

RP5 Doncaster and Bassetlaw Teaching Hospitals NHS Foundation T v2.0

METRIC	INDICATOR	DATA	MEASURE	31st MARCH 2019										Notes							
				ENABLED					NON-ENABLED						DISABLED UNKNOWN OR NULL					OVERALL STAFF	
				Total Disabled	% Disabled / ratio	Pre- Verified data	Post- Verified data	Pre- Verified data	% Not Disabled / ratio	Total Unknown or Null	% Unknown or Null / ratio	Pre- Verified data	Post- Verified data		Pre- Verified data	Post- Verified data	Pre- Verified data	Post- Verified data			
1	1a) New Clinical Staff	1a) New Clinical Staff	Headcount	22	21	95%	20	4%	428	402	94%	77%	38	113	18%	20%	540	508			
		1a) New Clinical Staff	Headcount	22	21	95%	20	4%	428	402	94%	77%	38	113	18%	20%	540	508			
		1a) New Clinical Staff	Headcount	19	21	105%	20	95%	20	100%	20	100%	82%	18	17	13%	14%	386	362		
		1a) New Clinical Staff	Headcount	3	1	33%	2	67%	208	182	88%	82%	4	6	75%	12%	14%	147	136		
		1a) New Clinical Staff	Headcount	4	1	25%	2	50%	109	102	94%	85%	18	17	12%	12%	147	136			
		1a) New Clinical Staff	Headcount	1	1	100%	2	200%	20	200%	20	100%	87%	5	5	57%	11%	45	45		
		1a) New Clinical Staff	Headcount	3	1	33%	2	67%	80	47	59%	83%	4	2	50%	50%	42	48			
		1a) New Clinical Staff	Headcount	3	1	33%	2	67%	80	47	59%	83%	4	2	50%	50%	42	48			
		1a) New Clinical Staff	Headcount	3	1	33%	2	67%	80	47	59%	83%	4	2	50%	50%	42	48			
		1a) New Clinical Staff	Headcount	3	1	33%	2	67%	80	47	59%	83%	4	2	50%	50%	42	48			
		1a) New Clinical Staff	Headcount	3	1	33%	2	67%	80	47	59%	83%	4	2	50%	50%	42	48			
		1a) New Clinical Staff	Headcount	3	1	33%	2	67%	80	47	59%	83%	4	2	50%	50%	42	48			
		1a) New Clinical Staff	Headcount	3	1	33%	2	67%	80	47	59%	83%	4	2	50%	50%	42	48			
		1a) New Clinical Staff	Headcount	3	1	33%	2	67%	80	47	59%	83%	4	2	50%	50%	42	48			
		2	Percentage of staff in AC positions 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	1b) Chief Officer	Headcount	2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31	
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
1b) Chief Officer	Headcount			2	1	50%	2	100%	22	24	109%	77%	5	6	120%	120%	28	31			
3	Relative likelihood of Disabled staff compared to non-disabled staff being appointed from shortlisting across all posts. Note: 1) This refers to both external and internal posts. 2) 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.			3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100	
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		3a) Shortlisting	Headcount	10	10	100%	10	100%	708	708	100%	100%	10	10	100%	100%	100	100			
		4	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: 1) 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). 2) This Metric is voluntary in year one.	4a) Formal Capability Process	Headcount	17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24	
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
4a) Formal Capability Process	Headcount			17	17	100%	17	100%	360	360	100%	100%	17	17	100%	100%	24	24			
5	Percentage of Disabled staff compared to non-disabled staff reporting harassment, bullying or abuse from: 1) Managers 2) Other colleagues. Note: 1) Percentage of Disabled staff compared to non-disabled staff saying that they believe they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months. 2) This data for this Metric should be a snapshot as at 31 March 2019.			5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245		
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		5a) Harassment/Bullying/Abuse from Managers	Number of Responses	504	504	100%	17.7%	2576	2576	100%	100%	504	504	100%	100%	245	245				
		6	Percentage of Disabled staff compared to non-disabled staff reporting harassment, bullying or abuse from: 1) Managers 2) Other colleagues. Note: 1) Percentage of Disabled staff compared to non-disabled staff saying that they believe they experienced harassment, bullying or abuse at work, they or a colleague reported it in the last 12 months. 2) This data for this Metric should be a snapshot as at 31 March 2019.	5b) Harassment/Bullying/Abuse from Other Colleagues	Number of Responses	212	212	100%	36.3%	821	821	100%	100%	212	212	100%	100%	82	82		
5b) Harassment/Bullying/Abuse from Other Colleagues	Number of Responses			212	212	100%	36.3%	821	821	100%	100%	212	212	100%	100%	82	82				
5b) Harassment/Bullying/Abuse from Other Colleagues	Number of Responses			212	212	100%	36.3%	821	821	100%	100%	212	212	100%	100%	82	82				
5b) Harassment/Bullying/Abuse from Other Colleagues	Number of Responses			212	212	100%	36.3%	821	821	100%	100%	212	212	100%	100%	82	82				
5b) Harassment/Bullying/Abuse from Other Colleagues	Number of Responses			212	212	100%	36.3%	8													