

5. Workforce Disability 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 2021

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%
	Band 9	0.0%	100.0%	0.0%
	VSM*	0.0%	100.0%	0.0%
Medical	Consultant	0.7%	97.8%	1.5%
	Career Grade	0.7%	95.0%	4.3%
	Trainee Grade	2.0%	73.1%	24.9%
	Other	0.0%	0.0%	0.0%

Overall Workforce	4.22%	91.66%	4.1%
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31 March 2020

	Pay Scale	Disabled %	Non Disabled %	Not Stated %
Non-Clinical	Under Band 1	11.1%	77.8%	11.1%
	Band 1	15.6%	55.6%	28.9%
	Band 2	7.0%	91.6%	1.5%
	Band 3	3.3%	91.5%	5.2%
	Band 4	5.3%	91.7%	3.0%
	Band 5	6.3%	91.4%	2.3%
	Band 6	5.7%	93.2%	1.1%
	Band 7	4.3%	95.7%	0.0%
	Band 8a	4.7%	88.4%	7.0%
	Band 8b	0.0%	96.6%	3.4%
	Band 8c	0.0%	100.0%	0.0%
	Band 8d	5.6%	94.4%	0.0%
	Band 9	0.0%	100.0%	0.0%
	VSM*	14.3%	85.7%	0.0%
	Other	0.0%	66.7%	33.3%

	Pay Scale	Disabled %	Non Disabled %	Not Stated %
Clinical	Under Band 1	8.3%	91.7%	0.0%
	Band 1	0.0%	100.0%	0.0%
	Band 2	4.1%	95.4%	0.5%
	Band 3	2.7%	96.1%	1.2%
	Band 4	3.5%	96.5%	0.0%
	Band 5	3.8%	93.6%	2.6%
	Band 6	6.0%	93.1%	0.9%
	Band 7	3.5%	95.8%	0.7%
	Band 8a	0.7%	98.5%	0.7%
	Band 8b	0.0%	100.0%	0.0%
	Band 8c	0.0%	100.0%	0.0%
	Band 8d	0.0%	100.0%	0.0%
	Band 9	0.0%	100.0%	0.0%
	VSM*	0.0%	100.0%	0.0%
Medical	Consultant	0.8%	97.7%	1.5%
	Career Grade	0.0%	97.5%	2.5%
	Trainee Grade	1.4%	94.8%	3.8%
	Other	0.0%	100.0%	0.0%

Overall Workforce	4.28%	93.74%	2.0%
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*VSM = Very Senior Manager. Contains staff in the roles; Chair, Chief Executive, Finance Director, Other Executive Director, Board Level Director, Non Executive Director, Clinical Director - Medical, Medical Director, Director of Nursing, Director of Public Health.

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