












## Kingston 2020 Workforce Disability Equality Standard (WDES) Results

WDES Metric		Kingston 2019	Kingston 2020
<b>Metric 1</b>	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 <i>Compares the data for disabled and non-disabled staff, across all pay bands and grades within the Trust.</i>		
<b>Metric 2</b>	Relative likelihood of non-disabled staff compared to Disabled staff being appointed from shortlisting across all posts	1.07	1.26 
<b>Metric 3</b>	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure	0	62.38 
<b>Metric 4</b>	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	39.8%	33.8% 
	ii. Managers	18.2%	24.9% 
	iii. Other colleagues	24%	26.2 
	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.	43.3%	44.5% 
<b>Metric 5</b>	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion	79.4%	79% 
<b>Metric 6</b>	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.	31.7%	34.1% 
<b>Metric 7</b>	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work.	40.2%	41.7 
<b>Metric 8</b>	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work.	69.7%	71% 
<b>Metric 9</b>	a) The staff engagement score for Disabled staff, compared to non-disabled staff	7	6.8 
	The overall engagement score for the organisation.	7.3	7
	b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard (Yes) or (No)	Yes	Yes
<b>Metric 10</b>	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: <ul style="list-style-type: none"> <li>• By voting membership of the Board</li> <li>• By Executive membership of the Board.</li> </ul> <i>Compares the responses for Disabled and non-disabled staff</i>		