East Lancashire Hospitals NHS Trust

Metrics derived from data collected directly from organisations, as at March

Metric number and description			Trust Values		
			2019	2020	2021
Metric 1: Disabled representation in the workforce by pay band					
Disabity declaration rate in the workforce		Overall	**4.3%**	**3.3%**	**3.6%**
		Non-clinical	3.4%	3.6%	4.0%
		Clinical	2.7%	3.3%	3.5%
		Medical/Dental	0.8%	2.0%	2.4%
Pay band at which Disabled under-representation first occurs	Non-clinical	Band 4 -			
		Band 5 +			
	Clinical	Band 4 -			
		Band 5 +			
	Medical/Dental				
Disability disparity ratios	Non-clinical	Lower:middle	1.31	0.59	0.80
		Middle:upper	1.85	3.52	3.71
		Lower:upper	2.42	2.09	2.96
	Clinical	Lower:middle	1.48	1.51	1.34
		Middle:upper	0.71	0.89	1.13
		Lower:upper	1.35	1.52	0.00
Metric 2: Likelihood of appointment from shortlisting					
Likelihood ratio Non-disabled / Disabled				1.05	1.13
Metric 3: Likelihood of entering formal capability process due to performance management					
Likelihood ratio Disabled / Non-disabled				3.50	0.00
Metric 10: Disabled representation on the board					
	Overall	Members	1	1	1
		Proportion	5.9%	5.6%	5.3%
	Exec	Proportion	0.0%	0.0%	0.0%
	Non-exec		9.1%	33.3%	11.1%
	Voting		0.0%	0.0%	0.0%
	Non-voting		14.3%	16.7%	20.0%

Key

Key to rank colour coding (1=best, 212=worst)		
In top 10% of trusts nationally.		
In bottom 10% of trusts nationally.		

Key to weighting of metric ranking		
Number	**Description**	**Weight**
1	**Workforce**	**3**
2	**Recruitment**	**1**
3	**Capability**	**0**
4a	**Harassment, bullying or abuse from patients/public**	**1**
4b	**Harassment, bullying or abuse from line managers**	**2**
4c	**Harassment, bullying or abuse from colleagues**	**1**

4d	Reporting harassment, bullying or abuse	1
5	Career development	1
6	Presenteeism	1
7	Feeling valued	1
8	Reasonable Adjustments	2
9a	Staff engagement	2
10	Board representation	3

Key to approximate colour used for overall ranking (number of trusts in cohort)

1	42	84	127	169	212

WDES Metrics Summary Tables

31st 2023

Metrics derived from NHS St
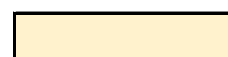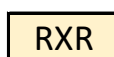
s		Nat. Av.	Rank	RAG
2022	**2023**	**2023**		
4.0%	**4.7%**	**4.9%**	**105**	❗
4.3%	5.1%	5.8%	142	❌
4.0%	4.7%	5.0%	107	❌
2.8%	3.0%	2.2%	55	✔
	Band 3			
	Proportional			
	Proportional			
	Proportional			
	Consultant			
1.48	1.42	0.98		❗
0.65	0.51	1.26		❗
0.96	0.73	1.23		❗
1.22	1.43	0.94		❌
1.25	1.11	1.22		❗
1.52	1.59	1.16		❗
0.88	0.83	0.99	29	❗
0.00		2.17		
1	2			
5.6%	11.1%	5.7%	35	❌
0.0%	12.5%	5.4%		❌
10.0%	10.0%	6.0%		❌
0.0%	9.1%	5.6%		❌
16.7%	14.3%	6.1%		❌

Metric number and descript
Metric 1 (equivalent): Proportion wi
Metric 4a: Harassment, bullying or a
Metric 4b: Harassment, bullying or a
Metric 4c: Harassment, bullying or a
Metric 4d: Reporting last incident of
Metric 5: Career progression
Metric 6: Presenteeism
Metric 7: Feeling valued
Metric 8: Reasonable adjustments
Metric 9a: Staff engagement

Key to RAG rating. (N.B. These only consider data from the latest year.)	
Metric 1 declaration rates and all metrics derived from the NHS Staff Survey (4, 5, 6, 7, 8	
✔	More than 5.0% better than national average (proportion, not percentage po
❗	Within +/-5.0% of national average (proportion, not percentage points).
❌	More than 5.0% worse than national average (proportion, not percentage po
Please note, for the metrics derived from the NHS Staff Survey, these RAG ratings are appli subsequent tabs in this file, the results of statistical tests are shown which compare the res to see if there is a difference.	
Metric 1 disparity ratios, metric 2 and metric 3	
✔	The results shown are significantly better for disabled staff based on evaluat
❗	The result show no significt difference between disabled and non-disabled st

❌		The results shown are significantly worse for disabled staff based on evaluat

Historically, metrics 2 and 3 have been evaluated using the "4/5ths rule". This is a simple st
here (and on subsequent tabs) are much better at identifying potential issues and not flagg
small). Further information can be found at https://www.medcalc.org/calc/relative_risk.ph
Discussions have started regarding which statistical tests it would be most appropriate to u
any change is agreed.

Metric 10

✔		More than 5.0% more than propotion with long-term condition or illness in S
❗		Within +/-5.0% of propotion with long-term condition or illness in Staff Surv
❌		More than 5.0% less than propotion with long-term condition or illness in St

Overal rank compared to 212 trusts nati

:aff Survey 2022 (published in March 2023)

ion	Trust Values					Nat. Av.
	2018	2019	2020	2021	2022	20
ith a long-term condition or illness						
Disabled	15.5%	17.6%	19.4%	21.4%	22.4%	23.6%
buse from patients, relatives or the public in last 12 months						
Disabled	32.0%	31.0%	31.0%	28.5%	29.7%	33.2%
Non-disabled	22.9%	22.1%	21.4%	21.9%	21.5%	26.0%
abuse from line managers in last 12 months						
Disabled	18.3%	16.0%	16.8%	15.5%	12.3%	16.1%
Non-disabled	9.4%	8.3%	8.7%	7.0%	7.6%	9.2%
buse from other colleagues in last 12 months						
Disabled	25.5%	24.2%	25.1%	21.9%	22.7%	24.8%
Non-disabled	15.7%	14.2%	13.4%	11.8%	13.2%	16.5%
harassment, bullying or abuse						
Disabled	47.1%	52.9%	55.8%	45.9%	48.3%	51.3%
Non-disabled	49.1%	49.2%	49.4%	49.3%	48.3%	49.5%
Disabled	56.3%	55.7%	58.3%	55.0%	57.4%	52.1%
Non-disabled	62.7%	65.3%	65.5%	63.5%	64.8%	57.7%
Disabled	25.3%	29.7%	33.0%	31.7%	32.3%	27.7%
Non-disabled	22.3%	20.0%	25.0%	24.3%	24.7%	19.9%
Disabled	44.3%	45.2%	41.9%	32.6%	35.1%	35.2%
Non-disabled	57.2%	59.2%	53.9%	47.6%	47.6%	45.0%
Disabled	76.3%	76.6%	77.7%	70.9%	74.1%	73.4%
Disabled	6.91	6.84	6.87	6.59	6.51	6.42
Non-disabled	7.41	7.36	7.25	7.11	7.12	6.93

	Notes for trusts which I
and 9a)	Data in this report is ger
oints).	3-character code showr
	For trusts which have m
oints).	merger data shown will
ed separately for disabled and non-disabled staff. In	merger trust which prev
sults for disabled staff against the results for non-disabled staff	same 3-character code.
	An historical view of all
ion of likelihood ratios.	trusts combined will no:
taff based on evaluation of likelihood ratios.	due to the complexity ir

ion of likelihood ratios.

atistical method but lacks analytical vigour. The tests used
ging issues that do not exist (especially when numbers are
ip.

ise for the WDES and the WRES, and full details will be given if

Staff Survey (proportion, not percentage points).

ey (proportion, not percentage points).

aff Survey (proportion, not percentage points).

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op-down to change

ionally: | **84**

	Rank	RAG
	22	
		!
	64	✔
		✔
	53	✔
		✔
	79	✔
		✔
	142	✖
		!
	49	✔
		✔
	169	✖
		✖
	102	!
		✔
	104	!
	111	!
		!

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