

WORFORCE DISABILTY EQUALITY STANDARD

(WDES) REPORT

1ST APRIL 2023- 31ST MARCH 2024

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Introduction

The Workforce Disability Equality Standard (WDES) aims to help improve the experiences of Disabled staff in the NHS.

The ten WDES metrics enable NHS organisations to compare the workplace and career experiences of Disabled and non-disabled staff.

The WDES is mandated by the NHS Standard Contract.

NHS and Foundation trusts are required to publish an annual WDES report, which sets out the organisation's data for each metric.

Alongside our EDI plan, a WDES action plan will be developed and will set out how we will address inequalities that have been highlighted.

The WDES aims to foster a better understanding of the issues faced by Disabled staff and the inequalities they experience compared to non-disabled colleagues.

The WDES will aid trusts to consider Disabled staff representation at all levels throughout the organisation and identify any barriers that stand in the way of career progression. Our Trust must publish the WDES annual report on our website by 31st October each year.

Please Note: All data presented in this report covers the period from 1st April 2023 to 31st March 2024.

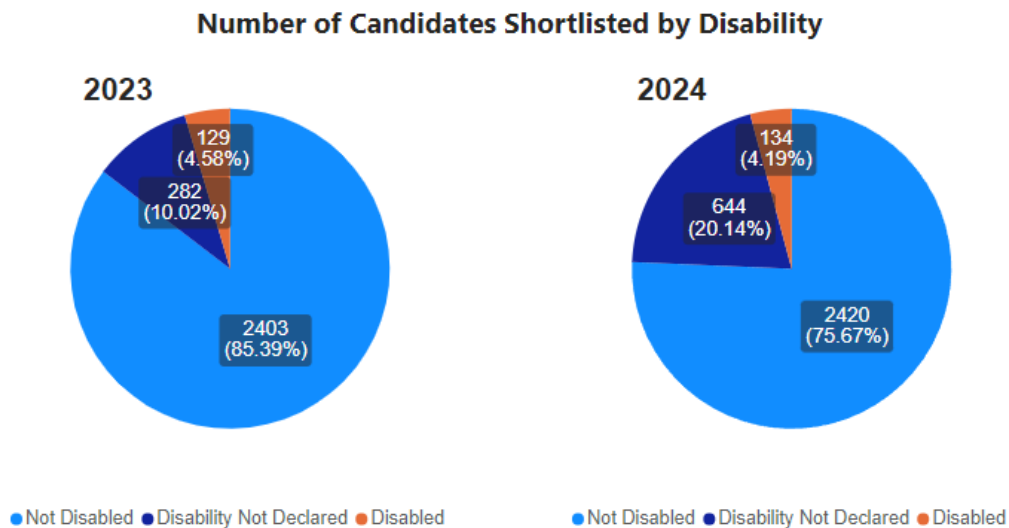
Metric 1: Percentage of staff in Agenda for Change (AfC) pay-bands or Medical and Dental subgroups and Very Senior Managers (VSM)(including Executive Board members) compared with the percentage of staff in the overall workforce

2023/2024 - Total Workforce by Band - Disabled, Not Disabled, Not Declared

2023				2024			
Band	Disabled %	Not Disabled %	Not Declared %	Band	Disabled %	Not Disabled %	Not Declared %
Band 1	0.00	50.00	50.00	Band 1	0.00	50.00	50.00
Band 2	4.08	71.44	24.48	Band 2	4.40	73.79	21.81
Band 3	3.46	80.37	16.17	Band 3	4.05	80.75	15.20
Band 4	4.16	73.12	22.72	Band 4	4.72	80.61	14.67
Band 5	3.76	64.84	31.40	Band 5	3.83	66.97	29.20
Band 6	3.90	83.07	13.03	Band 6	4.73	84.20	11.08
Band 7	4.67	84.11	11.21	Band 7	4.63	85.48	9.89
Band 8a	2.21	85.24	12.55	Band 8a	5.63	83.45	10.92
Band 8b	3.53	76.47	20.00	Band 8b	5.10	78.57	16.33
Band 8c	3.64	83.64	12.73	Band 8c	2.22	84.44	13.33
Band 8d	0.00	77.78	22.22	Band 8d	3.70	74.07	22.22
Band 9	0.00	88.89	11.11	Band 9	0.00	93.75	6.25
Medical & Dental Consultant	0.88	79.06	20.06	Medical & Dental Consultant	1.14	81.25	17.61
Medical & Dental Non-Consultant Career Grade	0.46	80.18	19.35	Medical & Dental Non-Consultant Career Grade	0.47	84.83	14.69
Medical & Dental Trainee Grades	1.71	20.29	78.00	Medical & Dental Trainee Grades	1.60	21.01	77.39
Other	3.23	41.94	54.84	Other	5.43	55.43	39.13
VSM	0.00	90.91	9.09	VSM	0.00	83.33	16.67

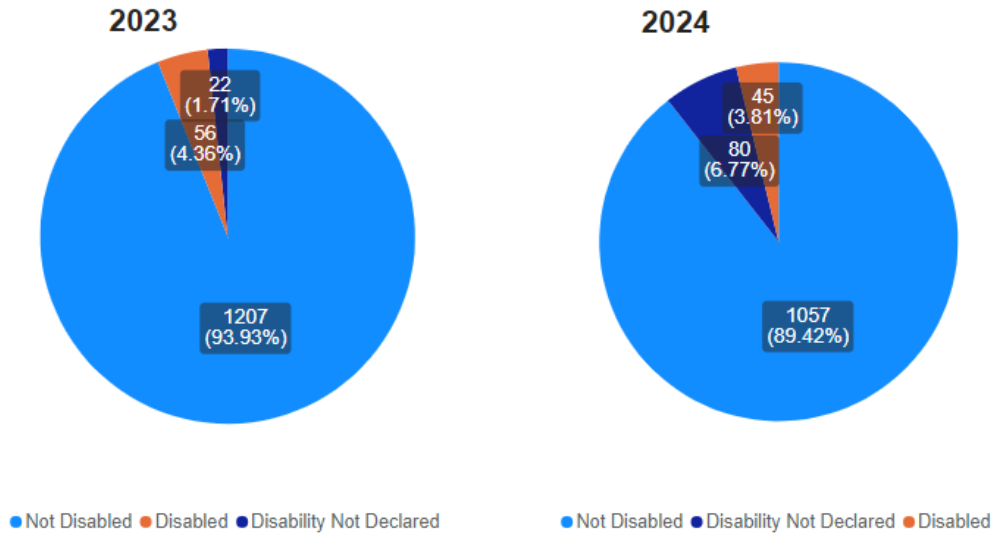
When comparing last year to this year, we can see an improvement in our Disabled workforce at Band 2, 3, 4, 5, 6, 8A and 8B. There has been a decline at Band 7 and 8C. There is no representation of Disabled colleagues at Band 9 or VSM.

Metric 2: Relative likelihood of non-disabled staff compared to disabled staff being appointed from shortlisting across all posts



In 2023, **129** disabled candidates were shortlisted. In 2024 this increased slightly to **134**.

Number of Candidates Appointed by Disability



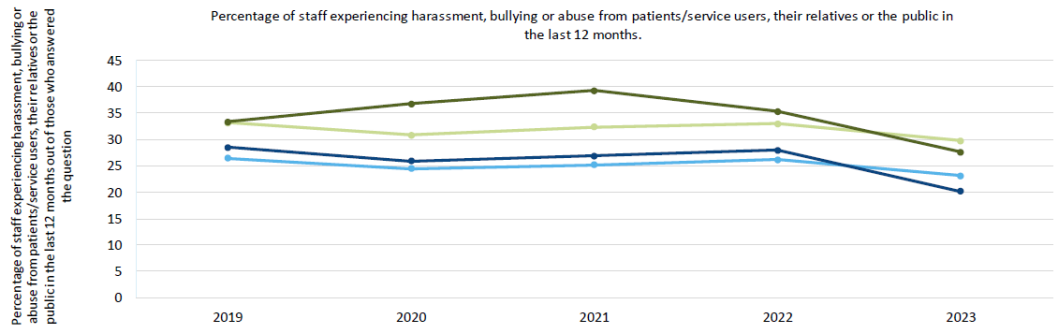
In 2023 we appointed **22** disabled colleagues. In 2024 we appointed **45** disabled colleagues.

Metric 3: Relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process on the grounds of performance

There was 1 formal case listed as taking place in 2023/24 however they are recorded as not declaring if they have a Disability.

Metric 4: (Staff Survey) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse from:

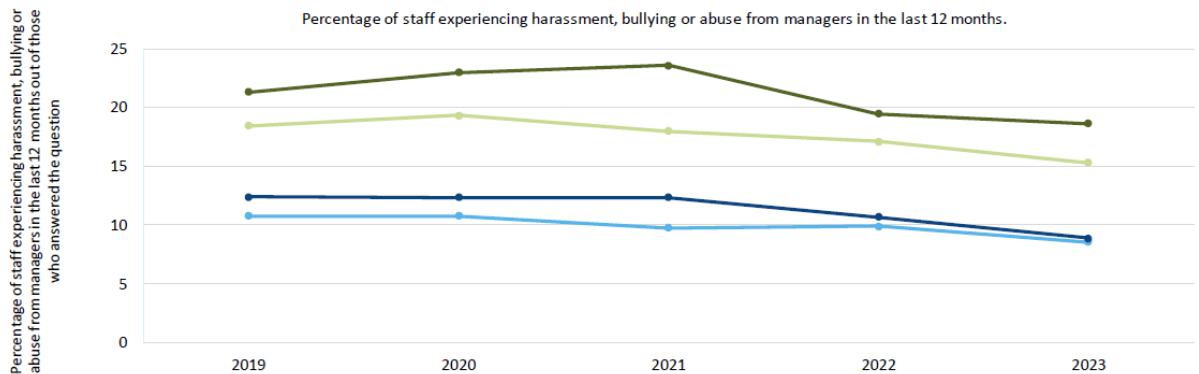
- Patients/Service users, their relatives or other members of the public
- Managers
- Other colleagues



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	33.33%	36.79%	39.27%	35.36%	27.65%
Staff without a LTC or illness: Your org	28.51%	25.89%	26.91%	27.96%	20.22%
Staff with a LTC or illness: Average	33.17%	30.86%	32.43%	32.98%	29.83%
Staff without a LTC or illness: Average	26.45%	24.53%	25.19%	26.16%	23.11%
Staff with a LTC or illness: Responses	417	511	629	591	492
Staff without a LTC or illness: Responses	2175	2109	2155	2178	1584

Note: 2023 results for WDES metric 4a (Q14a) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

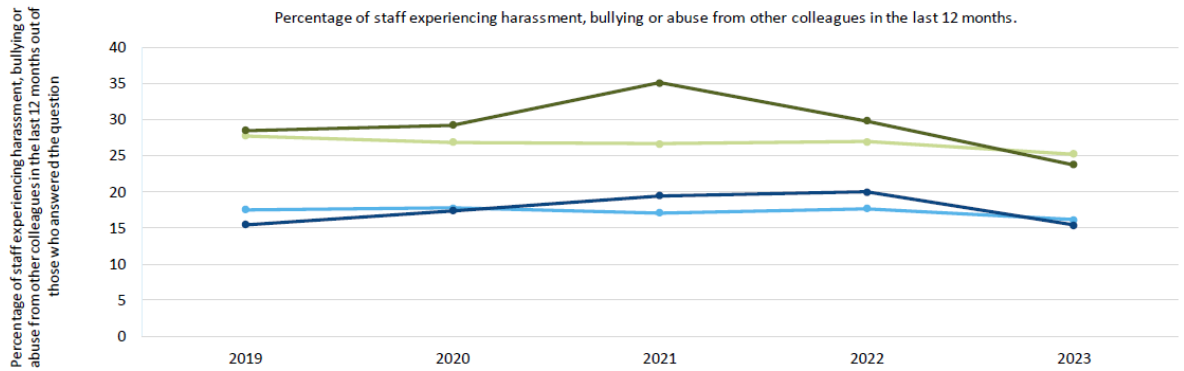
For colleagues with a long-term condition or illness, we see this metric fall below 30% for the first time since 2019.



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	21.31%	22.99%	23.58%	19.45%	18.62%
Staff without a LTC or illness: Your org	12.40%	12.36%	12.34%	10.66%	8.88%
Staff with a LTC or illness: Average	18.45%	19.35%	18.00%	17.09%	15.33%
Staff without a LTC or illness: Average	10.76%	10.78%	9.77%	9.88%	8.56%
Staff with a LTC or illness: Responses	413	509	615	586	485
Staff without a LTC or illness: Responses	2161	2103	2140	2166	1578

Note: 2023 results for WDES metric 4b (Q14b) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

The stats for this metric are unacceptable. Despite seeing the numbers decline over the last few years, we are still above average for colleagues with a long-term condition or illness and those without.



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	28.47%	29.19%	35.07%	29.79%	23.73%
Staff without a LTC or illness: Your org	15.49%	17.42%	19.43%	19.95%	15.37%
Staff with a LTC or illness: Average	27.71%	26.89%	26.60%	26.93%	25.26%
Staff without a LTC or illness: Average	17.51%	17.79%	17.11%	17.67%	16.12%
Staff with a LTC or illness: Responses	404	507	613	584	482
Staff without a LTC or illness: Responses	2137	2084	2115	2160	1554

Note: 2023 results for WDES metric 4c (Q14c) are now reported using corrected data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.

The figures are steadily reducing and we are below average for colleagues with a long term condition or illness and those without.

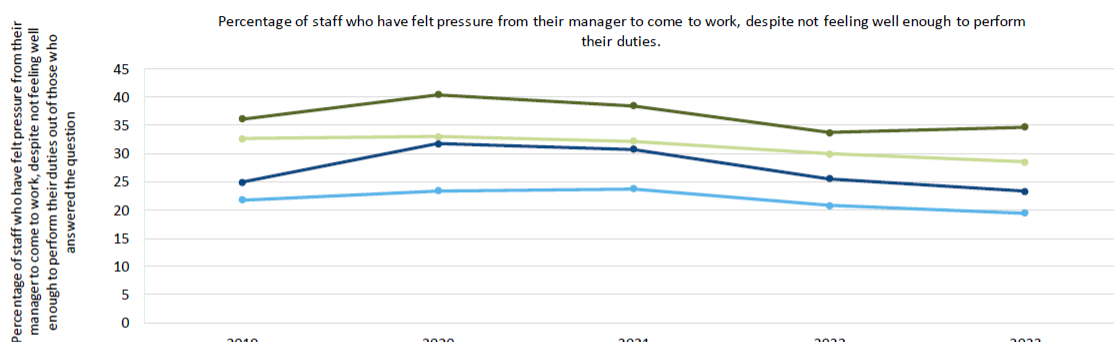
Metric 5: (Staff Survey) Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	45.43%	45.12%	47.63%	47.58%	51.56%
Staff without a LTC or illness: Your org	57.03%	52.84%	52.89%	51.92%	54.00%
Staff with a LTC or illness: Average	51.93%	51.61%	51.41%	51.39%	51.54%
Staff without a LTC or illness: Average	58.39%	57.45%	56.84%	57.25%	57.52%
Staff with a LTC or illness: Responses	416	543	590	578	514
Staff without a LTC or illness: Responses	2190	2199	1993	2138	1698

There is improvement in this metric when comparing years for both colleagues with a long term condition or illness and those without. The work we are doing in regards to talent management will hopefully support the on-going improvement for this metric.

Metric 6: (Staff Survey) Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	36.13%	40.44%	38.53%	33.72%	34.68%
Staff without a LTC or illness: Your org	24.98%	31.72%	30.76%	25.59%	23.35%
Staff with a LTC or illness: Average	32.66%	33.00%	32.18%	29.97%	28.55%
Staff without a LTC or illness: Average	21.84%	23.44%	23.74%	20.80%	19.46%
Staff with a LTC or illness: Responses	310	319	449	427	372
Staff without a LTC or illness: Responses	1105	826	1076	1184	848

We can see that this metric has seen an increase for colleagues with a long term condition or illness, **34.68%**. We are well above the average of **28.55%**. This will need to be addressed via our ARC Training programme.

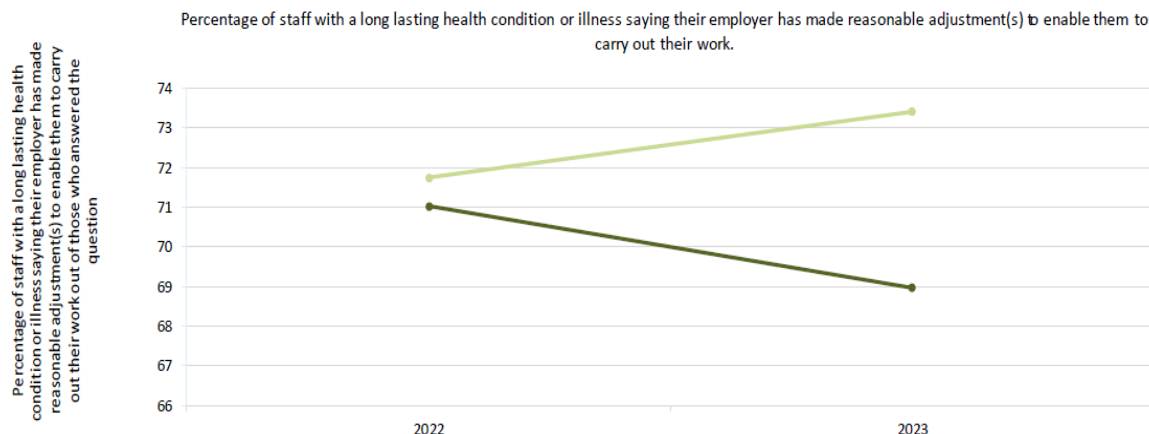
Metric 7: (Staff Survey) Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work



	2019	2020	2021	2022	2023
Staff with a LTC or illness: Your org	32.98%	31.00%	31.11%	30.56%	36.49%
Staff without a LTC or illness: Your org	48.33%	47.89%	40.21%	38.84%	44.79%
Staff with a LTC or illness: Average	38.11%	37.36%	32.62%	32.46%	35.66%
Staff without a LTC or illness: Average	49.92%	49.27%	43.30%	43.56%	47.19%
Staff with a LTC or illness: Responses	376	442	569	553	518
Staff without a LTC or illness: Responses	2011	1892	1972	2052	1708

There is improvement in this metric for colleagues with a long term condition or illness when comparing the previous year, going from **30.56%** to **36.49%** and we are above the average of **35.66%**.

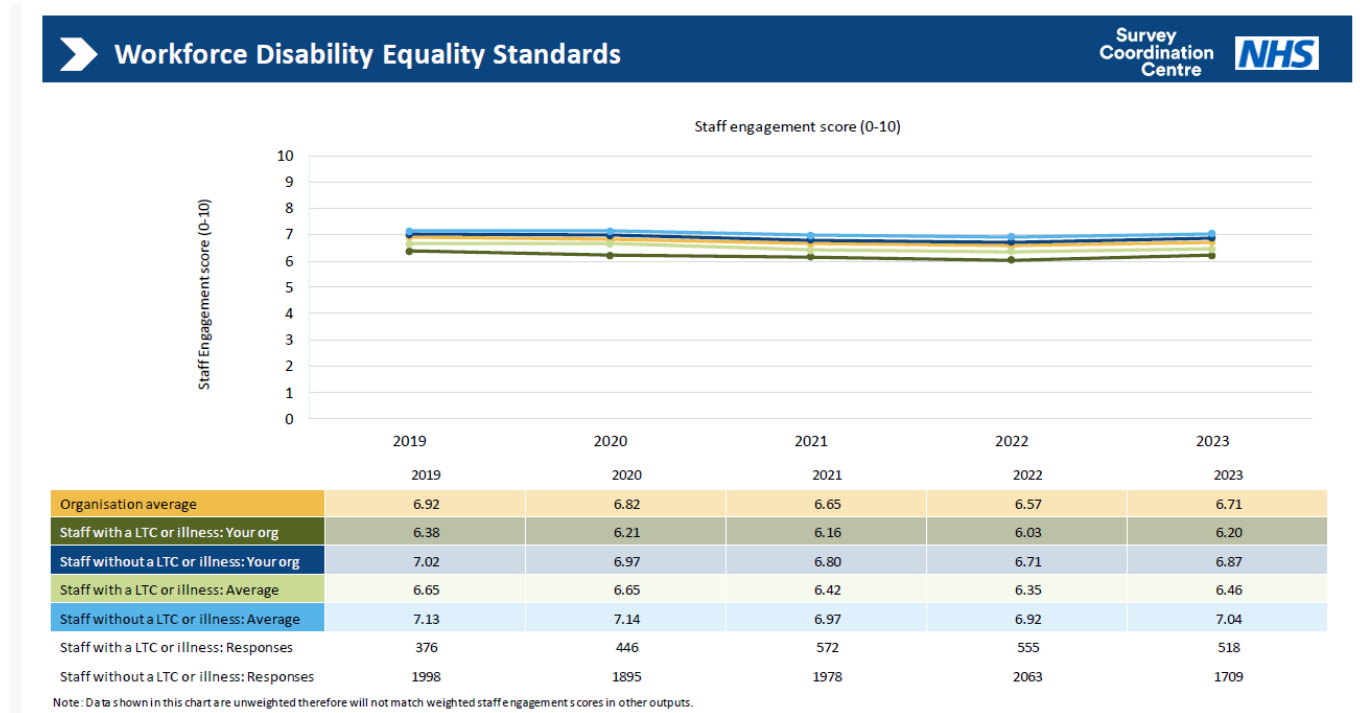
Metric 8: (Staff Survey) Percentage of Disabled staff saying that their employer has made reasonable adjustment(s) to enable them to carry out their work



	2022	2023
Staff with a LTC or illness: Your org	71.01%	68.94%
Staff with a LTC or illness: Average	71.76%	73.38%
Staff with a LTC or illness: Responses	338	322

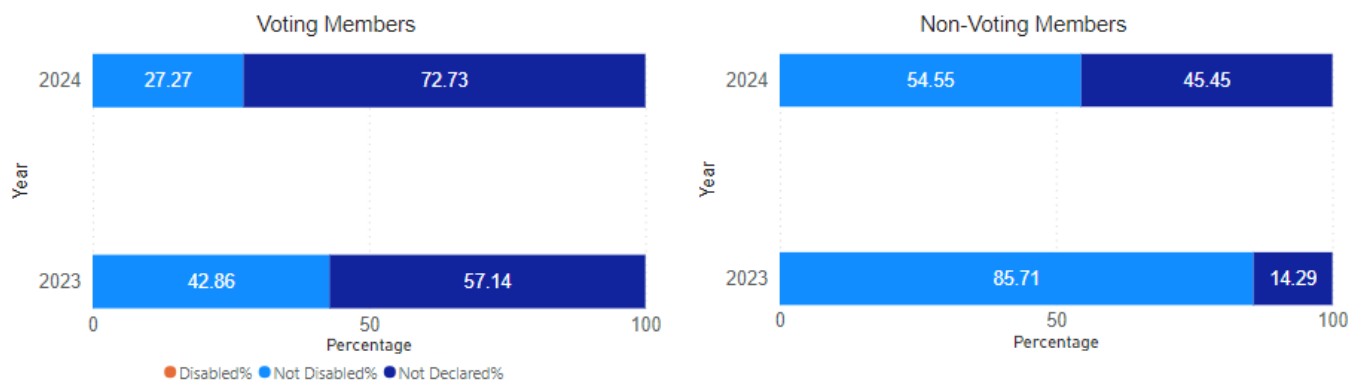
There has been a slight decrease in this metric. We were previously **71.01%** and now at **68.94%**. This is below the average of **73.38%**.

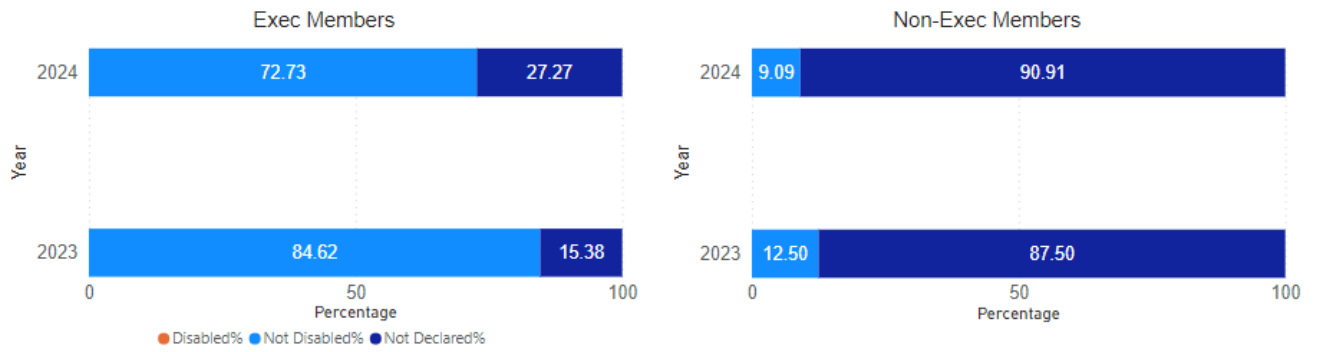
Metric 9: Staff engagement score for calculated from nine specific questions in the NHS Staff Survey



There is work to be done in regard to this metric. We are below average for colleagues with a long term condition or illness and those without. We will use our People Engagement Teams (PET) to help improve this metric.

Metric 10: Representation of disabled people among Board members





As noted earlier, there is **no representation** of disabled colleagues at **Band 9 or VSM level**. We need to consider where we are advertising NED and Executives roles to ensure we are being truly inclusive. We also need to launch a campaign to encourage colleagues to share their disability status in ESR.