

Workforce Disability Equality Standard (WDES)

2023-2024



Executive summary

The NHS Workforce Disability Equality Standard (WDES) is an initiative designed to improve the workplace experience and career opportunities for NHS staff with disabilities.

It requires NHS organizations to measure and understand the experiences of disabled employees through a set of specific metrics. These metrics include aspects such as representation in the workforce, career development opportunities, and levels of bullying or harassment.

By analysing this data and implementing targeted actions, the WDES aims to create a more inclusive and supportive environment for disabled staff, ensuring they have equal opportunities to thrive within the NHS.

The 2023-2024 WDES Report is based on a snapshot of our workforce data as of 31 March 2024. National data, used for comparison, is based on 2022-23 NHS Staff Survey data and 2023 Electronic Staff Record data from across the NHS.

The WDES contains ten metrics highlighted in the table below:

No	Metric
1	Percentage of staff in each of the AfC Bands 1-9 and VSM
2	Relative likelihood of staff being appointed from shortlisting across all posts
3	Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal capability investigation
4	a) Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse b) Percentage of staff who reported bullying and harassment
5	Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion
6	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

No	Metric
7	Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work
8	Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work
9	a) The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation b) Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?
10	Percentage difference between the organisation's Board voting membership and its organisation's overall workforce

Metric 1 – Percentage of staff in each of the AfC bands 1-9 and VSM

247 (4.14%) with a disability or long-term health condition. National benchmark 4.9%.

The Trust has increased its number of disabled staff to 247, which represents 4.14% of the workforce, compared to 169 (2.98%) last year. The number of staff who have not shared their disability status has improved, from 1206 last year to 1140 this year.

The trend remains positive, and the number of Disabled staff has increased incrementally over the past five years (see table). Our data confirms there has been an increase in applications from disabled people, this will be influenced by an increase in people feeling more confident about self-disclosure at the interview stage and our recruitment efforts to promote jobs to different communities to attract a more diverse candidate pool.

Year	Disabled Staff	Growth since previous year	Non-Disabled Staff	Unknown Status	Total	Percentage of total workforce		
						% Disabled	% Non-Disabled	% Unknown
2019	64		3298	1366	4728	1.35%	69.75%	28.89%
2020	73	↑ 14.06%	3720	1418	5211	1.40%	71.39%	27.21%
2021	83	↑ 13.70%	3999	1421	5503	1.51%	72.67%	25.82%
2022	133	↑ 60.24%	4133	1239	5505	2.42%	75.08%	22.51%
2023	169	↑ 27.07%	4300	1206	5675	2.98%	75.77%	21.25%
2024	247	↑ 46.15%	4575	1140	5962	4.14%	76.74%	19.12%

247 of the Trust's 5962 staff are disabled, who are employed across clinical roles (175 staff) and non-clinical roles (72 staff). One disabled member of staff is in a band 8+ clinical role, five are in non-clinical roles and eight are in medical roles, including two consultants. This has improved since last year when there was one disabled member of staff in Band 8A and above non-clinical roles, three in clinical roles and three in medical roles including one consultant. 1.8% of medical and dental staff are disabled, 85.83% are non-disabled and 13.09% unknown.

2024	Non-Clinical						Clinical, Medical & Dental					
	Disabled	Non-Disabled	Not Known	Total	Disabled %	Non-Disabled %	Disabled	Non-Disabled	Not Known	Total	Disabled %	Non-Disabled %
Under Band 1	1	6	0	7	1.4%	0.6%	1	6	0	7	0.6%	0.2%
Band 1	0	1	0	1	0.0%	0.1%	1	1	0	2	0.6%	0.0%
Band 2	15	261	56	332	20.8%	26.3%	18	212	50	280	10.3%	5.9%
Band 3	27	319	64	410	37.5%	32.2%	38	596	123	757	21.7%	16.6%
Band 4	5	100	37	142	6.9%	10.1%	12	186	85	283	6.9%	5.2%
Band 5	8	85	14	107	11.1%	8.6%	34	750	279	1063	19.4%	20.9%
Band 6	5	62	14	81	6.9%	6.3%	40	694	168	902	22.9%	19.4%
Band 7	6	61	10	77	8.3%	6.1%	22	366	97	485	12.6%	10.2%
Band 8A	3	40	8	51	4.2%	4.0%	1	97	22	120	0.6%	2.7%
Band 8B	1	30	2	33	1.4%	3.0%	0	20	5	25	0.0%	0.6%
Band 8C	1	10	4	15	1.4%	1.0%	0	9	1	10	0.0%	0.3%
Band 8D	0	4	2	6	0.0%	0.4%	0	7	0	7	0.0%	0.2%
Band 9	0	8	1	9	0.0%	0.8%	0	2	0	2	0.0%	0.1%
VSM	0	5	0	5	0.0%	0.5%	0	1	1	2	0.0%	50.0%
Consultant							2	199	41	242	1.1%	5.6%
Non-consultants							3	92	16	111	1.7%	2.6%
Career Grade												
Trainee Grades							3	345	40	388	1.7%	9.6%
Other												
Total	72	992	212	1276	5.6 %	77.7 %	175	3583	928	4686	3.7 %	76.5 %

When medical and dental staff are excluded, disabled staff are well represented in Bands 1-5 compared to non-disabled staff; reducing the significant number of staff with an 'unknown' disability status will help us to build a more accurate picture. When looking at our Electronic Staff Record (ESR) data, disabled staff are under-represented across the workforce at 4%, compared to the local Swindon population of 6.9% (ONS). When we look at alternative data from our staff survey questions, 22% of staff are disabled. The staff survey figure accounts for staff who might not identify as disabled but have a long-term health condition.

Distribution of staff - Band 1 to VSM (excluding medical/dental)	Disabled	Non-Disabled	Unknown
Lower Bands (1-5)	66.95%	64.05%	67.88%
Middle Bands (6-7)	30.54%	30.03%	27.71%
Upper Bands (8a and above)	2.51%	5.92%	4.41%

Metric 2 – Relative likelihood of staff being appointed from shortlisting across all posts
Non-Disabled candidates are 1.46 times more likely to be appointed from shortlisting, than disabled candidates. National benchmark 0.99.

During the year 360 staff were shortlisted following a job application, and 30 (8.33%) have been appointed. During the same period 4404 non-disabled candidates applied for roles and 536 non-disabled candidates (12.17%) from this group have been appointed. 465 candidates did not share their disability status, from this group 288 (61.94%) were appointed. Improving the number of candidates who share their status will help to build a more accurate picture.

Year	Relative likelihood of appointment
2018/19	1.66
2019/20	1.52
2020/21	1.12
2021/22	0.98
2022/23	1.44
2024/24	1.46

The shortlisting to appointment ratio is similar to last year when it was 1.44 (384 disabled candidates were shortlisted and 24 (6.25%) appointed).

The reader is advised to note the small sample size of disabled candidates, when making any statistical comparisons between both groups

Metric 3 – Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal capability investigation

Disabled staff are six times more likely to enter a formal capability process (number compounded by non-disclosure). National benchmark 2.17x.

The 2023/24 relative likelihood is 6.17, indicating Disabled staff are more than six times as likely to enter the capability* process as their non-disabled colleagues. This data is skewed by the number of staff whose disability status is unknown – three staff with unknown status entered a capability process over the two-year period; two were disabled, six non-disabled and three had an unknown status. In last year’s report, one disabled person entered the formal capability process during the two-year rolling period.

Year	Relative likelihood
2018/19	2.62
2019/20	2.83
2020/21	0.00
2021/22	0.00
2022/23	3.63
2023/24	6.17

A figure above 1 indicates that Disabled staff are more likely than Non-Disabled staff to enter the formal capability process.

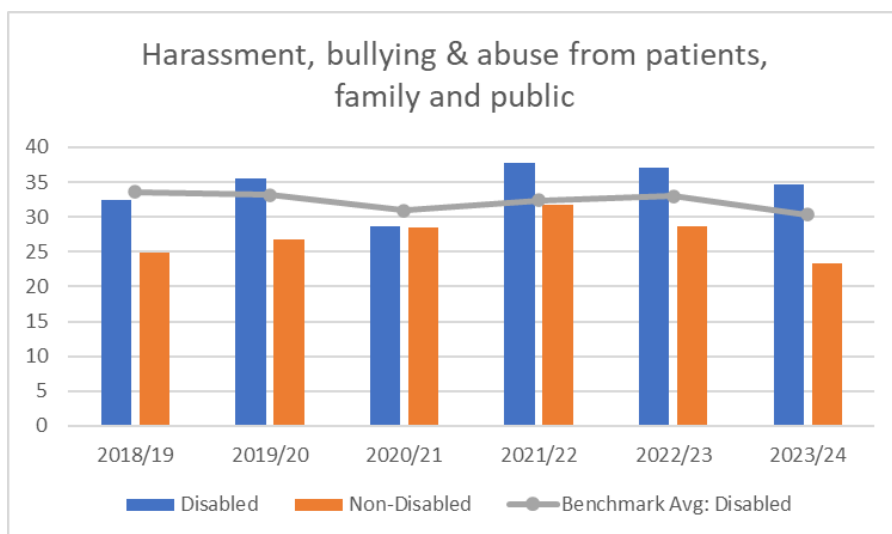
**By capability, we mean capability on the basis of performance, not ill health. This Metric is based on data from a two-year rolling average of the current year and the previous year (April 2022 to March 2023 and April 2023 to March 2024).*

Metric 4a – Percentage of Disabled staff compared to non-disabled staff experiencing harassment, bullying or abuse

34.7% of disabled staff have experienced harassment, bullying and abuse from patients, family and the public. National benchmark 33.2%.

34.7% of disabled staff have experienced harassment, bullying and abuse from patients, family and the public. The benchmark* average is 30.3%. This has improved since last year when 37.03% of disabled staff had the same experience.

In comparison, 23.3% of non-disabled staff experienced harassment, bullying and abuse from patients, family and the public – similar to the benchmark average of 23.8%; this metric has also improved for non-disabled staff, last year 28.7% had this experience.



**The Trust is benchmarked against NHS organisations of a similar size. The grey lines in the chart represent this benchmark average. This average differs from the national picture which reflects all participating NHS organisations (the national average is provided in the summary text).*

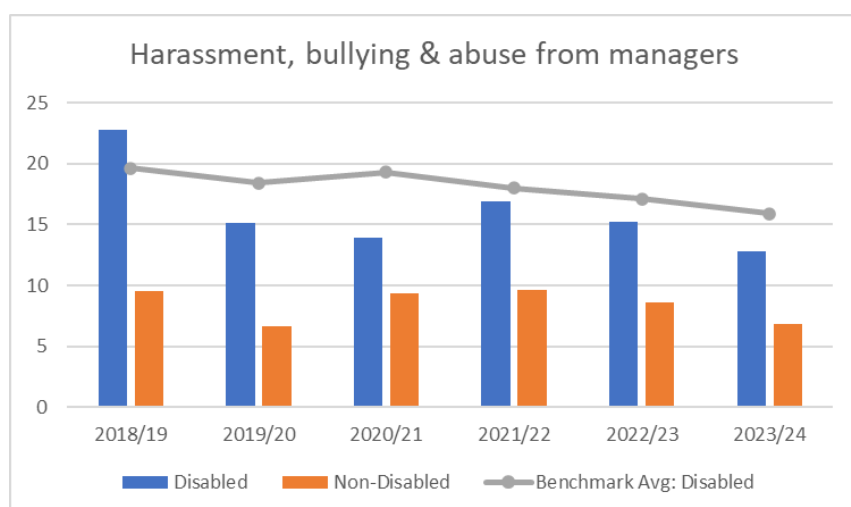
12.8% of disabled staff experienced harassment, bullying and abuse from managers.

National benchmark 16.1%.

12.8% of disabled staff have experienced harassment, bullying and abuse from a manager.

The Trust is performing better than the national average of 15.9%. This metric has improved since last year when 15.2% of disabled staff had the same experience.

In comparison, 6.8% of non-disabled staff experienced harassment, bullying and abuse from managers, which is also better than the benchmark* of 8.7%. This metric has also improved for non-disabled staff, last year 8.8% had this experience.

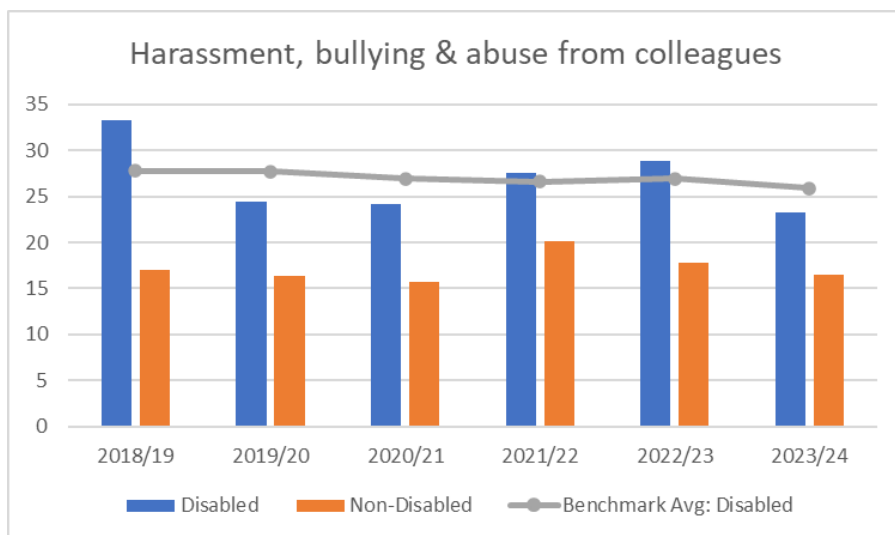


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23.2% of disabled staff experienced harassment, bullying and abuse from other colleagues. National benchmark 24.8%.

23.2% of disabled staff have experienced harassment, bullying and abuse from another colleague. GWH is performing better than the benchmark average of 25.7%. This has improved since last year when 28.8% of disabled staff had the same experience.

In comparison, 16.5% of non-disabled staff experienced harassment, bullying and abuse from colleagues – similar to the benchmark* average of 16.6%. This metric has also improved for non-disabled staff, last year 17.8% had this experience.



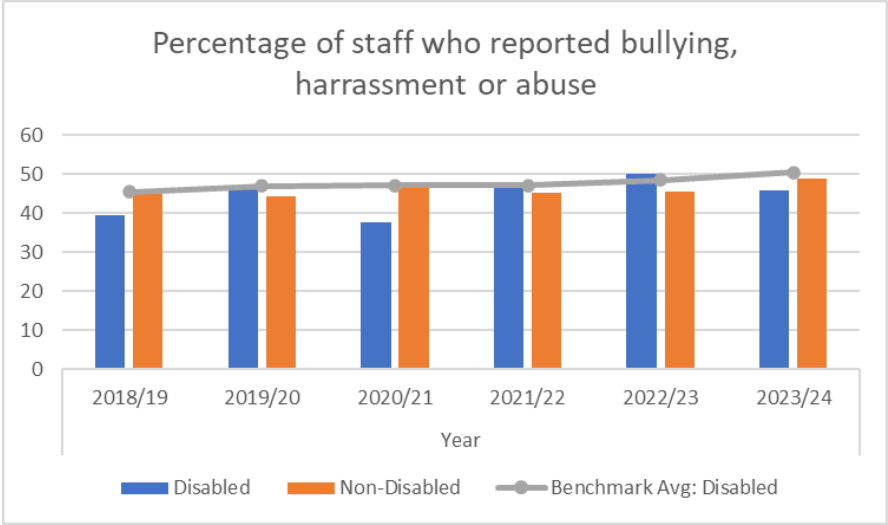
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Metric 4b – Percentage of staff who reported bullying and harassment

45.7% of disabled staff who experienced harassment, bullying and abuse reported it. National benchmark 51.3%.

45.7% of disabled staff who experienced harassment, bullying and abuse stated they or a colleague reported it. The benchmark* average for this year is 50.4%. This has worsened since last year when 50.1% of disabled staff said they or a colleague reported the incident.

In comparison, 48.4% of non-disabled staff who experienced harassment, bullying and abuse reported it; similar to the benchmark* average of 49.3%. This metric has improved for non-disabled staff, last year 45.5% said they or a colleague reported the incident.

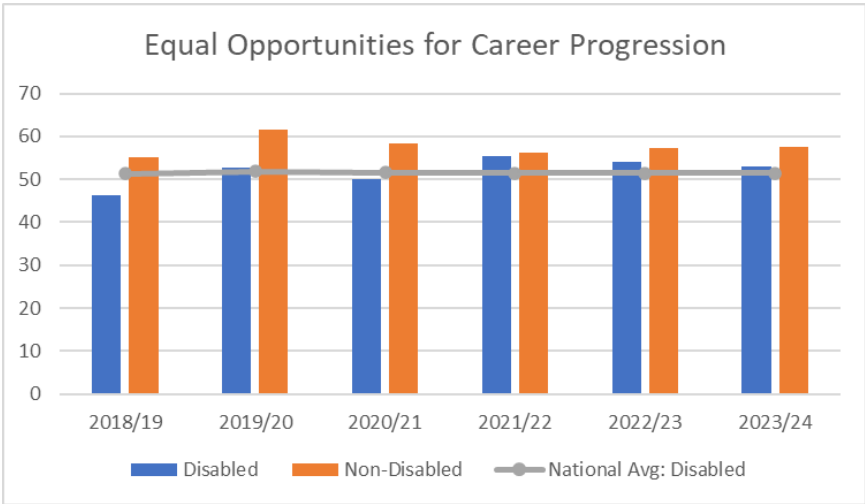


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Metric 5 – Percentage of Disabled staff compared to non-disabled staff believing that the Trust provides equal opportunities for career progression or promotion

52.9% of disabled staff believe the Trust provides equal opportunities for career progression or promotion. National benchmark 52.1%.

52.9% of disabled staff feel they have equal opportunities. This has worsened since last year when 54.0% of disabled staff felt they had equal opportunities. The benchmark average is 51.5%. In comparison, 57.5% of non-disabled staff feel they have equal opportunities; this metric is similar to last year when 57.3% of non-disabled staff felt they had equal opportunities. The benchmark* average is 57.5%.

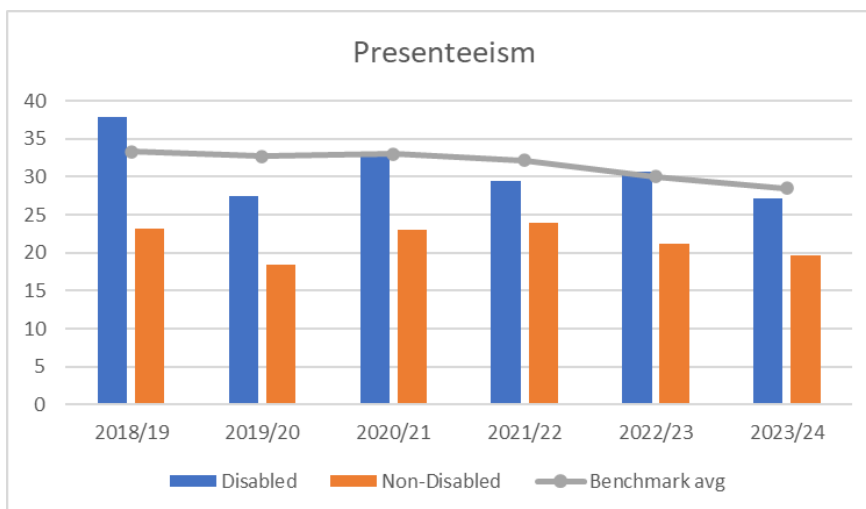


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Metric 6 – Percentage of Disabled staff compared to non-disabled staff saying that they have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties

27.2% of disabled staff felt pressure from their line manager to work despite not feeling well enough to perform their duties. National benchmark 27.7%.

Less than a third of Disabled staff (27.2%) reported that they felt pressure from their manager to come to work, despite not feeling well enough to perform their duties. This is slightly lower than the benchmark average of 28.55%*. This has improved by 3.46 percentage points since last year, when 30.67% of disabled staff felt pressure to work. In contrast, 19.6% of Non-Disabled staff reported the same; which is reflective of the benchmark* average of 19.5%.

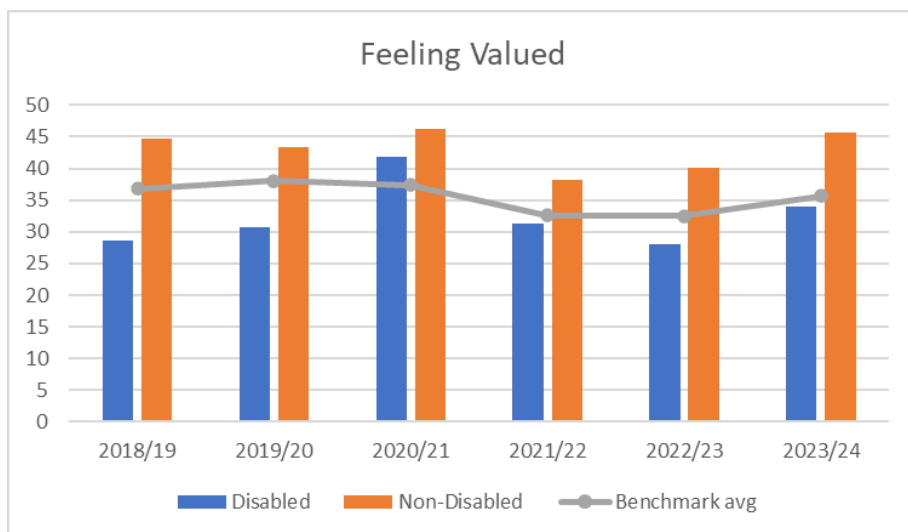


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Metric 7 – Percentage of Disabled staff compared to non-disabled staff saying that they are satisfied with the extent to which their organisation values their work

34% of disabled staff were satisfied with the extent to which the Trust valued their work. National benchmark 35.2%.

34.0% of staff feel satisfied with the extent to which the Trust values their work. This has markedly improved since last year when 28.0% of disabled staff felt satisfied. In contrast, 45.6% of non-disabled staff felt the Trust valued their work, this metric has also markedly improved since last year when 40.0% of non-disabled staff felt their work was valued. The benchmark* average is 35.7% for disabled staff and 47.2% for non-disabled staff.



**The Trust is benchmarked against NHS organisations of a similar size. The grey lines in the chart represent this benchmark average. This average differs from the national picture which reflects all participating NHS organisations (the national average is provided in the summary text).*

34.0% of staff feel satisfied with the extent to which the Trust values their work. This has markedly improved since last year when 28.0% of disabled staff felt satisfied. In contrast, 45.6% of non-disabled staff felt the Trust valued their work, this metric has also markedly improved since last year when 40.0% of non-disabled staff felt their work was valued. The benchmark* average is 35.7% for disabled staff and 47.2% for non-disabled staff.

Metric 8 – Percentage of Disabled staff saying that their employer has made adequate adjustment(s) to enable them to carry out their work

73.2% of disabled staff have adequate workplace adjustments. National benchmark 73.4%.

73.2% of staff with a disability or long-lasting health condition or illness feel the Trust has made reasonable adjustments to enable them to carry out their work. This is reflective of the benchmark* average of 73.38%. This metric has improved slightly since last year, from 72.3%.

Year	Relative likelihood
2018/19	75.0%
2019/20	82.4%
2020/21	81.4%
2021/22	70.5%
2022/23	72.3%
2023/24	73.2%

*The Trust is benchmarked against NHS organisations of a similar size.

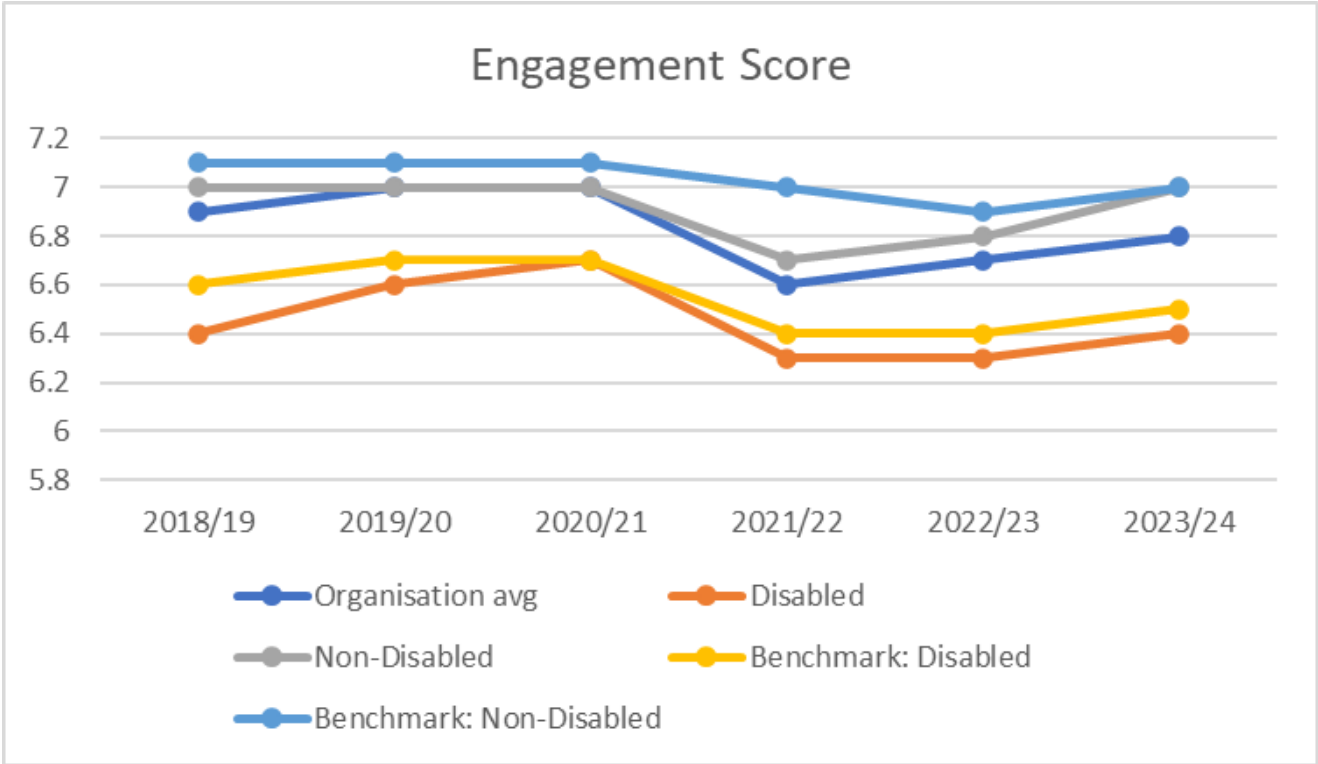
Metric 9a – The staff engagement score for Disabled staff, compared to non-disabled staff and the overall engagement score for the organisation

Disabled staff Engagement Score of 6.4 (range 0-10). National benchmark 6.4.

Disabled staff feel slightly less engaged than non-disabled staff, with an engagement score of 6.4, compared to a score of 7.0 for non-disabled staff. This is similar to last year’s score for disabled staff which was 6.33. The Trust is performing in line with it’s benchmark average of 6.5 for disabled staff and 7.0 for non-disabled staff.

The Trust’s overall engagement score is 6.8, which is similar to last year’s 6.7.




*The Trust is benchmarked against NHS organisations of a similar size.



Metric 9b – Has your Trust taken action to facilitate the voices of Disabled staff in your organisation to be heard?

The Trust provides several routes for staff to speak up, which are highlighted in the ‘Culture’ section of this report, including monthly staff forum meetings with the CEO and access to Speak Up Guardians, union representatives, leadership and staff networks.

Our networks play a vital role in representing the voice of disabled staff. Members sit on our strategic EDI and Health Inequalities committee, review policies and help the Trust to improve access to the hospital and the network works closely with the EDI Lead to champion inclusion.

 <p>Differently Abled Staff Network members took part in the design of a Trust-wide programme to address discrimination.</p>	 <p>Executive Sponsor appointed to each Network; sponsors represent the network strategically</p>	 <p>Differently Abled Network members are able to influence improvements in patient care – Network took part in review of Trust site doors in Nov. 2023</p>
 <p>Trust facilitates Networks to host a range of events across the year to raise awareness about issues that disabled people encounter</p>	 <p>The Trust and Staff Partnership Forum engages with staff via the networks across a range of issues and to review policies.</p>	 <p>Development for line managers to help them support staffs’ health and wellbeing, lead inclusively and to have compassionate conversations.</p>

Metric 10 – Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce

The Trust Board has no disabled board members and twelve non-disabled board members. Seven have not shared their status. National benchmark 5.7%.

	2023 Board Membership					Overall workforce	Rate of disability / LTC* from staff survey
	Voting	Non-voting	Executive	Non-executive	Total		
Disabled	0	0	0	0	0	4%	22%
Non-disabled	12	0	6	6	12	77%	78%
Unknown	4	3	1	6	7	19%	

Our Electronic Staff Records (ESR) does not indicate that the Trust has any disabled Board Members, this data remains the same as 2022-2023. Only 4% of staff have shared their disability status via ESR, in contrast 846 staff (22%) who completed the survey have stated they have a disability or long-term health condition. Staff are encouraged to share this information; however, some staff do not identify as being disabled or would prefer not to say.

Twelve of our Board Members are Non-Disabled, all 12 are voting members; seven have not shared their disability status, one of which is a voting member and six non-voting. Non-voting members include two Associate Non-Executive Directors (NEDs).

The NHS Associate NED programme has been developed to support people with senior level experience, who are currently under-represented on NHS Boards into non-executive roles.