



Camden and Islington
NHS Foundation Trust

Workforce Disability Equality Standard Report

2019/2020

Early and
effective
intervention

Helping
people to
live well

Research
and
innovation

| We value
each other

| We are
empowered

| We keep
things simple

| We are
connected

This report updates the Workforce Disability Equality Metric Report published in 2019. These reports will be published every 12 months.

	2018/2019	2019/20
Total number of staff employed in the organisation	1747	1801
Proportion of Disabled staff employed within the organisation	4.9%	5.9%
Proportion of total staff who have self-reported their disability status	69.8%	74.2%
Metric 1 Percentage of Disabled staff by band separated by clinical & non-clinical staff	See Workforce Profile table	See Workforce Profile table
Metric 2 Relative likelihood of disabled staff being appointed from shortlisting	0.76 (Disabled shortlisted candidates are more likely to be appointed)	0.73 (Disabled shortlisted candidates are more likely to be appointed)
Metric 3 Relative likelihood of disabled staff entering the formal capability process	0.70 (Disabled staff are less likely to enter the capability process)	0 (No disabled staff entered the capability process this year)
Metric 4a Percentage of staff experiencing bullying, harassment or abuse from patients, relatives or the public in the last year	Disabled: 39.8% Non-Disabled: 39%	Disabled: 41.8% Non-Disabled: 37%
Metric 4b Percentage of staff experiencing harassment, bullying or abuse from managers in the last year	Disabled: 19.8% Non-Disabled: 12.1%	Disabled: 18.6% Non-Disabled: 11.5%
Metric 4c Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last year	Disabled: 30.6% Non-Disabled: 16.3%	Disabled: 22.8% Non-Disabled: 15.0%
Metric 4d Percentage of those experiencing harassment bullying or abuse within the last 12m who reported last incidence of such	Disabled: 49.3% Non-Disabled: 56.3%	Disabled: 51.6% Non-Disabled: 61.1%
Metric 5 Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	Disabled: 72.0% Non-Disabled: 78.8%	Disabled: 66.4% Non-Disabled: 80.0%
Metric 6 Percentage who felt pressure from manager to come to work despite not feeling well enough	Disabled: 30.9% Non-Disabled: 17.3%	Disabled: 26.4% Non-Disabled: 17.5%
Metric 7 Percentage saying they are satisfied with the extent to which the Trust values their work	Disabled: 36.0% Non-Disabled: 52.8%	Disabled: 43.2% Non-Disabled: 53.8%
Metric 8 Percentage of disabled staff saying their employer has made adequate adjustments to enable them to carry out their work	78.2%	72.8%
Metric 9a Staff engagement Score for disabled vs. non-disabled staff	Disabled: 6.8 Non-Disabled: 7.2	Disabled: 6.8 Non-Disabled: 7.2
Metric 9b Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	Yes	Yes
Metric 10 Percentage difference between the C&I Board voting membership and its overall workforce	+2.8% (7.7% of board voting membership vs. 4.9% of overall workforce)	+2.4% (8.3% of board voting membership vs. 5.9% of overall workforce)

Workforce Profiles

Non-Clinical

	2018/2019			2019/2020		
Non-Clinical Staff	Disabled	Not disabled	Unkown	Disabled	Not disabled	Unkown
Other	N/A	N/A	N/A	N/A	N/A	N/A
Band 1	N/A	N/A	N/A	N/A	N/A	N/A
Band 2	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Band 3	10.7%	71.4%	17.9%	2.5%	85.0%	12.5%
Band 4	9.0%	60.7%	30.3%	11.1%	60.0%	28.9%
Band 5	4.7%	67.4%	27.9%	4.4%	71.1%	24.4%
Band 6	6.1%	51.5%	42.4%	8.8%	52.9%	38.2%
Band 7	8.9%	64.3%	26.8%	10.4%	68.8%	20.8%
Band 8A	0.0%	75.0%	25.0%	4.0%	76.0%	20.0%
Band 8B	6.9%	72.4%	20.7%	13.8%	72.4%	13.8%
Band 8C	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Band 8D	0.0%	62.5%	37.5%	0.0%	58.8%	41.2%
Band 9	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%
VSM	6.7%	66.7%	26.7%	6.7%	60.0%	33.3%

Clinical Non-Medical & Dental

	2018/2019			2019/2020		
Clinical Staff excl. Medical & Dental	Disabled	Not disabled	Unkown	Disabled	Not disabled	Unkown
Other	N/A	N/A	N/A	N/A	N/A	N/A
Band 1	N/A	N/A	N/A	N/A	N/A	N/A
Band 2	2.9%	59.6%	37.5%	2.6%	57.0%	40.4%
Band 3	4.3%	72.2%	23.5%	6.2%	73.5%	20.4%
Band 4	4.6%	74.8%	20.5%	9.2%	76.5%	14.4%
Band 5	4.5%	62.3%	33.2%	4.1%	66.2%	29.7%
Band 6	6.3%	58.0%	35.6%	5.1%	64.5%	30.4%
Band 7	6.0%	73.1%	20.9%	9.7%	71.6%	18.6%
Band 8A	4.1%	66.0%	29.9%	5.2%	70.1%	24.7%
Band 8B	3.6%	50.0%	46.4%	0.0%	56.3%	43.8%
Band 8C	0.0%	36.4%	63.6%	0.0%	72.7%	27.3%
Band 8D	0.0%	20.0%	80.0%	0.0%	42.9%	57.1%
Band 9	0.0%	75.0%	25.0%	N/A	N/A	N/A
VSM	N/A	N/A	N/A	N/A	N/A	N/A

Clinical Medical & Dental

	2018/2019			2019/2020		
Clinical - Medical & Dental	Disabled	Not disabled	Unknown	Disabled	Not disabled	Unknown
Consultants	0.0%	57.6%	42.4%	0.0%	63.5%	36.5%
Non-Consultant career grade	0.0%	46.2%	53.8%	0.0%	70.0%	30.0%
Trainee grades	0.0%	86.7%	13.3%	2.9%	88.6%	8.6%
Other	N/A	N/A	N/A	N/A	N/A	N/A

Overall total	Disabled	Not disabled	Unknown	Disabled	Not disabled	Unknown
	4.9%	65.0%	30.2%	5.9%	68.4%	25.8%



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