



**Camden and Islington**  
NHS Foundation Trust

# Workforce Disability Equality Standard Report

2018/2019

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 2018. These reports will be published every 12 months.**

	<b>2018/2019</b>
Total number of staff employed in the organisation	<b>1747</b>
Proportion of Disabled staff employed within the organisation	<b>4.9%</b>
Proportion of total staff who have self-reported their disability status	<b>69.8%</b>
Metric 1 Percentage of Disabled staff by band separated by clinical & non-clinical staff	<b>See Workforce Profile table</b>
Metric 2 Relative likelihood of disabled staff being appointed from shortlisting	<b>1.31 - (Disabled shortlisted candidates are more likely to be appointed)</b>
Metric 3 Relative likelihood of disabled staff entering the formal capability process	<b>0.70 - (Disabled staff are less likely to enter the capability process)</b>
Metric 4a Percentage of staff experiencing bullying, harassment or abuse from patients, relatives or the public in the last year	<b>Disabled: 39.8%</b> <b>Non-Disabled: 39%</b>
Metric 4b Percentage of staff experiencing harassment, bullying or abuse from managers in the last year	<b>Disabled: 19.8%</b> <b>Non-Disabled: 12.1%</b>
Metric 4c Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last year	<b>Disabled: 30.6%</b> <b>Non-Disabled: 16.3%</b>
Metric 4d Percentage of those experiencing harassment bullying or abuse within the last 12m who reported last incidence of such	<b>Disabled: 49.3%</b> <b>Non-Disabled: 56.3%</b>
Metric 5 Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	<b>Disabled: 72.0%</b> <b>Non-Disabled: 78.8%</b>
Metric 6 Percentage who felt pressure from manager to come to work despite not feeling well enough	<b>Disabled: 30.9%</b> <b>Non-Disabled: 17.3%</b>
Metric 7 Percentage saying they are satisfied with the extent to which the Trust values their work	<b>Disabled: 36.0%</b> <b>Non-Disabled: 52.8%</b>
Metric 8 Percentage of disabled staff saying their employer has made adequate adjustments to enable them to carry out their work	<b>78.2%</b>
Metric 9a Staff engagement Score for disabled vs. non-disabled staff	<b>Disabled: 6.8</b> <b>Non-Disabled: 7.2</b>
Metric 9b Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?	<b>Yes</b>
Metric 10 Percentage difference between the C&I Board voting membership and its overall workforce	<b>+3%</b> <b>(8% of board voting membership vs. 5% of overall workforce)</b>

## Workforce Profiles

### Non-Clinical

	2018/2019		
<b>Non-Clinical Staff</b>	Disabled	Not disabled	Unkown
Other	N/A	N/A	N/A
Band 1	N/A	N/A	N/A
Band 2	0.0%	100.0%	0.0%
Band 3	10.7%	71.4%	17.9%
Band 4	9.0%	60.7%	30.3%
Band 5	4.7%	67.4%	27.9%
Band 6	6.1%	51.5%	42.4%
Band 7	8.9%	64.3%	26.8%
Band 8A	0.0%	75.0%	25.0%
Band 8B	6.9%	72.4%	20.7%
Band 8C	0.0%	100.0%	0.0%
Band 8D	0.0%	62.5%	37.5%
Band 9	0.0%	0.0%	100.0%
VSM	6.7%	66.7%	26.7%

### Clinical Non-Medical & Dental

	2018/2019		
<b>Clinical Staff excl. Medical &amp; Dental</b>	Disabled	Not disabled	Unkown
Other	N/A	N/A	N/A
Band 1	N/A	N/A	N/A
Band 2	2.9%	59.6%	37.5%
Band 3	4.3%	72.2%	23.5%
Band 4	4.6%	74.8%	20.5%
Band 5	4.5%	62.3%	33.2%
Band 6	6.3%	58.0%	35.6%
Band 7	6.0%	73.1%	20.9%
Band 8A	4.1%	66.0%	29.9%
Band 8B	3.6%	50.0%	46.4%
Band 8C	0.0%	36.4%	63.6%
Band 8D	0.0%	20.0%	80.0%
Band 9	0.0%	75.0%	25.0%
VSM	N/A	N/A	N/A

## Clinical Medical & Dental

	2018/2019		
<b>Clinical - Medical &amp; Dental</b>	Disabled	Not disabled	Unknown
Consultants	0.0%	57.6%	42.4%
Non-Consultant career grade	0.0%	46.2%	53.8%
Trainee grades	0.0%	86.7%	13.3%
Other	N/A	N/A	N/A

Overall total	Disabled	Not disabled	Unknown
	4.9%	65.0%	30.2%



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