
Workforce Disability Equality Standard (WDES) Report 2023 -2024

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Introduction

“The Workforce Disability Equality Standard (WDES) is a set of ten specific measures (metrics) which enables NHS organisations to compare the workplace and career experiences of disabled and non-disabled staff. NHS organisations use the metrics data to develop and publish an action plan, building on high impact actions shared in the first ever EDI improvement plan. Year on year comparison enables NHS organisations to demonstrate progress against the indicators of disability equality to create the cultures of belonging and trust, that will improve retention, recruit from the widest possible talent pool, and provide sustainable careers.

Making a difference for disabled staff

“The WDES is important, because research shows that a motivated, included, and valued workforce helps to deliver high quality patient care, increased patient satisfaction and improved patient safety.

The WDES puts data into the hands of people in NHS organisations who best understand the experiences of their disabled staff and how to make positive change. A more inclusive environment for disabled people working and seeking employment in the NHS is better for our people, for teams and for patients”.

[NHS England » Workforce Disability Equality Standard](#)

Launched in January 2019, the WDES is mandated in the NHS Standard Contract for all NHS Trusts and Foundation Trusts from April 2019. The WDES is based on the principles of the Workforce Race Equality Standard (WRES) and the NHS in England has committed to both equality standards in the NHS Long Term Plan and the NHS People Plan. Like the WRES, the WDES draws on workforce data, NHS Staff Survey data and leadership data. Further information about the WDES can be located on the NHS England WDES website: [NHS England » Workforce Disability Equality Standard](#)

Methodology

The data for the WDES report was collated and prepared in the third quarter of 2024/2025. The NHS Staff Survey data is taken straight from the National Staff Survey Benchmark report 2023. Unlike the NHS Trusts, CityCare’s workforce data is not required to be submitted to the NHS England Mandated Standards Team via the national data reporting platform.

In Quarter 4 of 2024/2025, the data will be shared with CityCare’s Disability, Ability & Wellness Network (DAWN) for consideration and active engagement in relation to the actions for improvement required. The resulting action plan will be produced in partnership with our staff networks and published on the CityCare website.

This current report provides an overview of the data by metric and compares the data to the previous years’ report, as appropriate. Furthermore, for the first time in this report, the data trends from 2019 to 2023 are reviewed and analysed. Infographics relating to the data trends for Metric 1 to Metric 9 are provided in Appendix 1.

WDES Metric 1

WDES Metric 1 reviews the workforce and compares the workforce composition data relating to disabled staff and non-disabled staff. This metric specifically reviews the percentage of staff in Agenda for Change (AfC) pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce. This indicator further disaggregates the data and compares clinical staff, non-clinical staff, and medical staff.

In general terms the percentage of disabled staff/staff with a long-term condition* employed by CityCare has increased from 7.94% in 2022 to **10.43%** in 2023. This is an increase from a 95 headcount to a 125 headcount.

Each of the AfC bands for 2022 have been compared with 2023 and show as follows:

AfC bands 1-4 there has been an **increase** of disabled staff by **4%** for clinical staff and an **increase** of non-clinical disabled staff by **1%**.

AfC bands 5-7 there has been an **increase** of disabled staff by **3%** for clinical staff and an **increase** of non-clinical disabled staff by **1%**.

AfC bands 8a-8b there has been an **increase** of disabled staff from 0% to **11%** for clinical staff. There has been a **decrease** of non-clinical disabled staff by **-5%**

AfC bands 8c-VSM there are **no** disabled staff, which remains the same from the previous year for both clinical and non-clinical staff.

The data confirms we have more disabled staff working in non-clinical roles and less disabled staff working in clinical roles. Actions are required to address the recruiting and retaining of disabled staff so that we are representative of our communities. Actions are also required to increase the number of disabled staff employed in more senior positions. This remains a concern and an area for focused improvement.

In reviewing and analysing the trend data for Metric 1 since the start of the WDES reporting in 2019, there has been an increase in self-declaration rates noted from 5.5% in 2019 to **10.47%** in the current reporting cycle. These increases in colleagues feeling comfortable and confident to share their disability with the organisation on ESR are encouraging.

However, actions to address the issue of more staff feeling confident and comfortable to share their disability status on ESR do need to be reviewed and implemented. This is because the percentage of staff reporting that they have a physical or mental health conditions or illnesses lasting or expected to last for 12 months or more on the anonymous NHS Staff Survey in 2023 is significantly higher at **30.37%**.

*Throughout this report the shortened term 'disabled staff' will be used to refer to 'disabled staff / staff with a long-term condition'.

Disability	Headcount 2022	Headcount 2023	Difference
No	921	909	-12 ↓
Band 2	57	48	-9 ↓
Band 3	130	124	-6 →
Band 4	151	153	2 →
Band 5	122	136	14 ↑
Band 6	260	236	-24 ↓
Band 7	155	160	5 →
Band 8a	24	31	7 →
Band 8b	4	4	0 →
Band 8c	2	2	0 →
Band 8d	4	7	3 →
Medical	1	1	0 →
VSM	9	7	-2 →
Unknown	2		-2 →
Unspecified / Not Declared	180	165	-15 ↓
Band 2	22	15	-7 ↓
Band 3	33	27	-6 →
Band 4	31	28	-3 →
Band 5	27	24	-3 →
Band 6	34	30	-4 →
Band 7	16	18	2 →
Band 8a	8	9	1 →
Band 8b	2	3	1 →
Band 8c	0	0	0 →
Band 8d	1	1	0 →
Medical	0	0	0 →
Unknown	6	6	0 →
VSM	0	4	4 →
Yes	95	125	30 ↑
Band 2	9	7	-2 →
Band 3	12	19	7 →
Band 4	13	20	7 →
Band 5	19	29	10 →
Band 6	26	32	6 →
Band 7	13	14	1 →
Band 8a	3	3	0 →
Band 8b	0	1	1 →
Band 8c	0	0	0 →
Band 8d	0	0	0 →
Medical	0	0	0 →
VSM	0	0	0 →
Grand Total	1196	1199	→

Table One: Workforce by Pay Band

WDES Metric 2

WDES Metric 2 reviews CityCare's recruitment data and compares the data relating to disabled staff and non-disabled staff. This metric compares specifically the data of the relative likelihood of staff being appointed from shortlisting across all posts.

CityCare's 2023 data for this metric confirms that the relative likelihood of disabled staff being appointed from shortlisting compared to non-disabled staff being appointed from shortlisting across all posts is **0.67**. In practical terms this is best understood that disabled staff are more likely to be appointed from shortlisting than non-disabled staff. This is similar to the 2022 data return of a relative likelihood of 0.7.

In 2023 there were 618 non-disabled applicants shortlisted with 52 appointed compared to 56 disabled applicants shortlisted with 7 appointed.

Since 2019 the relative likelihood of disabled staff being appointed from shortlisting has increased, moving further away from parity between the two groups (or a relative likelihood of 1). Please refer to the infographic relating to this metric in Appendix 1.

WDES Metric 3

WDES Metric 3 reviews CityCare's Human Resources data and compares the data relating to disabled and non-disabled staff. This metric specifically reviews the relative likelihood of disabled staff compared to non-disabled staff entering the formal capability process on the grounds of performance, as measured by entry into the formal capability procedure. As the figures for this metric are numerically very small, the data is calculated using a rolling average from the last two years of data.

CityCare's data for this metric for 2023 confirmed that the likelihood is **0**. The reason for the zero return is that in the rolling average of the last two years of data, there were no formal capability cases registered in ESR for staff members who had a disability. This is the same as the previous year's data return from 2022 where there was also a likelihood of 0.

In reviewing and analysing the data trend for this metric since the inception of the WDES in 2019, we can see it is only in the 2019 report that the relative likelihood of staff entering the formal capability procedure was above 0, with the figures plateauing at 0 capability cases from 2020 to 2023. As part of the action plan work the reliability of this data will need to be tested. Please refer to the infographic relating to this metric in Appendix 1.

WDES Metric 4

WDES Metric 4a(i)

WDES Metric 4a(i) is taken from the NHS Staff Survey and compares the data relating to disabled staff and non-disabled staff. This metric compares specifically the data and percentages of staff reporting they have experienced harassment, bullying or abuse from patients/service users, their relatives, or the public in the last 12 months.

The percentages of disabled and non-disabled staff reporting they have experienced harassment, bullying or abuse from patients/service users, their relatives or the public in the last 12 months has increased for both groups.

For disabled staff this has increased from 20.90% in 2022 to **27.27%** in 2023. For non-disabled staff this has increased from 17.17% in 2022 to **20.58%** in 2023. The figures for 2023 are **above** the national average for both groups for comparable organisations.

There is a disparity of **6.69%** between the reported experience of the two groups with a higher percentage of disabled staff experiencing harassment, bullying or abuse from patients/service users, their relatives, or the public in the last 12 months. This remains a concern and an area for focused improvement.

In reviewing and analysing the data trend for this metric since the inception of the WDES in 2019, our staff are informing us through the NHS staff survey that there is a slight decline for disabled staff and a slight improvement for non-disabled staff experiencing harassment, bullying or abuse from patients/service users, their relatives, or the public in the last 12 months.

Over the years the figures show a fluctuation in results, but both groups follow the same pattern of decreasing in 2020, increasing in 2021, decreasing in 2022, before increasing in 2023 to the highest point for disabled staff. Please refer to the infographic relating to this metric in Appendix 1.

WDES Metric 4a(ii)

WDES Metric 4a(ii) is taken from the NHS Staff Survey and compares the data relating to disabled staff and non-disabled staff. This metric compares specifically the data and percentages of staff reporting they have experienced harassment, bullying or abuse from managers in the last 12 months.

The percentages of disabled staff and non-disabled staff reporting they have experienced harassment, bullying or abuse from managers in the last 12 months has increased for both groups.

For disabled staff this has increased from 11.94% in 2022 to **12.82%** in 2023. For non-disabled staff, the figure has increased from 5.14% in 2022 to **7.81%** in 2023. The figures for 2023 are **above** the national average for comparable organisations.

There is a disparity of **5.01%** between the reported experience of the two groups with a higher percentage of disabled staff experiencing harassment, bullying or abuse from managers in the last 12 months. This remains a concern and an area for focused improvement.

In reviewing and analysing the data trend for this metric since the inception of the WDES in 2019, our staff are informing us through the NHS staff survey that there is a deterioration for both groups experiencing harassment, bullying or abuse from managers in the last 12 months.

Over the years the figures show that following a decrease in 2020, this metric has steadily been increasing year on year and reached its highest figure in 2023 for disabled staff. For non-disabled staff there was a decrease in 2020 and 2021 and it has then steadily been increasing year on year and reached its highest figure in 2023. Please refer to the infographic relating to this metric in appendix 1.

WDES Metric 4a(iii)

WDES Metric 4a(iii) is taken from the NHS Staff Survey and compares the data relating to disabled staff and non-disabled staff. This metric compares specifically the data and percentages of staff reporting they have experienced harassment, bullying or abuse from other colleagues in the last 12 months.

The percentages of disabled staff and non-disabled staff reporting they have experienced harassment, bullying or abuse from other colleagues in the last 12 months has increased for disabled staff and decreased for non-disabled staff.

For disabled staff this has increased from 18.80% in 2022 to **22.56%** in 2023 which is **above** the national average. For non-disabled staff, the figure has reduced from 8.21% in 2022 to **7.61%** in 2023 and is **below** the national average.

There is a significant disparity of **14.95%** between the reported experience of the two groups with a higher percentage of disabled staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months. This remains a concern and an area for focused improvement.

In reviewing and analysing the data trend for this metric since the inception of the WDES in 2019, our staff are informing us through the NHS staff survey that there is a decline for disabled staff and improvement for non-disabled staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.

Over the years the figures show that there was a decrease in 2020, 2021 and 2022 before increasing to its highest point in 2023 for disabled staff. For non-disabled staff there has been a decrease year on year and 2023 is the lowest it has been. Please refer to the infographic relating to this metric in Appendix 1.

WDES Metric 4b

WDES Metric 4b is taken from the NHS Staff Survey and compares the data relating to disabled staff and non-disabled staff. This metric compares specifically the data and percentages of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.

The percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it has increased for both groups from 58.00% in 2022 to **64.94%** in 2023 for disabled staff and 56.76% to **64.75%** for non-disabled staff. The improvement in reporting for both groups is welcomed, and our data is **above** the national average for comparable organisations, suggesting our staff feel more confident to report.

In reviewing and analysing the data trend for this metric since the inception of the WDES in 2019, our staff are informing us through the NHS staff survey that there has been a significant improvement for both groups in reporting harassment, bullying or abuse at work.

Over the years the figures have tended to fluctuate but both groups follow the same pattern of an increase in 2020, followed by a decrease in 2021 and 2022 before increasing again in 2023 to its highest figure for both groups. Please refer to the infographic relating to this metric in Appendix 1.

WDES Metric 5:

WDES Metric 5 is taken from the NHS Staff Survey and compares the data relating to disabled staff and non-disabled staff. This metric compares specifically the percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.

The percentages of disabled staff and non-disabled staff reporting they believe that the organisation provides equal opportunities for career progression or promotion has increased for disabled staff and decreased for non-disabled staff.

For disabled staff this has increased from 52.63% in 2022 to **61.62%** in 2023. For non-disabled staff, the figure has decreased from 62.61% in 2022 to **60.53%** in 2023. Our data is **above** the national average for disabled staff, and it is **below** the national average for non-disabled staff for comparable organisations.

There is a small disparity of **1.09%** between the reported experience of the two groups with a higher percentage of disabled staff believing that their organisation provides equal opportunities for career progression or promotion. This is a metric where experience is improving for disabled staff and reaching parity with non-disabled staff, but it is also an area where the organisation would like to see an improvement for both groups.

In reviewing and analysing the data trend for this metric since the inception of the WDES in 2019, our staff are informing us through the NHS staff survey that there is an overall improvement between 2019 and 2023 for disabled staff, and no change between 2019 and 2023 for non-disabled staff.

Over the years the figures tend to fluctuate and show that there was an increase in 2020, a decrease in 2021 and 2022 before increasing to its highest figure in 2023 for disabled staff. There was an increase in 2020 to its highest figure, with a decrease in 2021, an increase in 2022 before decreasing in 2023 for non-disabled staff. Please refer to the infographic relating to this metric in Appendix 1.

WDES Metric 6:

WDES Metric 6 is taken from the NHS Staff Survey and compares the data relating to disabled staff and non-disabled staff. This metric compares specifically the percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.

The percentages of disabled staff and non-disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties has decreased slightly for both groups.

For disabled staff this has decreased from 27.08% in 2022 to **17.69%** in 2023. For non-disabled staff, the figure has decreased from 18.45% in 2022 to **13.59%** in 2023. Our data shows that we are **below** the national average for disabled staff and **above** the national average for non-disabled staff for comparable organisations.

There is a disparity of **4.10%** between the reported experience of the two groups with a higher percentage of disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties. While there has been significant improvement this remains an area where CityCare would like to see further improvement.

In reviewing and analysing the data trend for this metric since the inception of the WDES in 2019, our staff are informing us through the NHS staff survey that there has been an improvement for both groups.

Over the years the figures have tended to fluctuate but both groups follow a similar pattern with one notable deterioration in the data for all staff in 2022 when the scores increased. There was a decrease in 2020 with an increase in 2021, and 2022 before decreasing in 2023 for disabled staff. For non-disabled staff there was a decrease in 2020 and 2021, with an increase

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in 2022, before decreasing in 2023. Please refer to the infographic relating to this metric in Appendix 1.

WDES Metric 7:

WDES Metric 7 is taken from the NHS Staff Survey and compares the data relating to disabled staff and non-disabled staff. This metric compares specifically the percentage of staff satisfied with the extent to which their organisation values their work.

The percentages of disabled staff and non-disabled staff who are satisfied with the extent to which their organisation values their work has increased for disabled staff but decreased for non-disabled staff.

For disabled staff this has increased from 37.59% in 2022 to **42.64%** in 2023. For non-disabled staff the figure has decreased from 50.00% in 2022 to **48.79%** in 2023. However, our data shows that we are **below** the national average for comparable organisations for both groups.

There is a disparity of **-6.15%** between the reported experience of the two groups with a lower percentage of disabled staff who are satisfied with the extent to which their organisation values their work. This remains a concern and an area for focused improvement.

In reviewing and analysing the data for this metric since the inception of the WDES in 2019 for both groups, our staff are informing us through the NHS staff survey that there has been an overall improvement between 2019 and 2023 for disabled staff, and no change between 2019 and 2023 for non-disabled staff.

Over the years the figures tend to fluctuate for both groups and show that there was an increase in 2020 to its highest point, decreased in 2021 and increased in 2022 and 2023 for disabled staff. For non-disabled staff the figures increased in 2020 to its highest point, decreased in 2021, increased in 2022 and decreased in 2023. Please refer to the infographic relating to this metric in Appendix 1.

WDES Metric 8:

WDES Metric 8 is taken from the NHS Staff Survey and reviews the data relating to disabled staff in relation to reasonable adjustments being made. This metric reviews the percentage of staff with a long-lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work. Prior to 2022, the term “adequate adjustments” was used for this question.

Please note as reasonable adjustments are a legal requirement embedded within the Equality Act 2010 for people with a disability, this is not a metric where data with non-disabled staff is compared.

The percentage of staff with a long-lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work has decreased in the current reporting cycle. In 2022 the figure was 77.53% and this figure has decreased in 2023 to **72.09%**. The 2023 figure is just under 7.25% **lower** than the national average for comparable organisations. This therefore remains a concern and an area for focused improvement.

In reviewing and analysing the data for this metric since the inception of the WDES in 2019, our staff are informing us through the NHS staff survey that there has been a general decline

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for staff with a long-term health condition or illness saying their employer has made reasonable adjustments to enable them to carry out their work.

Over the years the figures have tended to fluctuate and show that there was an increase in 2022 before declining again in 2023 to its lowest point. Please refer to the infographic relating to this metric in Appendix 1.

WDES Metric 9

WDES Metric 9a

WDES Metric 9a is taken from the NHS Staff Survey and is the staff engagement score for disabled staff compared to non-disabled staff along with the overall engagement score for the organisation.

The engagement score for both groups has increased with disabled staff increasing slightly from 6.66 in 2022 to **6.85** in 2023. For non-disabled staff the engagement score increased slightly from 7.04 in 2022 to **7.20** in 2023. Overall, the engagement score for the organisation increased slightly from 6.93 in 2022 to **7.11** in 2023. The engagement scores for disabled staff and non-disabled staff remain **below** the national averages for comparable organisations.

In reviewing and analysing the trend data for this metric since the inception of the WDES in 2019, our staff are informing us through the NHS staff survey that there has been a slight improvement for disabled staff and non-disabled staff.

Over the years the figures have remained steady with slight variations. There is an improvement in the engagement scores for all three groups. There was an increase in the engagement scores in 2020, decreasing in 2021, before increasing in 2022 and 2023 for all groups. Please refer to the infographic relating to this metric in Appendix 1.

WDES Metric 9b

WDES Metric 9b is a free text question asking: Have you taken action to facilitate the voices of disabled staff to be heard in your Trust?

CityCare can evidence through the great work of the Disability, Ability and Wellness Network (DAWN), that we routinely take action to facilitate the voices of our disabled staff in a structured manner and this will be an ongoing area of focus.

WDES Metric 10

WDES Metric 10 compares specifically the percentage difference between (i) the organisations' board voting membership and its overall workforce and (ii) the organisations' board executive membership and its overall workforce.

The Percentage difference between the organisations Board and its overall workforce, split by voting member and executive membership, in 2023 is:

- a. By voting member of the Board is **-10.47%** (CityCare has 10.47% disabled workforce and 0 of its 10 i.e. 0% voting members on the Board has declared a disability. The percentage difference between CityCare's Board Voting Membership and its overall workforce is -10.47%).
- b. By executive membership of the Board **-10.47%** (CityCare has 10.47% disabled workforce and 0 of its 5 i.e. 0% executive members on the Board has declared a

disability. The percentage difference between CityCare's Executive Membership and its overall workforce is -10.47%).

This metric will depend on the characteristics of the personnel who make up the CityCare Board, however improved board representation is an objective within the high impact actions within the NHS equality, diversity and inclusion improvement plan.

Conclusion

In this report, for the first time, we have included a data trend analysis of the WDES from 2019 through to the current reporting cycle. Whilst for some of the WDES metrics over time, there is an encouraging improvement, there still remains room for continued improvement across all metrics, as we continue to strive for equity in experience for all our staff. Of particular concern across a number of the metrics is the disparity in experience between disabled staff and non-disabled staff.

In Quarter 4 of 2024/25 we will engage with our DAWN Staff Network and other key stakeholders to agree and craft our actions for improvement. Once completed, the WDES Action Plans will be shared with the People and Inclusion Committee and CityCare's Board for approval, before publishing on the CityCare website.

Appendix 1

Workforce Disability Equality Standard

Date of this report	November 2024
Name of Provider Organization	Nottingham CityCare Partnership CIC
Name and Title of Board Lead for Workforce Disability Equality Standard	Namdi Ngoka Director of People, Communications, and Inclusion – Chief People Officer
Name and contact details of Lead Manager completing this report.	Lindsay Shankland - Deputy Director of People and Organisational Development Email: lindsay.shankland@nhs.net Erica Pearce - Assistant Equalities Manager Email: erica.pearce3@nhs.net
Name of Commissioners this report has been sent to:	Not Applicable.

Report on the WDES Indicators

1. Background Narrative

a. Any issues of completeness of data

No

b. Any matters relating to reliability of comparisons with previous years.

No

2. Total Numbers of Staff

a. Employed within this organisation at the date of this report.

1193

b. Proportion of Disabled staff employed within this organisation at the date of this report.

10.47%

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3. Self-Reporting

- a. The proportion of total staff who have self-reported their Disability.

10.47% disability 12.48% not declared 0.68% unspecified

- b. Have any steps been taken in the last reporting period to improve the level of self-reporting of ethnicity?

Awareness raising, including during ESR training and induction to encourage staff to self-report with information as to why and how this is used, instructions how to self-report and support from HR and Workforce and Disability Staff Network to add to ESR system for staff who are not able/confident to do this themselves. Managers have been asked to encourage staff to self-report. The amount of staff self-reporting has increased during this report period. We have the My Equality and Diversity portal in ESR for staff to self-report their Disability status on their ESR record.

- c. Are any steps planned during the current report period to improve the level of self-reporting by disability?

Continued promotion through Disability Staff Network and People and Inclusion Committee, through staff communications and newsletters, staff and senior staff role models, promote benefits of reporting to staff and what information is used for, benefits of targeted communication, guidance for ESR reporting, managers meaningful discussion during supervision and appraisal. The introduction of disability leave will encourage staff to add their Disability status to the Electronic Staff Record system.

4. Workforce Data

- a. What period does the organisation's workforce data relate to?

1st April 2024 (exception indicator 3 which is a rolling two-year period).

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Metric 1

Percentage of staff in Agenda for Change (AfC) pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.

Data for previous year 2019 -2020	Data for reporting year 2020 -2021	Data for reporting year 2021-2022	Data for reporting year 2022-2023	Data for reporting year 2023 -2024
Cluster 1: AfC band 1, 2, 3 & 4 – Clinical Staff				
Disabled staff 3%	Disabled staff 5%	Disabled staff 6%	Disabled staff 7%	Disabled staff 11%
Non-disabled staff 80%	Non-disabled staff 80%	Non-disabled staff 75%	Non-disabled staff 72%	Non-disabled staff 71%
Not declared/specified 17%	Not declared/specified 15%	Not declared/specified 19%	Not declared/specified 21%	Not declared/specified 17%
Cluster 1: AfC band 1, 2, 3 & 4 – Non-Clinical Staff				
Disabled staff 6%	Disabled staff 6%	Disabled staff 10%	Disabled staff 8%	Disabled staff 9%
Non-disabled staff 86%	Non-disabled staff 86%	Non-disabled staff 81%	Non-disabled staff 83%	Non-disabled staff 77%
Not declared /specified 8%	Not declared /specified 8%	Not declared /specified 9%	Not declared /specified 9%	Not declared /specified 14%
% disabled staff in cluster 1 of the overall disabled workforce:	% disabled staff in cluster 1 of the overall disabled workforce:	% disabled staff in cluster 1 of the overall disabled workforce:	% disabled staff in cluster 1 of the overall disabled workforce:	% disabled staff in cluster 1 of the overall disabled workforce:
Disabled Staff 29%	Disabled Staff 33%	Disabled Staff 37%	Disabled Staff 36%	Disabled Staff 37%

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Cluster 2: AfC band 5, 6 & 7 – Clinical Staff				
Disabled staff 6%	Disabled staff 6%	Disabled staff 6%	Disabled staff 8%	Disabled staff 11%
Non-disabled 85%	Non-disabled 86%	Non-disabled 79%	Non-disabled staff 80%	Non-disabled staff 78%
Not declared/specified 9%	Not declared/specified 8%	Not declared/specified 15%	Not declared/specified 12%	Not declared/specified 11%
Cluster 2: AfC band 5, 6 & 7 – Non-Clinical Staff				
Disabled staff 12%	Disabled staff 14%	Disabled staff 14%	Disabled staff 12%	Disabled staff 13%
Non-disabled staff 85%	Non-disabled staff 83%	Non-disabled staff 83%	Non-disabled staff 78%	Non-disabled staff 81%
Not declared/specified 3%	Not declared/specified 3%	Not declared/specified 3%	Not declared/specified 10%	Not declared/specified 6%
% disabled staff in cluster 2 of the overall disabled workforce:	% disabled staff in cluster 2 of the overall disabled workforce:	% disabled staff in cluster 2 of the overall disabled workforce:	% disabled staff in cluster 2 of the overall disabled workforce:	% disabled staff in cluster 2 of the overall disabled workforce:
Disabled staff 68%	Disabled staff 63%	Disabled staff 57%	Disabled staff 59%	Disabled staff 60%
Cluster 3: AfC band 8a & 8b – Clinical Staff				
Disabled staff 8%	Disabled staff 8%	Disabled staff 18%	Disabled staff 0%	Disabled staff 11%
Non-disabled 77%	Non-disabled 67%	Non-disabled 65%	Non-disabled staff 75%	Non-disabled staff 61%
Not declared/specified 15%	Not declared/specified 25%	Not declared/specified 17%	Not declared/specified 25%	Not declared/specified 28%

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Cluster 3: AfC band 8a & 8b – Non-clinical Staff				
Disabled staff 0%	Disabled staff 0%	Disabled staff 0%	Disabled staff 9%	Disabled staff 4%
Non-disabled staff 78%	Non-disabled staff 82%	Non-disabled staff 73%	Non-disabled staff 70%	Non-disabled staff 78%
Not declared /specified 22%	Not declared /specified 18%	Not declared /specified 27%	Not declared /specified 21%	Not declared /specified 17%
% disabled staff in cluster 3 of the overall disabled workforce:	% disabled staff in cluster 3 of the overall disabled workforce:	% disabled staff in cluster 3 of the overall disabled workforce:	% disabled staff in cluster 3 of the overall disabled workforce:	% disabled staff in cluster 3 of the overall disabled workforce:
Disabled staff 2%	Disabled staff 1%	Disabled staff 5%	Disabled staff 3%	Disabled staff 3%
Cluster 4: AfC band 8c, 8d,9 & VSM – Clinical Staff				
disabled staff 0%	disabled staff 0%	staff with a disability 0%	Disabled staff 0%	Disabled staff 0%
non-disabled 100%	non-disabled 100%	Non-disabled staff 0%	Non-disabled staff 0%	Non-disabled staff 87%
not declared / specified 0%	not declared / specified 0%	not declared / specified 0%	not declared / specified 0%	not declared / specified 13%
Cluster 4: AfC band 8c, 8d,9 & VSM – Non-clinical Staff				
Disabled staff 0%	Disabled staff 0%	Disabled staff 14%	Disabled staff 0%	Disabled staff 0%
Non-disabled staff 88%	Non-disabled staff 75%	Non-disabled staff 86%	Non-disabled staff 93%	Non-disabled staff 69%
Not declared/specified 12%	Not declared/specified 25%	Not declared/specified 0%	Not declared/specified 7%	Not declared /specified 31%
% disabled staff in cluster 4 of the overall disabled workforce:	% disabled staff in cluster 4 of the overall disabled workforce:	% disabled staff in cluster 4 of the overall disabled workforce:	% disabled staff in cluster 4 of the overall disabled workforce:	% disabled staff in cluster 4 of the overall disabled workforce:
Disabled staff nil	Disabled staff nil	Disabled staff 1%	Disabled staff 0%	Disabled staff Nil

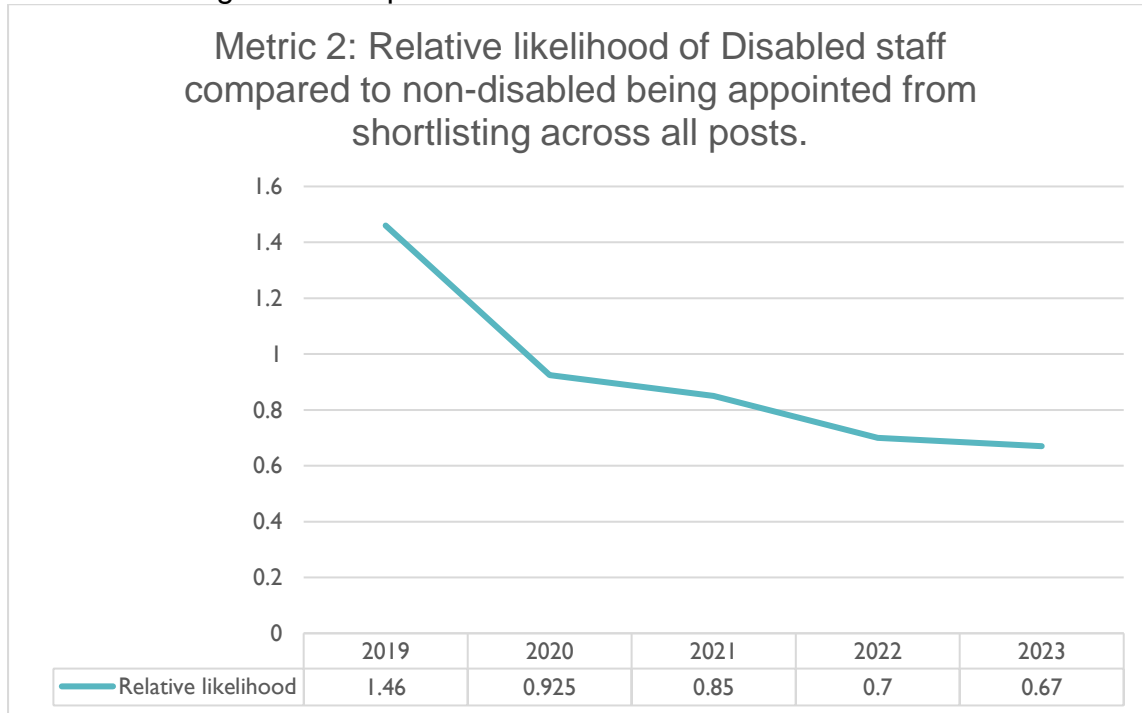
*Throughout this report the shortened term 'disabled staff' will be used to refer to 'disabled staff / staff with a long-term condition'.

Cluster 5: Medical & Dental Staff				
Consultants Nil	Consultants Nil	Consultants Nil	Consultants Nil	Consultants Nil
Disabled staff Nil	Disabled staff Nil	Disabled staff Nil	Disabled staff 100%	Disabled staff Nil
% disabled staff in cluster 5 of the overall disabled workforce:	% disabled staff in cluster 5 of the overall disabled workforce:	% disabled staff in cluster 5 of the overall disabled workforce:	% disabled staff in cluster 5 of the overall disabled workforce:	% disabled staff in cluster 5 of the overall disabled workforce:
Disabled staff Nil	Disabled staff Nil	Disabled staff Nil	Disabled staff Nil	Disabled staff Nil
Cluster 6: Medical & Dental Staff - Consultant career grade				
Disabled staff Nil	Disabled staff Nil	Disabled staff Nil	Disabled staff Nil	Disabled staff Nil
Non-disabled 100%	Non-disabled 100%	Non-disabled 100%	Non-disabled 100%	Non-disabled 100%
% disabled staff in cluster 6 of the overall disabled workforce:	% disabled staff in cluster 6 of the overall disabled workforce:	% disabled staff in cluster 6 of the overall disabled workforce:	% disabled staff in cluster 6 of the overall disabled workforce:	% disabled staff in cluster 6 of the overall disabled workforce:
Disabled staff Nil	Disabled staff Nil	Disabled staff Nil	Disabled staff Nil	Disabled staff Nil
Cluster 7 Medical & Dental Staff: medical & dental trainee grades				
Disabled staff Nil	Disabled staff Nil	Disabled staff Nil	Disabled staff Nil	Disabled staff Nil
% disabled staff in cluster 7 of the overall disabled workforce:	% disabled staff in cluster 7 of the overall disabled workforce:	% disabled staff in cluster 7 of the overall disabled workforce:	% disabled staff in cluster 7 of the overall disabled workforce:	% disabled staff in cluster 7 of the overall disabled workforce:
Disabled staff Nil	Disabled staff Nil	Disabled staff Nil	Disabled staff Nil	Disabled staff Nil

*Throughout this report the shortened term 'disabled staff' will be used to refer to 'disabled staff / staff with a long-term condition'.

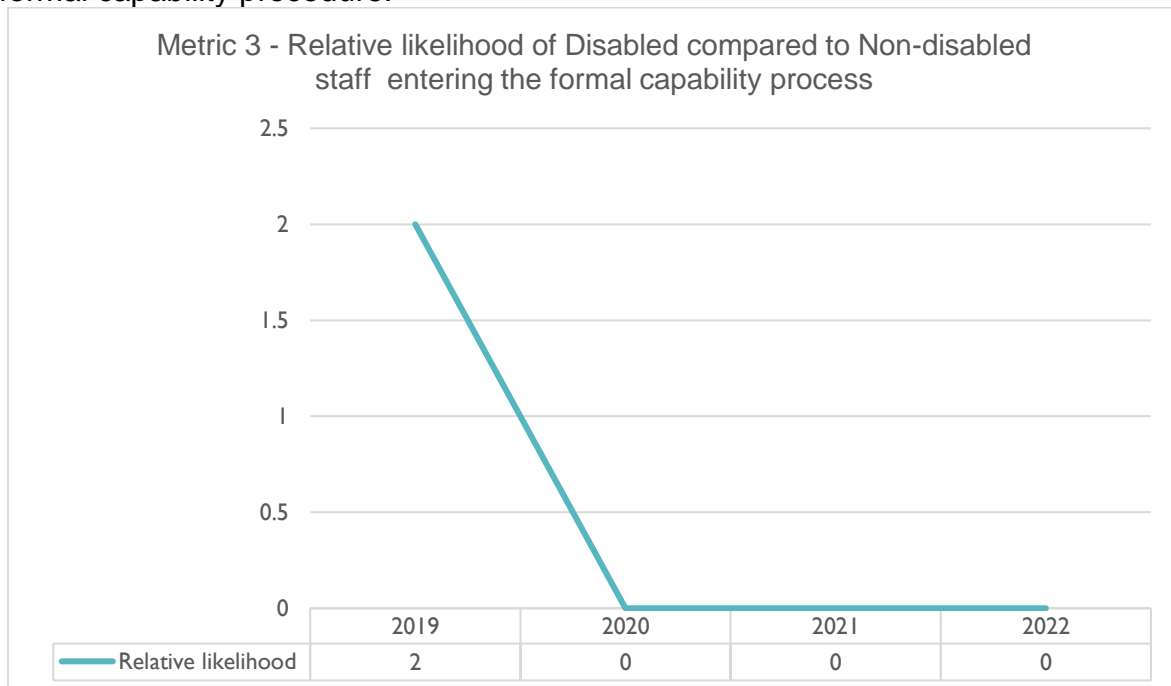
Metric 2

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



Metric 3

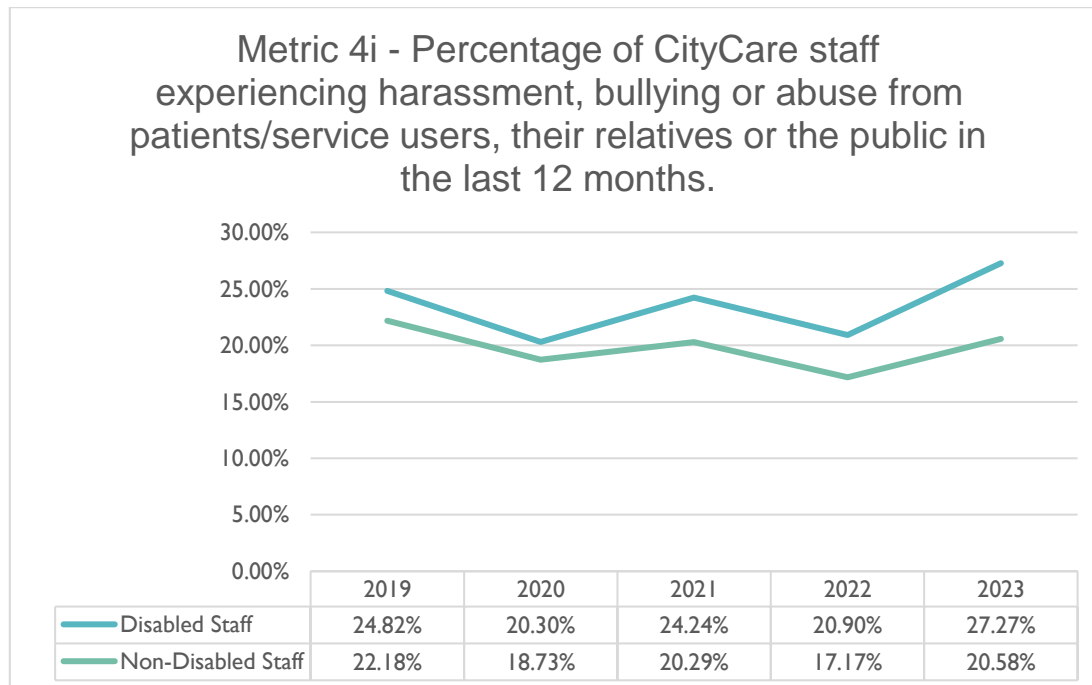
Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process on the grounds of performance, as measured by entry into the formal capability procedure.



Metric 4

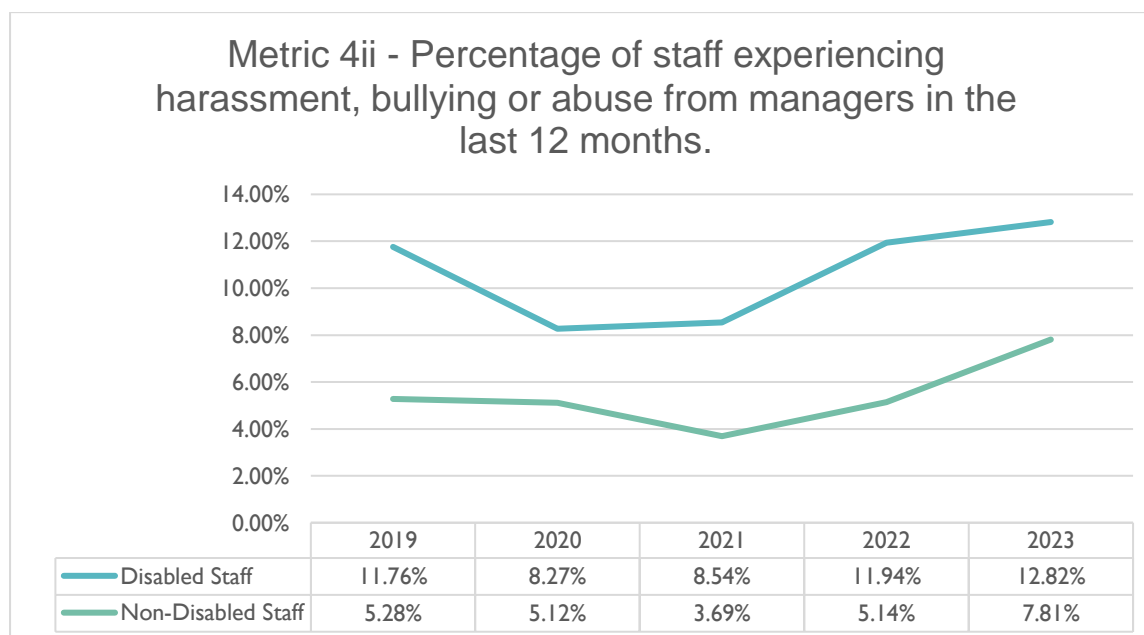
Metric 4a(i)

Percentage of staff experiencing harassment, bullying or abuse from patients/service users, their relatives, or the public in the last 12 months.



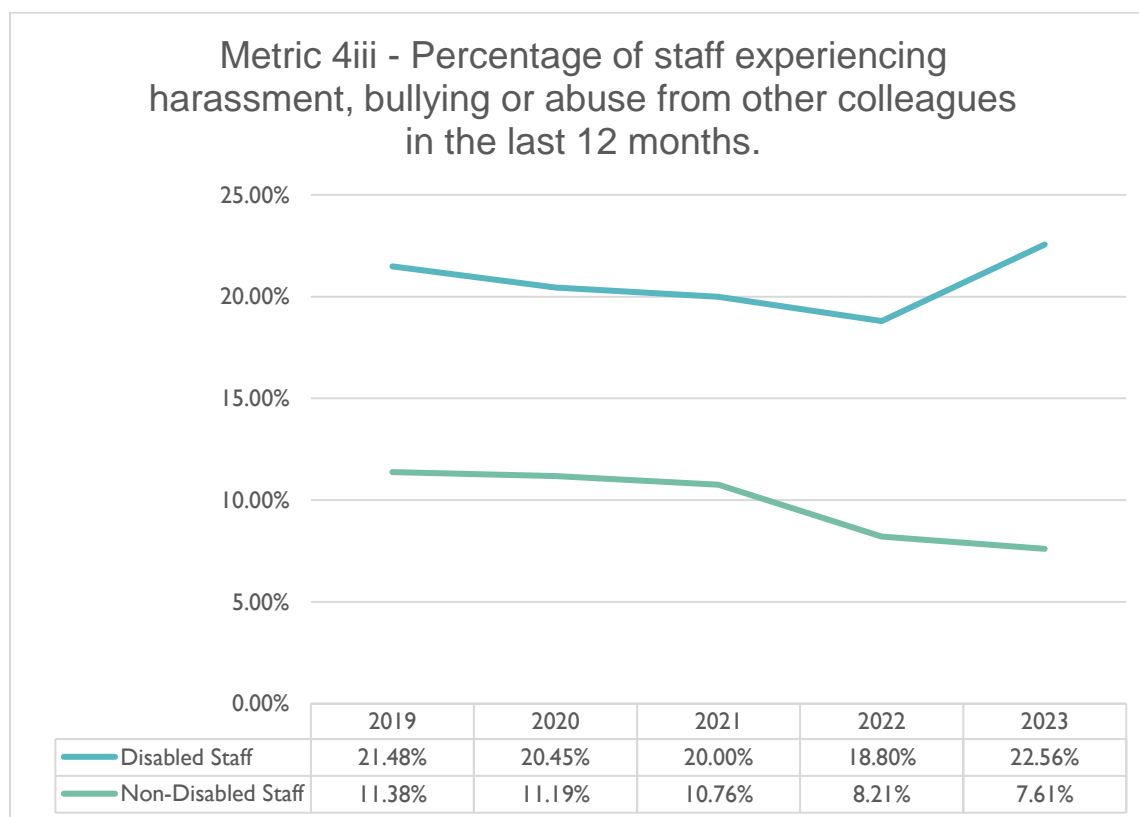
Metric 4a(ii):

Percentage of staff experiencing harassment, bullying or abuse from managers in the last 12 months.



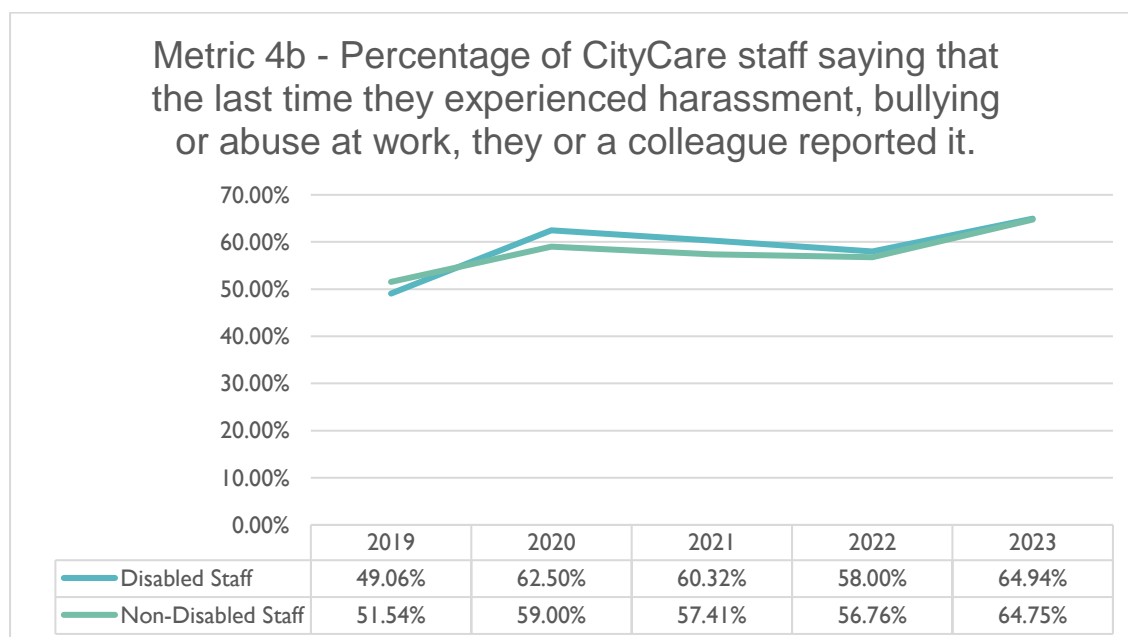
Metric 4a(iii)

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months.



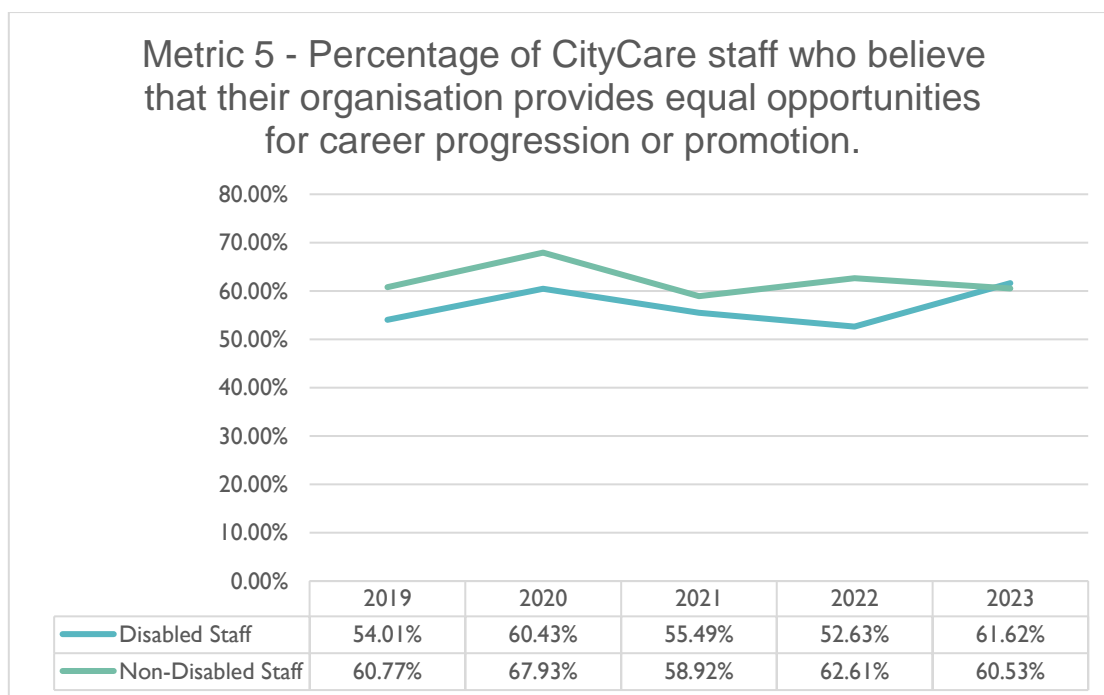
Metric 4b

Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it.



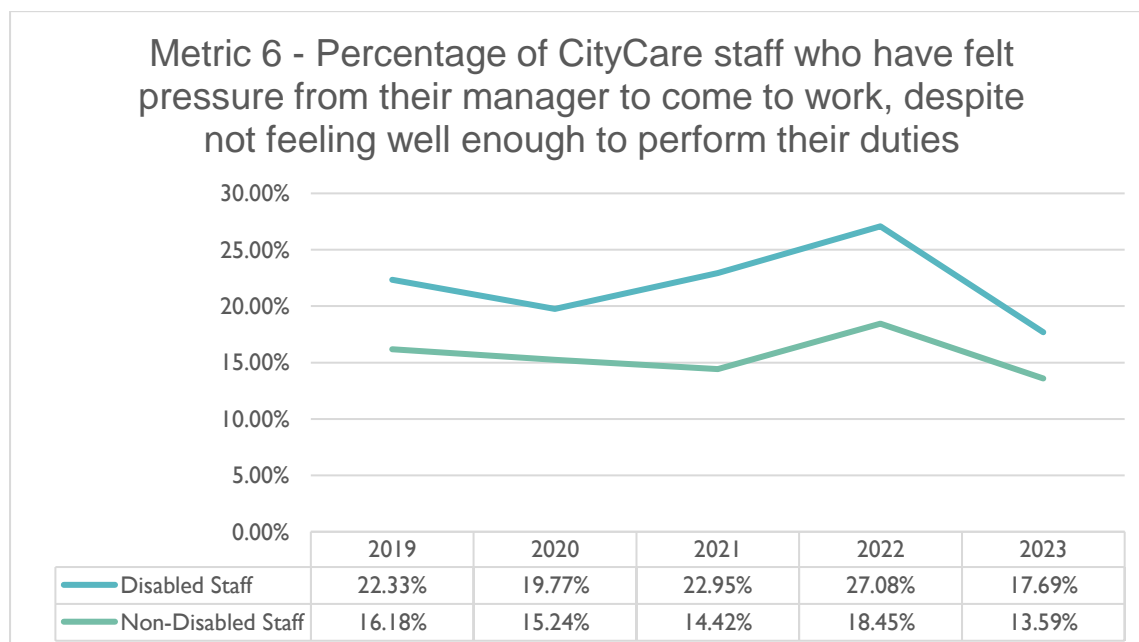
Metric 5

Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion.



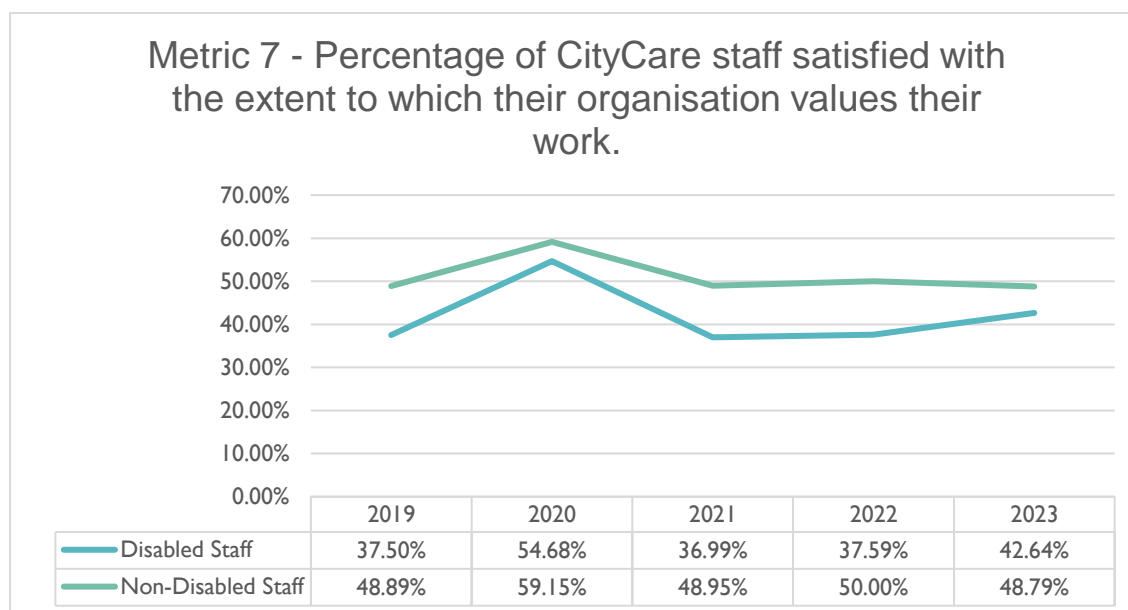
Metric 6

Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties.



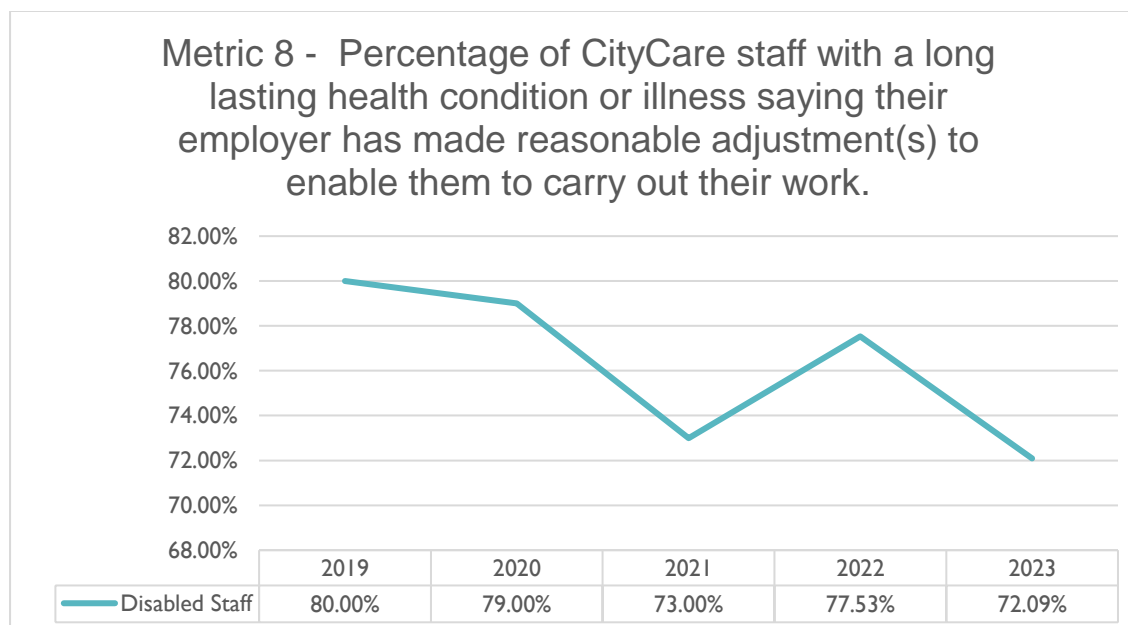
Metric 7

Percentage of staff satisfied with the extent to which their organisation values their work.



Metric 8

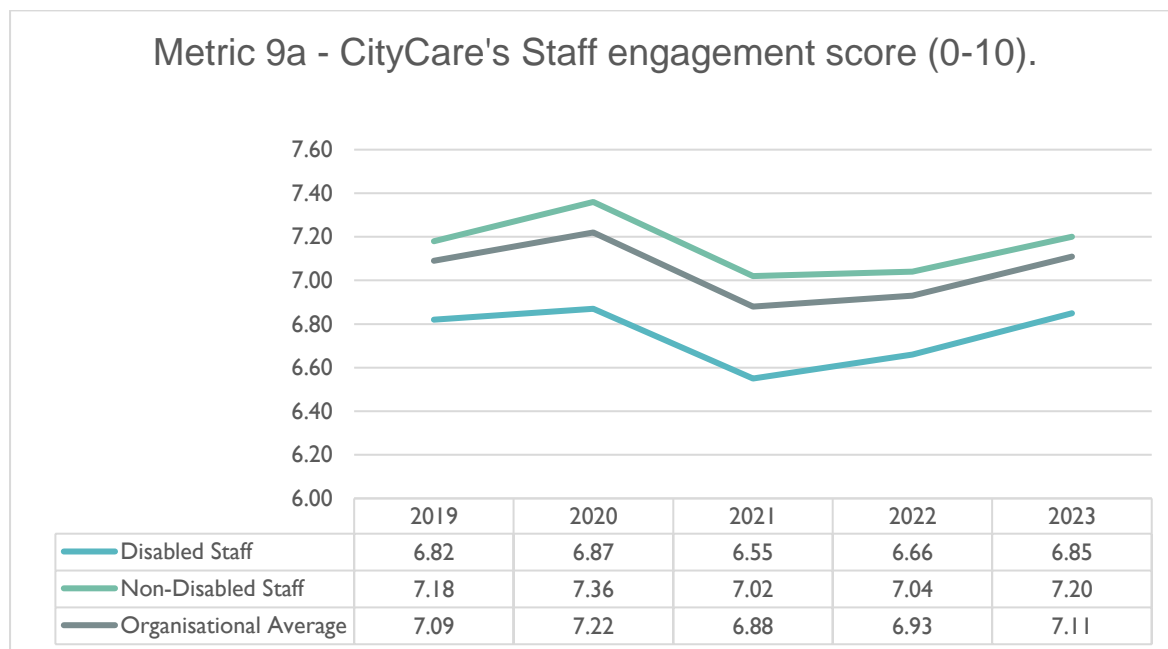
Percentage of staff with a long-lasting health condition or illness saying their employer has made reasonable adjustment(s) to enable them to carry out their work.



Metric 9

Metric 9A

The staff engagement score for Disabled staff compared to non-disabled staff (0-10)



Metric 9b

Has your trust taken action to facilitate the voices of Disabled staff in your organisation to be heard? (if yes, provide an example of current action being taken in your WDES report)

2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Yes	Yes	Yes	Yes	Yes