

Workforce Disability Equality Standard Annual Collection

as at March 2020

This WDES spreadsheet is PART 1 of 2 of the information you are required to submit. Part 2 is an online survey, the link will be sent to you by the WDES team.
Please refer to the [spreadsheet guidance document](#) before filling this in.


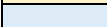


If you encounter an Excel error such as; #Div/0!, #Value!, #Name?, etc. continue filling in the template and upload your submission to SDCS. Please only contact the Data Collections Service if this affects your submission to SDCS.

For any queries relating to SDCS, please contact:

data.collections@nhs.net

For any queries relating to the WDES data, please contact:

england.wdes-datahelpdesk@nhs.net

	Mandatory - Populated by Trust (Enter a value of '0' if value is unknown or blank)
	Optional - Populated by Trust
	Auto-Calculated
	No data required

WDES Data Collection 2020

Trust **SHERWOOD FOREST HOSPITALS NHS FOUNDATION TRUST**

RK5

Please select Trust from drop down bar. If your Trust is not listed due to a recent merger or otherwise, please contact data collections. Contact details on the Cover tab.

Snapshot of data as at 31st MARCH 2020											
Disabled staff Non-disabled staff Disability Unknown or Null Overall											
METRIC	INDICATOR	DATA ITEM	MEASURE	# DISABLED	% DISABLED	# NON-DISABLED	% NON-DISABLED	# UNKNOWN/NULL	% UNKNOWN/NULL	TOTAL	Notes
1a) Non Clinical Staff											
1	Under Band 1	Headcount		4	25.0%	11	68.8%	1	6.3%	16	
2	Bands 1	Headcount		0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	
3	Bands 2	Headcount		3	5.8%	38	73.1%	11	21.2%	52	
4	Bands 3	Headcount		4	4.5%	77	87.5%	7	8.0%	88	
5	Bands 4	Headcount		7	9.1%	61	79.2%	9	11.7%	77	
6	Bands 5	Headcount		2	2.0%	82	83.7%	14	14.3%	98	
7	Bands 6	Headcount		4	6.5%	49	79.0%	9	14.5%	62	
8	Bands 7	Headcount		4	7.0%	42	73.7%	11	19.3%	57	
9	Bands 8a	Headcount		2	5.3%	29	76.3%	7	18.4%	38	
10	Bands 8b	Headcount		1	4.5%	19	86.4%	2	9.1%	22	
11	Bands 8c	Headcount		0	0.0%	6	100.0%	0	0.0%	6	
12	Bands 8d	Headcount		1	6.3%	12	75.0%	3	18.8%	16	
13	Bands 9	Headcount		0	0.0%	4	100.0%	0	0.0%	4	
14	VSM	Headcount		1	8.3%	10	83.3%	1	8.3%	12	
15	Other	Headcount		0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	
16	Cluster 1 (Under Band 1, Bands 1-4)	Total		18	7.7%	187	80.3%	28	12.0%	233	
17	Cluster 2 (Band 5 - 7)	Total		10	4.6%	173	79.7%	34	15.7%	217	
18	Cluster 3 (Bands 8a - 8b)	Total		3	5.0%	48	80.0%	9	15.0%	60	
19	Cluster 4 (Bands 8c - 9 & VSM)	Total		2	5.3%	32	84.2%	4	10.5%	38	
1b) Clinical Staff											
20	Under Band 1	Headcount		1	16.67%	5	83.33%	0	0.00%	6	
21	Bands 1	Headcount		0	0.00%	2	66.67%	1	33.33%	3	
22	Bands 2	Headcount		51	4.46%	794	69.47%	298	26.07%	1143	
23	Bands 3	Headcount		32	5.04%	411	64.72%	192	30.24%	635	
24	Bands 4	Headcount		8	5.76%	97	69.78%	34	24.46%	139	
25	Bands 5	Headcount		54	5.75%	675	71.88%	210	22.36%	939	
26	Bands 6	Headcount		28	4.27%	478	72.98%	149	22.75%	655	
27	Bands 7	Headcount		11	3.07%	248	69.27%	99	27.65%	358	
28	Bands 8a	Headcount		2	2.30%	68	78.16%	17	19.54%	87	
29	Bands 8b	Headcount		1	5.00%	15	75.00%	4	20.00%	20	
30	Bands 8c	Headcount		1	7.69%	9	69.23%	3	23.08%	13	
31	Bands 8d	Headcount		0	0.00%	1	100.00%	0	0.00%	1	
32	Bands 9	Headcount		0	0.00%	2	66.67%	1	33.33%	3	
33	VSM	Headcount		0	0.00%	1	100.00%	0	0.00%	1	
34	Medical & Dental Staff, Consultants	Headcount		2	0.99%	138	67.98%	63	31.03%	203	
35	Medical & Dental Staff, Non-Consultants career grade	Headcount		1	1.30%	54	70.13%	22	28.57%	77	
36	Medical & Dental Staff, Medical and dental trainee grades	Headcount		14	5.76%	203	83.54%	26	10.70%	243	
37	Other	Headcount		0	#DIV/0!	0	#DIV/0!	0	#DIV/0!	0	
38	Cluster 1 (Under Band 1, Bands 1-4)	Total		92	4.78%	1309	67.96%	525	27.26%	1926	
39	Cluster 2 (Band 5 - 7)	Total		93	4.76%	1401	71.77%	458	23.46%	1952	
40	Cluster 3 (Bands 8a - 8b)	Total		3	2.80%	83	77.57%	21	19.63%	107	
41	Cluster 4 (Bands 8c - 9 & VSM)	Total		1	5.56%	13	72.22%	4	22.22%	18	
42	Cluster 5 (Medical & Dental Staff, Consultants)	Total		2	0.99%	138	67.98%	63	31.03%	203	
43	Cluster 6 (Medical & Dental Staff, Non-Consultants career grade)	Total		1	1.30%	54	70.13%	22	28.57%	77	
44	Cluster 7 (Medical & Dental Staff, Medical and dental trainee grades)	Total		14	5.76%	203	83.54%	26	10.70%	243	
2	Relative likelihood of non-Disabled staff compared to Disabled staff being appointed from shortlisting across all posts.			45	Number of shortlisted applicants	Headcount	327	7162	105		
	Note: i) This refers to both external and internal posts.			46	Number appointed from shortlisting	Headcount	7	198	46		
	ii) 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 Survey to ensure comparability between organisations.			47	Likelihood of shortlisting/appointed	Auto-Calculated	0.02	0.03	0.44		
			48	Relative likelihood of non-disabled staff being appointed from shortlisting compared to Disabled staff	Auto-Calculated	1.29					A figure below 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to be appointed from shortlisting.
3	Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.			49	Number of staff in workforce	Auto-Calculated	239	3641	1194		
	Note: i) This Metric will be based on data from a two-year rolling average of the current year and the previous year (2018/19 and 2019/20). ii) This Metric was voluntary in year one and is now mandatory.			50	Number of staff entering the formal capability process	Headcount	10	97	37		
				51	Likelihood of staff entering the formal capability process	Auto-Calculated	0.04	0.03	0.03		
			52	Relative likelihood of Disabled staff entering the formal capability process compared to Non-Disabled staff	Auto-Calculated	1.57					A figure above 1:00 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.
4-9a Metrics 4, 5, 6, 7, 8 and 9a are collected as part of the NHS Staff Survey. As the results of these are published on the NHS Staff Survey website, you are not required to enter data for these metrics as part of completing your submission but they are still part of the WDES. Please visit the following link to view your data for your Action Plans: http://www.nhsstaffsurveyresults.com/											

9b	b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no) Note: For your Trust's response to b) If yes, please provide at least one practical example of current action being taken in the relevant section of your WDES annual report. If no, please include what action is planned to address this gap in your WDES annual report. Examples can be found in the 2019 Annual Report.		53	Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (yes) or (no)	(yes) or (no)	Yes							
	10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated: • By Voting membership of the Board • By Executive membership of the Board This is a snapshot as of at 31st March 2020.		54	Total Board members	Headcount	1		10		4		15
55		of which: Voting Board members	Headcount	1		9		2		12			
56		: Non Voting Board members	Auto-Calculated	0		1		2		3			
57		Total Board members	Auto-Calculated	1		10		4		15			
58		of which: Exec Board members	Headcount	0		6		3		9			
59		: Non Executive Board members	Auto-Calculated	1		4		1		6			
60		Number of staff in overall workforce	Auto-Calculated	239		3641		1194		5074			
61		Total Board members - % by Disability	Auto-Calculated			7%		67%		27%			
62		Voting Board Member - % by Disability	Auto-Calculated			8%		75%		17%			
63		Non Voting Board Member - % by Disability	Auto-Calculated			0.00%		33%		67%			
64		Executive Board Member - % by Disability	Auto-Calculated			0%		67%		33%			
65		Non Executive Board Member - % by Disability	Auto-Calculated			17%		67%		17%			
66		Overall workforce - % by Disability	Auto-Calculated			5%		72%		24%			
67		Difference (Total Board - Overall workforce)	Auto-Calculated			2%		-5%		3%			
68	Difference (Voting membership - Overall Workforce)	Auto-Calculated			4%		3%		-7%				
69	Difference (Executive membership - Overall Workforce)	Auto-Calculated			-5%		-5%		10%				