Draft Metrics for a Disability Equality Standard (linked to [NHS Staff Survey 2016](http://www.nhsstaffsurveys.com/Page/1058/Survey-Documents/Survey-Documents/))

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| **Metric** | **Percentage Non-Disabled** | **Percentage Disabled** |
| 1. Percentage of disabled staff in each of the AfC Bands 1-9 and VSM (including executive Board members) compared with the percentage of staff in the overall workforce. |  |  |
| 2. Q15 Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months |  |  |
| 3. Q9d In the last 3 months have you ever come to work despite not feeling well enough to perform your duties?  e) have you felt pressure from your manager to come to work? |  |  |
| 4. Q16 Percentage of staff believing that the organisation provides equal opportunities for career progression or promotion |  |  |
| 5. Q5f: How satisfied are you with each of the following aspects of your job:  f) the extent to which my organisation values my work |  |  |
| 6. Q20f (Appraisal): Were any training, learning or development needs identified? |  |  |
| 7. Q20g(Appraisal): Did your manager support you to receive this learning and development? |  |  |
| 8 Q20a Did your appraisal help you improve how you did your job? |  |  |
| 9 Q27b (Reasonable adjustment): Has your employer made adequate adjustments to enable you to carry out your work? (For reporting year) |  |  |
| 10. Does the board meet the requirement on Board membership (referred to in the Race Equality Standard) that ‘*Boards are expected to be broadly representative of the staff and population they serve’?* |  |  |
| **Analysis of disabled staff response only** | **Percentage yes** | **Percentage no** |
| 11. Q17 % saying they had experienced discrimination on the grounds of:  c) disability |  |  |