

5. Workforce Disability Equality Indicators

Percentage of staff in AfC paybands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. The data for this Metric should be a snapshot as at 31 March 2022

31 March 2022

| | Pay Scale | Disabled % | Non Disabled % | Not Stated % |
|--------------|--------------|------------|----------------|--------------|
| Non-Clinical | Under Band 1 | 3.1% | 66.9% | 30.0% |
| | Band 1 | 18.2% | 81.8% | 0.0% |
| | Band 2 | 8.4% | 89.2% | 2.4% |
| | Band 3 | 4.6% | 91.5% | 3.9% |
| | Band 4 | 5.8% | 92.5% | 1.7% |
| | Band 5 | 2.5% | 92.5% | 5.0% |
| | Band 6 | 7.2% | 89.7% | 3.1% |
| | Band 7 | 3.4% | 93.1% | 3.4% |
| | Band 8a | 4.4% | 93.3% | 2.2% |
| | Band 8b | 6.5% | 90.3% | 3.2% |
| | Band 8c | 0.0% | 100.0% | 0.0% |
| | Band 8d | 5.9% | 88.2% | 5.9% |
| | Band 9 | 0.0% | 90.0% | 10.0% |
| | VSM* | 22.2% | 55.6% | 22.2% |
| | Other | 0.0% | 0.0% | 0.0% |

| | Pay Scale | Disabled % | Non Disabled % | Not Stated % |
|--------------|---------------|------------|----------------|--------------|
| Clinical | Under Band 1 | 2.4% | 92.9% | 4.7% |
| | Band 1 | 0.0% | 100.0% | 0.0% |
| | Band 2 | 4.9% | 93.1% | 2.0% |
| | Band 3 | 4.1% | 92.8% | 3.1% |
| | Band 4 | 3.9% | 93.4% | 2.6% |
| | Band 5 | 4.1% | 89.4% | 6.5% |
| | Band 6 | 5.1% | 92.8% | 2.1% |
| | Band 7 | 4.4% | 92.5% | 3.1% |
| | Band 8a | 3.3% | 94.7% | 2.0% |
| | Band 8b | 11.5% | 88.5% | 0.0% |
| | Band 8c | 0.0% | 100.0% | 0.0% |
| | Band 8d | 0.0% | 100.0% | 0.0% |
| | Medical | Band 9 | 0.0% | 100.0% |
| VSM* | | 0.0% | 100.0% | 0.0% |
| Consultant | | 1.4% | 96.4% | 2.2% |
| Career Grade | | 0.0% | 95.7% | 4.3% |
| Other | Trainee Grade | 1.5% | 84.1% | 14.4% |
| | Other | 0.0% | 0.0% | 0.0% |

| | | | |
|--------------------------|--------------|---------------|-------------|
| Overall Workforce | 4.51% | 91.11% | 4.4% |
|--------------------------|--------------|---------------|-------------|

31 March 2021

| | Pay Scale | Disabled % | Non Disabled % | Not Stated % |
|--------------|--------------|------------|----------------|--------------|
| Non-Clinical | Under Band 1 | 3.6% | 56.6% | 39.8% |
| | Band 1 | 20.0% | 80.0% | 0.0% |
| | Band 2 | 7.3% | 91.0% | 1.8% |
| | Band 3 | 4.6% | 92.5% | 2.9% |
| | Band 4 | 5.5% | 91.8% | 2.7% |
| | Band 5 | 3.9% | 90.8% | 5.2% |
| | Band 6 | 5.1% | 91.8% | 3.1% |
| | Band 7 | 2.7% | 94.7% | 2.7% |
| | Band 8a | 6.8% | 90.9% | 2.3% |
| | Band 8b | 3.4% | 93.1% | 3.4% |
| | Band 8c | 0.0% | 100.0% | 0.0% |
| | Band 8d | 5.3% | 89.5% | 5.3% |
| | Band 9 | 0.0% | 100.0% | 0.0% |
| | VSM* | 28.6% | 71.4% | 0.0% |
| | Other | 0.0% | 100.0% | 0.0% |

| | Pay Scale | Disabled % | Non Disabled % | Not Stated % |
|--------------|---------------|------------|----------------|--------------|
| Clinical | Under Band 1 | 4.3% | 92.9% | 2.9% |
| | Band 1 | 0.0% | 100.0% | 0.0% |
| | Band 2 | 4.2% | 94.1% | 1.7% |
| | Band 3 | 3.7% | 95.0% | 1.2% |
| | Band 4 | 3.5% | 79.2% | 17.3% |
| | Band 5 | 4.0% | 92.6% | 3.4% |
| | Band 6 | 5.0% | 93.6% | 1.5% |
| | Band 7 | 4.0% | 93.9% | 2.1% |
| | Band 8a | 1.4% | 97.3% | 1.4% |
| | Band 8b | 6.3% | 93.8% | 0.0% |
| | Band 8c | 0.0% | 100.0% | 0.0% |
| | Band 8d | 0.0% | 100.0% | 0.0% |
| | Medical | Band 9 | 0.0% | 100.0% |
| VSM* | | 0.0% | 100.0% | 0.0% |
| Consultant | | 0.7% | 97.8% | 1.5% |
| Career Grade | | 0.7% | 95.0% | 4.3% |
| Other | Trainee Grade | 2.0% | 73.1% | 24.9% |
| | Other | 0.0% | 0.0% | 0.0% |

| | | | |
|--------------------------|--------------|---------------|-------------|
| Overall Workforce | 4.22% | 91.66% | 4.1% |
|--------------------------|--------------|---------------|-------------|

*VSM = Very Senior Manager. Contains Chief Executive, Executive Directors, other senior managers with board level responsibility who report directly to the Chief Executive, with the exception of those who are eligible to be on the Consultant contract by virtue of their qualification and the requirements of the post.

Note - Staff on Local/Senior Manager pay scales have been categorised into AfC bandings based on their full time salary.