2019	2020
University Hospital Southampton NHS Foundation Trust	14.8	13.4	1.55	1.02	2.80	2.24	31.2	33.1	77.9	79.8
Hampshire Hospitals NHS Foundation Trust	1.6	1.7	1.40	1.29	1.93	2.19	30.6	29.0	71.2	77.8
Southern Health NHS Foundation Trust	5.3	5.7	1.25	1.31	1.66	2.17	21.0	23.2	82.4	82.5
Portsmouth Hospitals NHS Trust	5.5	5.8	1.02	1.21	-	-	31.1	29.9	75.7	78.5
Solent NHS Trust	3.3	3.7	1.20	1.06	-	2.88	27.8	25.9	83.3	86.4
Isle Of Wight NHS Trust	2.7	3.1	2.01	1.17	-	-	29.6	16.9	73.8	81.5
= Improvement			Percentage %	Target 1.0	Target 1.0		Percentage %		Percentage %	

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WDES Metrics

ICS breakdown



Kent and Medway

	2020	2021		2020	2021		2020	2021		2019	2020		2019	2020
Maidstone and Tunbridge Wells NHS Trust	3.3	3.9		1.31	1.27		1.63	-		38.5	33.8		68.3	76.3
Dartford and Gravesham NHS Trust	3.8	4.8		0.67	0.41		-	-		31.4	28.8		69.8	75.6
Medway NHS Foundation Trust	3.4	3.3		1.23	1.49		-	-		32.2	39.0		70.2	64.4
Kent and Medway NHS and Social Care Partnership Trust	6.1	6.5		1.60	1.70		4.27	-		21.1	25.6		76.9	84.8
East Kent Hospitals University NHS Foundation Trust	3.4	3.4		1.55	1.55		-	7.06		35.2	40.3		74.0	69.9
Kent Community Health NHS Foundation Trust	4.3	4.6		1.98	1.28		1.49	-		23.0	20.8		80.6	84.9

= Improvement

Percentage %

Target 1.0

Target 1.0

Percentage %

Percentage %

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WDES Metrics

ICS breakdown



Surrey Heartlands

	2020	2021		2020	2021		2020	2021		2019	2020		2019	2020
Surrey and Borders Partnership NHS Foundation Trust	6.0	6.5		1.18	1.00		-	-		19.1	20.6		83.6	85.3
Surrey and Sussex Healthcare NHS Trust	1.1	1.2		1.35	1.88		-	3.67		34.9	24.5		73.6	75.0
Ashford and St Peter's Hospitals NHS Foundation Trust	2.6	2.8		1.89	3.55		-	-		31.9	24.0		64.9	78.4
South East Coast Ambulance Service NHS Foundation Trust	3.5	4.3		1.02	1.76		-	2.90		39.7	36.3		62.7	64.2
Royal Surrey County Hospital NHS Foundation Trust	1.7	2.0		1.45	1.07		3.62	3.54		26.6	39.7		71.5	75.7

= Improvement

Percentage %

Target 1.0

Target 1.0

Percentage %

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WDES Metrics

ICS breakdown



Sussex

	2020	2021	2020	2021	2020	2021	2019	2020	2019	2020
Brighton and Sussex University Hospitals NHS Trust	6.3	6.2	0.83	1.78	2.55	2.12	30.3	28.9	76.1	75.2
East Sussex Healthcare NHS Trust	3.6	4.0	1.25	1.42	-	0.99	30.0	28.1	77.5	76.6
Queen Victoria Hospital NHS Foundation Trust	5.0	4.7	1.71	2.41	5.78	-	33.3	38.0	73.7	82.4
Sussex Community NHS Foundation Trust	6.5	5.7	1.37	1.06	1.35	1.90	24.2	19.1	77.0	82.7
Sussex Partnership NHS Foundation Trust	9.0	9.3	1.06	1.48	2.61	3.46	23.8	22.5	79.8	82.6
Western Sussex Hospitals NHS Foundation Trust	2.9	3.1	1.85	1.39	-	-	35.5	34.4	73.8	74.3

= Improvement

Percentage %

Target 1.0

Target 1.0

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